



## **Chevron benefit reminders and updates**

### **For post-65 participants enrolled in the Retiree HRA Plan**

According to our records, you and/or your post-65 dependents are currently participating in the Chevron Corporation Retiree Health Reimbursement Arrangement Plan (Retiree HRA Plan). This letter provides you with information regarding the 2025 Retiree HRA Plan and other Chevron benefit updates, if any. It also provides reminders specific to Chevron post-65 retirees and their enrolled post-65 dependents. **Please take a minute to review this letter and save a copy for your records.**

#### **the retiree HRA company contribution amount will increase by \$6.28 starting in 2025**



**Chevron's company contribution to the Retiree HRA for post-65 participants will increase by \$6.28 per month effective January 1, 2025.** This \$6.28 per participant flat amount was previously contributed by the company to fund the Retiree HRA Plan's Supplemental Catastrophic Prescription Drug Benefit (CatRx Benefit). Due to a change in Medicare law, the CatRx Benefit is no longer necessary, and the flat amount can be redirected to participant Retiree HRAs.

#### **catastrophic supplemental prescription drug benefit discontinued**

The Retiree HRA Plan previously included a **Catastrophic Supplemental Prescription Drug Benefit (CatRx Benefit)** to help offset the impact of the Medicare Part D catastrophic coverage phase. The CatRx Benefit in the HRA could be used to defray some of the out-of-pocket costs incurred by retirees who reached this phase. Due to an improvement in Medicare coverage, there is no longer a copayment or coinsurance during the Part D catastrophic coverage phase. This change eliminates the need for the Retiree HRA Plan's CatRx Benefit. For this reason, this plan feature has been eliminated and, effective January 1, 2025, the \$6.28 monthly per participant flat rate will no longer be deducted from Retiree HRA Plan company contribution amounts and will be redirected to participant Retiree HRAs.

## post-65 via benefits open enrollment october 15 through december 7, 2024

If you want to make changes to your post-65 individual medical, prescription drug, dental, or vision coverage for 2025 you must take action by December 7, 2024.

- **If you're happy with your plans, no action is needed;** plans renew automatically. Watch for notices from your insurance carrier about any changes to your coverage.\*
- **If you're considering changing your Medicare coverage,** call Via Benefits or access the website to Shop & Compare plans.

\* **IMPORTANT:** It's your responsibility to speak *directly* to your health plan to understand any changes to your coverage for 2025. Neither Chevron nor Via Benefits receives information about benefit changes to the plans on the individual marketplace.

## important requirements to maintain retiree HRA plan eligibility

The Chevron Corporation Post-65 Retiree Health Reimbursement Arrangement Plan (Retiree HRA Plan) is the health reimbursement arrangement that Chevron sponsors for post-65 eligible retirees and their post-65 eligible dependents to receive their company contributions towards eligible health coverage. As a reminder, to continue to receive the company contribution to the Retiree HRA, plan participants must maintain the following eligibility requirements:

- Post-65 eligible participants must remain enrolled in at least individual **medical coverage** through Via Benefits to remain eligible to participate in the Retiree HRA Plan.
- If you are a post-65 eligible retiree, you must remain enrolled in at least individual **medical coverage** through Via Benefits for your post-65 dependents to be eligible for the Retiree HRA Plan.
- If you are a pre-65 eligible retiree, you must remain enrolled in at least Chevron group **medical and/or dental coverage** for your post-65 dependents to remain eligible for the Retiree HRA Plan.



**Remember, if you and/or your eligible dependent do not continue to meet the eligibility requirements to participate in the Retiree HRA Plan, your account will be canceled, and you *could* lose your eligibility to participate in the future.** If your Retiree HRA Plan is canceled, you must generally wait until the next available retiree enrollment milestone, if any, to re-enroll (see Page 3). As a reminder, open enrollment is *not* a retiree health enrollment milestone.

## what this means for you

- **Do not contact your medical plan carrier directly to enroll or make changes to 2025 coverage; all post-65 coverage changes for 2025 must be made directly with Via Benefits.** If you enroll in a Medicare medical plan directly with your medical plan carrier *or* in a medical plan offered *outside* of the private exchange managed by Via Benefits, your Retiree HRA Plan account will be canceled.
- **If you – the retiree – drop your medical coverage,** you *and* your post-65 eligible dependents lose eligibility to participate in the Retiree HRA Plan and your applicable Retiree HRA Plan account(s) will be canceled.
- **If your enrolled post-65 dependent drops medical coverage through Via Benefits,** your post-65 eligible dependent will lose eligibility to participate in the Retiree HRA Plan and their Retiree HRA Plan account will be canceled.

## retiree HRA one-time reinstatement

A one-time reinstatement for the Retiree HRA Plan may be permitted for Chevron participants who previously timely enrolled in the Retiree HRA Plan but subsequently lost their qualification to the Retiree HRA.

**If you have lost your Retiree HRA qualification, you have 365 days from the date you lost qualification to request reinstatement. Reinstatement is only available once per lifetime, per participant. Reinstatement will be prospective only; there will be no retroactive adjustment to your HRA balance.**

To request reinstatement of the Retiree HRA Plan you **must** do *all* of the following:

- Call the **Chevron HR Service Center**.
- Call **Via Benefits** to re-enroll in post-65 individual medical coverage.

# who to contact and when

## When to call the Chevron HR Service Center

You should still contact the HR Service Center to speak with a Customer Service Representative to manage retiree life and/or retiree accident insurance benefits, manage pension benefits, report a death, update your home address or make changes to your beneficiary designations. You should also call the HR Service Center within 31 days of a retiree health coverage enrollment milestone or to discuss or manage pre-65 group health benefits (if eligible).

- 1-888-825-5247 (1-832-854-5800 Outside U.S.)
- 6 a.m. to 5 p.m., Pacific time (8 a.m. to 7 p.m., Central time)
- Monday through Friday, except holidays.

## When to contact Via Benefits

Contact Via Benefits for post-65 open enrollment, or to manage your Retiree HRA Plan and post-65 individual medical, prescription drug, vision or dental benefit enrollment.

- **Tip:** For the shortest call wait times, call in the afternoons, Wednesday - Friday.
- 1-844 266-1392 (Inside the U.S.)
- 1-801-994-9805 (Outside the U.S.)
- 5 a.m. to 4 p.m. Pacific time (7 a.m. to 6 p.m. Central time)
- Monday through Friday, except holidays
- **[my.viabenefits.com/chevron](https://my.viabenefits.com/chevron)**

**The enclosed information serves as an official summary of material modification (SMM). 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/retiree](https://hr2.chevron.com/retiree) or by calling the HR Service Center at 1-888-825-5247 (1-832-854-5800 outside the U.S.).**

The information in this document applies to Chevron health and welfare eligible retirees. 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.