



# increase to amount of off-the-job coverage short-term disability plan effective january 1, 2022

## Update to the summary plan descriptions (SPD)

Changes described in this SMM are effective as of January 1, 2022.

The enclosed information serves as an official summary of material modification (SMM) for the **Short-Term Disability (STD) 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**.

## increase to amount of off-the-job coverage

The Short-Term Disability (STD) Plan provides benefits to recover from an illness or injury (disability) or to visit a primary care provider to receive preventive care. You have two separate STD banks — one for **on-the-job disabilities** and **one for off-the-job disabilities**.

**Effective January 1, 2022, if you have less than five years of health and welfare eligibility service, the maximum amount of benefits you can receive for off-the-job disabilities will generally increase or remain unchanged.**

The chart on page 2 of this SMM shows the amount of benefits you receive for both on- and off-the-job disabilities as you complete years of health and welfare eligibility service. The chart in this SMM has been updated to include the revised off-the-job disability benefit amounts upon hire and from 2-4 years of health and welfare eligibility service and, effective January 1, 2022, replaces the chart in the current published Short-Term Disability (STD) Plan summary plan description.

*(See page 2 of this SMM for benefit amount chart.)*

Effective January 1, 2022

Health and Welfare Eligibility Service	On-the-Job Disability		Off-the-Job Disability*	
	Full Regular Pay	Half Regular Pay	Full Regular Pay	Half Regular Pay
Hire date	26 weeks	26 weeks	6 weeks	6 weeks
1 year	26 weeks	26 weeks	6 weeks	6 weeks
2 years	26 weeks	26 weeks	8 weeks	8 weeks
3 years	26 weeks	26 weeks	8 weeks	8 weeks
4 years	26 weeks	26 weeks	8 weeks	8 weeks
5 years	26 weeks	26 weeks	16 weeks	16 weeks
6 years	26 weeks	26 weeks	16 weeks	16 weeks
7 years	26 weeks	26 weeks	16 weeks	16 weeks
8 years	26 weeks	26 weeks	16 weeks	16 weeks
9 years	26 weeks	26 weeks	16 weeks	16 weeks
10 years	26 weeks	26 weeks	21 weeks	21 weeks
11 years	26 weeks	26 weeks	21 weeks	21 weeks
12 years	26 weeks	26 weeks	21 weeks	21 weeks
13 years	26 weeks	26 weeks	21 weeks	21 weeks
14 years	26 weeks	26 weeks	21 weeks	21 weeks
15 or more years	26 weeks	26 weeks	26 weeks	26 weeks

*\*Once you have completed six months of continuous service, you will receive off-the-job disability benefits in accordance with the above schedule upon each health and welfare service anniversary date. However, if you're not working your full regular work schedule (unless you're on a vacation or a leave of absence with pay) on the last workday before your service anniversary date, your off-the-job disability bank isn't adjusted until you return to work on your full regular work schedule.*

*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.*