

open enrollment considerations

if you're leaving chevron

in the month of december 2021

Open enrollment is your annual opportunity to make changes to your health benefits; the elections you make during open enrollment take effect on January 1, 2022. If you're leaving Chevron **during the month of December 2021**, we realize you may have questions about how your benefit elections may be affected. Here are some considerations to help you make decisions and understand what you may need to do.

helpful reminders ...



Have you experienced a change in your life such as you moved, got married or had a baby?

If you experience a qualifying life event, you have 31 days to make changes to your benefits. However, if you're leaving Chevron soon or experience an event around the same time, be sure to report this event to the [Chevron HR Service Center](#) or on the [BenefitConnect](#) website as soon as possible. In most situations it's important to process your life event and resulting benefit changes (if any) *before* you make other benefit elections.



Are you eligible for Chevron retiree health coverage?

If you or your dependent is eligible for pre-65 Chevron retiree health coverage, and you plan to participate in COBRA coverage when you leave, you **must** make an election to cancel/decline your pre-65 retiree coverage within 31 days of when your employment ends. [More about pre-65 retiree health benefit elections.](#)

(continued next page)

Go ahead and make employee open enrollment elections.

If you're an employee still working at any point during *employee* open enrollment, **October 19 through October 29, 2021**, it's good practice to go ahead and review your 2022 coverage and make any changes if needed. That way, if your termination of employment date *changes* unexpectedly, you know you'll have the benefits you need in 2022.

- ✓ The elections you make during *employee* open enrollment *only* take effect if you are still an **active employee** on January 1, 2022.
- ✓ Your *employee* open enrollment elections *do not* transfer to **COBRA** or **retiree health coverage**; you'll have the opportunity to make 2022 elections specifically for these benefits after you leave Chevron.
- ✓ **You *do not* have to be on the Chevron network to make employee open enrollment elections.** If you know you will not have access to the Chevron network, you should take steps now to [make sure you know your BenefitConnect password](#) and change the email associated with your account to a personal email that you can access. Open enrollment information and the enrollment system is available 24 hours a day from any computer, tablet or phone connected to the internet.
- ✓ You can also make employee open enrollment elections by phone at the HR Service Center if you don't have internet access. Phone enrollment is only available during business hours, 6 a.m. to 5 p.m. Pacific time (8 a.m. to 7 p.m. Central time) at 1-888-825-5247 (1-832-854-5800 outside the U.S.).



learn more ...

- [Learn more about employee open enrollment](#)

(continued next page)

If you plan to participate in Chevron COBRA coverage ...

If you're leaving Chevron during the month of December 2021, your COBRA effective date is **January 1, 2022**. Because of the timing of your termination of employment, you have the *unique* opportunity to make COBRA elections that are similar to open enrollment elections. This means:

- ✓ Your 2021 employee health coverage in effect on your termination of employment date will continue to determine your eligibility for COBRA. If you are not participating in Chevron medical, dental, or vision plus on your termination of employment date, then you will not be offered COBRA coverage for these plans.
- ✓ You'll have the opportunity to switch plans or add eligible dependents when you enroll in COBRA coverage.
 - For example, if you're participating in a Medical HMO in 2021, you can decide to switch to the Medical PPO when you enroll in COBRA coverage.
 - For example, if you aren't covering your spouse under your Medical HMO plan in 2021, you can add your spouse to Medical HMO COBRA coverage when you enroll.
- ✓ [COBRA coverage for the HCSA](#) is only available for the remainder of the year in which your employment terminates. Due to the timing of your termination date in December 2021, you will not be eligible for COBRA HCSA.

If you plan to participate in Chevron COBRA coverage when you leave Chevron, be sure you've also reviewed the [basics of COBRA](#) to understand the choices you'll have and how COBRA coverage works.



If you're eligible for Chevron retiree health benefits, remember, you (and your eligible dependents) can participate in *either* all COBRA coverage *or* all retiree health coverage, but *not both* at the same time. For example, you cannot choose COBRA dental and retiree medical.

Enrollment for COBRA coverage

You'll receive an enrollment package from **BenefitConnect | COBRA** to select your COBRA choices. All terminated, eligible employees will receive a COBRA package within 44 days of leaving Chevron. You have 60 days from the date your COBRA package is postmarked or your termination of employment date (whichever is later) to elect coverage. Your enrollment will be retroactive to the date your active employee coverage ended, if you elect COBRA coverage within the 60-day deadline.



learn more ...

- [About COBRA coverage and the enrollment process](#)

(continued next page)

If you plan to participate in Chevron retiree health coverage when you leave ...

If you are leaving Chevron during the month of December 2021, because of the timing of your termination of employment, when you make retiree coverage elections, your choices will be the from the available plans and costs for 2022.

If you're eligible for pre-65 or post-65 retiree health benefits, remember that **leaving Chevron** is an important enrollment milestone that provides you with one of the few opportunities to make coverage changes that may be otherwise limited or unavailable in the future (depending on your situation).

- ✓ For example, if you are eligible but aren't participating in Chevron health coverage, this enrollment milestone will allow you to start coverage as a retiree.
- ✓ You can also change plans and add or drop dependents during this milestone.
- ✓ Keep in mind, open enrollment is **not** an enrollment milestone.

If you haven't already, you should review the [pre-65 retiree health coverage](#) and [post-65 retiree health coverage](#) materials online to understand your enrollment choices at this milestone and begin to plan ahead. For example, if you need to apply for Medicare, you'll need to start that process approximately four months in advance of leaving Chevron.



If you're eligible for Chevron retiree health benefits, remember, you (and your eligible dependents) can participate in *either* all COBRA coverage *or* all retiree health coverage, but *not both* at the same time. For example, you cannot choose COBRA dental and retiree medical.

When it's time to enroll in pre-65 retiree health coverage ...

As a reminder, if you (or a dependent) are pre-65 and eligible for retiree benefits, you can make 2022 pre-65 retiree health benefit choices – **including electing to decline coverage** – on the BenefitConnect website *prior to* your termination date. You can also make 2022 pre-65 retiree health choices within 31 days of your termination of employment date. [About pre-65 health coverage and the 2021 enrollment process.](#)

When it's time to enroll in post-65 retiree health coverage ...

Via Benefits will help you understand your 2022 coverage and facilitate any changes as needed when you first enroll in post-65 retiree health coverage. [Learn more about post-65 health coverage and the enrollment process.](#)



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.