



human resources

# my total rewards

frequently asked questions

This document provides answers to frequently asked questions about your My Total Rewards statement. The questions and answers included here generally apply to all employees. However, if you have questions about the *personal* information on your statement, or if you have questions about your personal situation and how it may affect your benefits, contact the [Human Resources \(HR\) Service Center](#).

## **Why does Chevron provide My Total Rewards statements?**

Chevron invests in you by providing an array of competitive pay and benefit programs to support you and your family. Your personalized statement provides a snapshot of your earnings and the company's investment in you. It is intended to help you understand the value of your total pay and benefits package.

## **What's included in the total pay and benefits value pie chart?**

The pie chart represents the total value of Chevron's contributions to your pay and benefits as of the date shown. Your chart includes the following components:

- Annualized regular pay.
- Variable pay, including the Chevron Incentive Plan (CIP).
- Value of your Chevron Retirement Plan benefit.
- Your ESIP contributions and matching contributions made by Chevron.
- Health and welfare benefits (medical, dental, mental health and substance use disorder, and income protection programs such as disability, life and accident insurance plans).
- Work and life programs to support you.
- Tuition Reimbursement (if applicable).
- Financial Counseling (if applicable).

### **I heard about an online My Total Rewards statement. Why can't I access the website?**

My Total Rewards available only to U.S.-payroll employees participating in Chevron's pay and benefits package. There are some employees who will not have a statement, or will only have partial information on their statement, including:

- **New hires.** Your data will appear as you earn more service. Be sure to check back on the My Total Rewards website throughout the year.
- **Interns on the U.S. payroll.**
- **U.S.-payroll employees on certain leaves of absence.** Leaves without pay, including disability or military service leave without pay. (Employees on family and furlough leaves will have a statement.)
- **Global offshore payroll employees.** Although paid in U.S.-dollars, employees on the global offshore payroll participate in a different suite of benefits administered by their employer company in Bermuda, so we're unable to complete a statement for you.
- **Expatriates on assignment in the U.S.** Expatriates on assignment in the U.S. do not participate in every component of Chevron's U.S. pay and benefits package, so we're unable to provide a statement for you.

### **Will My Total Rewards be updated throughout the year?**

Data in your My Total Rewards statement is updated throughout the year, so be sure to revisit it periodically to see the most current value of your total pay and benefits.

### **Are my contributions to my benefits included in the pie chart? For example, my ESIP contributions and the amount I pay for my health plan coverage.**

The pie chart includes only the company's contributions. However, you can view the amount you pay in each of the respective sections within your statement.

### **The amount of my vacation hours shown on My Total Rewards doesn't match my available vacation balance on the intranet. Why?**

Your My Total Rewards statement shows your annual vacation allowance, regardless of whether you have actually earned it. Your time balance on the intranet shows your earned vacation balance minus any vacation you have already taken. You can view your current vacation balance by going to [go.chevron.com/ushr](http://go.chevron.com/ushr) on the Chevron intranet. Select the **vacation balance** icon and then choose **Time Balances**.

### **I know that both the company and employees pay into Social Security and Medicare. What are the amounts of company-paid Social Security and Medicare tax?**

You can find your per pay period and year-to-date deductions for Social Security and Medicare tax on your pay statement under the description **EE Social Security Tax** and **EE Medicare Tax**. You can view your pay statement by going to [go.chevron.com/ushr](http://go.chevron.com/ushr) on the Chevron intranet. Select the **paychecks** icon and then choose **Pay Statement**.

The company contributes equal amounts on your behalf to both Social Security and Medicare (with the exception of the additional 0.9 percent Medicare tax paid by certain high-income earners). Social Security amounts shown on My Total Rewards are estimates only.

### **How do I print or save a copy of My Total Rewards statement?**

To print your statement to a local or network printer, use the **Print Statement** tile located on the home page or use the icon located in the top right-hand portion of the website. This will create a PDF version of your statement that you can print or save.

### **Does the My Total Rewards statement get updated throughout the year?**

Some data provided in My Total Rewards will be updated periodically during the year and some will be updated annually. Your statement will show the effective date of the information.

