



# updated enrollment requirement after unpaid leave or suspension group critical illness insurance group hospital indemnity insurance effective january 1, 2023

**Update to the summary plan description (SPD)**  
**All changes described in this SMM are effective January 1, 2023.**

The enclosed information serves as an official summary of material modification (SMM) for the plans referenced herein. 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**.

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## **enrollment requirements after an unpaid leave or suspension**

Consistent with the governing group insurance policies, the plan has been clarified effective **January 1, 2023**, to confirm that if you're returning from an unpaid leave of absence, strike, or suspension in the *same* plan year, the **Group Critical Illness** and **Group Hospital Indemnity Insurance** plans will require you to re-elect coverage if you wish to continue to participate in the plan(s), similar to a newly eligible employee. Coverage will be effective the first of month following the date the status change is received.

*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. Oral statements about plan benefits are not binding on Chevron or the applicable plan. There are no vested rights with respect to Chevron health and welfare plans or any company contributions towards the cost of such health and welfare 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.*