



# increased maximum 2021 contribution limit dependent day care spending account plan active employee coverage effective january 1, 2021 through december 31, 2021

human energy. yours.™

## Update to the summary plan descriptions (SPD)

Changes described in this SMM are effective January 1, 2021 through December 31, 2021

The enclosed information serves as an official summary of material modification (SMM) for the **Dependent Day Care Spending Account (DCSA) Plan**. Please keep this information with your other plan documents for future reference. You can access the summary plan descriptions for your benefits at [hr2.chevron.com](http://hr2.chevron.com) or by calling the HR Service Center at **1-888-825-5247**.

This document applies to eligible, active U.S.-payroll employees.

## new 2021 maximum annual contribution limit

The American Rescue Plan Act (ARPA), signed into law on March 11, 2021, raises the pretax contribution limit for dependent care flexible spending accounts – like the Dependent Day Care Spending Account (DCSA) Plan – for the 2021 calendar year.

- **\$10,500** (up from \$5,000) for single taxpayers and married couples filing jointly
- **\$5,250** (up from \$2,500) for married individuals filing separately.
- The higher limits apply *only* to the 2021 plan year, **January 1, 2021** through **December 31, 2021**.

## carryover and the maximum annual contribution limit

If you're eligible for the [carryover of your 2020 DCSA](#), your carryover amount does *not* count toward the 2021 annual maximum; your carryover amount will be added to the amount you elect (if any) to contribute to the DCSA for 2021. See the carryover section in this document for additional details.

### how to change your DCSA contributions

As a reminder, plan rules have temporarily changed, and you are currently permitted to change your DCSA contribution at any time and for any reason. [Learn more about this change here](#). Call the **HR Service Center** at **1-888-825-5247** (1-832-854-5800 outside the U.S.) to change your DCSA contributions.

## who to contact



- To make mid-year DCSA enrollment or election changes, call the **HR Service Center** at **1-888-825-5247** (1-832-854-5800 outside the U.S.)
- Contact **Anthem** directly at **1-844-627-1632** to discuss reimbursement claims, eligible expenses, or carryover questions.
- More DCSA information and claim resources are available on **hr2.chevron.com**. Go to **Wealth Management** on the top navigation, then choose **Dependent Day Care Account** from the dropdown menu.

*This communication provides only certain highlights about changes of benefit provisions. It is not intended to be a complete explanation. If there are any discrepancies between this communication and the legal plan documents, the legal plan documents will prevail to the extent permitted by law. There are no vested rights with respect to Chevron health care plans or any company contributions towards the cost of such health care plans. Rather, Chevron Corporation reserves all rights, for any reason and at any time, to amend, change or terminate these plans or to change or eliminate the company contribution toward the cost of such plans. Such amendments, changes, terminations or eliminations may be applicable without regard to whether someone previously terminated employment with Chevron or previously was subject to a grandfathering provision. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.*