### **What does annualized base pay\* mean?**

Annualized base pay is generally your base pay. Chevron annualizes your base pay to determine your coverage amount and contributions, if any, under the insurance plans. Annualized base pay is also used to determine how much you pay for optional coverage in the Long-Term Disability Plan.

*\*Your annualized base pay may also include other elements; the amount shown on your statement may differ from the amount shown on your annual W-2 statement.*

### **How can I tell if my benefit contributions are before-tax?**

Access the [BenefitConnect website](#) and choose the **View my current coverage** tile on the home page. This is a current summary of your Chevron health and protection benefits and includes information about whether coverage is paid on a before- or after-tax basis.

### **I was recently rehired (or recently hired with prior eligible contractor service) and I am waiting for a health and welfare eligibility service (HWES) date adjustment. Will this have an impact on my statement?**

There may be an impact to your statement. The vacation amounts and information about your short-term disability (STD) and retiree medical eligibility may not be current. If your [HWES date](#) is adjusted, you will be notified.

### **The My Total Rewards statement indicates that I am eligible for a company contribution to my Health Savings Account (HSA) but I have not seen this funding in my account. Why?**

The HSA company contribution amount reflected in the statement assumes your BenefitWallet HSA is open. If you have not completed the account opening requirements with BenefitWallet or have chosen not to open an account, the amounts listed may not be available. Contact **BenefitWallet** at 1-855-234-7722 if you have questions about the status of your account.

### **I was recently hired. Why doesn't my statement include information about my Chevron Retirement Plan benefit?**

The program that is used to calculate your retirement benefit requires a minimum amount of compensation and service information to work correctly. When you have about three months of compensation and service history, you can revisit My Total Rewards to see your pension information. You can also model your benefit online even though you're not yet vested (you're generally vested after five years). To do this, login to the [BenefitConnect](#) website and go to **I need to...** and then **Model My Pension**.

### **I have less than five years of service and am not vested in the Chevron Retirement Plan (CRP). Why does my statement show a CRP benefit if I'm not vested?**

We still want to inform you of the value of your CRP benefit, even though you are not eligible to receive it if you leave Chevron before you're vested.

**My co-worker's statement has an estimated Chevron Retirement Plan (CRP) benefit. Why doesn't my statement have any information about my CRP?**

An amount was not calculated for you due to a number of possible reasons based on your situation. For example:

- Your calculation was too complex because you're a rehire.
- You were recently hired, so you do not have enough earnings history to generate a calculation.
- You have a Qualified Domestic Relations Order (QDRO) for your retirement benefit.

You may contact the [HR Service Center](#) for more information or to request that a retirement projection be produced and mailed to you.

**I have previous service in the SUP and/or MEBA Marine Pension Plan(s). Is the value of that benefit included in the amount shown for my CRP benefit?**

Only the CRP portion of your benefit is shown on your statement. You may contact the [HR Service Center](#) for more information or to request an estimate that would include any SUP and/or MEBA benefits.

**I was recently rehired (or recently hired with prior eligible contractor service) and am waiting for a vesting and eligibility service (VES) or benefit accrual service (BAS) date adjustment. Will this adjustment impact the retirement information on my statement?**

The calculation for your Chevron Retirement Plan benefit may change if your [service date](#) is adjusted. If it's determined that you are eligible for an adjustment, you will be notified when the adjustment is complete. At that time, you can find current information about your CRP benefit by visiting the [BenefitConnect](#) website.

**What does the Social Security amount on the pension summary include?**

The amount shown on the Pension Summary screen reflects the 6.2% of eligible compensation that you and Chevron contribute, up to IRS limits. This does not include Medicare contributions. Note that this is an estimated amount. You can find your per pay period and year-to-date deductions for Social Security and Medicare tax on your pay statement under the description **EE Social Security Tax** and **EE Medicare Tax**. You can view your pay statement by going to [go.chevron.com/ushr](http://go.chevron.com/ushr) on the Chevron intranet. Select the **paychecks** icon and then choose **Pay Statement**.