



# update to elimination period long-term disability plan update to summary plan description as of June 1, 2023 (changes effective January 1, 2021)

**Update to the summary plan description (SPD)**  
**Changes described in this SMM are effective January 1, 2021.**

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

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Prior to benefits becoming payable, the LTD Plan applies an elimination period. As this period is generally unpaid, the LTD Plan was amended with respect to benefits that become payable on or after January 1, 2021, to require that you exhaust your remaining annual vacation amount, even if not yet earned. The wording of this requirement was later modified to clarify the intent of the change, which is to require exhaustion of *available annual* vacation.

The clarified wording applies to the following two sections of the SPD:

## **when benefits are paid**

- **Previous statement:** The date your Short-Term Disability Plan and earned vacation benefits run out.
- **New statement:** That date your Short-Term Disability Plan and available annual vacation benefits are exhausted.

## **special disability benefit**

- **Previous statement:** You have completed one or more years of health and welfare eligibility service before your Short-Term Disability Plan benefits and earned vacation time ran out.
- **New statement:** You have completed one or more years of health and welfare eligibility service before your Short-Term Disability Plan benefits and available annual vacation benefits are exhausted.

*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. 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. Unless required by applicable law, there are no vested rights with respect to any Chevron health and welfare plan benefit or to any company contributions towards the cost of such health and welfare plan benefits. Some benefit plans and policies described in this document may be subject to collective bargaining and, therefore, may not apply to union-represented employees.*