

# Retiree Reimbursement Account (RRA)

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# Your Retiree Reimbursement Account (RRA)

Chevron Phillips Chemical provides the Retiree Reimbursement Account (RRA) to help eligible retirees pay medical, dental and vision premiums and out-of-pocket health care expenses. The RRA is administered by PayFlex, which is a division of Aetna.

## Who's Eligible

You do not have to be enrolled in Chevron Phillips Chemical benefits at the time of retirement to be eligible for the RRA. You are eligible for the RRA if your last hire or rehire date was before January 1, 2017, AND you meet any of the following criteria at retirement:

- You have 25 or more years of continuous service,
- You have 10 or more years of continuous service AND are at least 55 years of age, OR
- You have 3 or more years of continuous service AND are 65 years of age or older.

However, the following employees are NOT eligible for the Chevron Phillips Chemical RRA:

- Employees whose last hire or rehire date was on or after January 1, 2017,
- Fairfield, Iowa and Bloomfield, Iowa hourly employees,
- Puerto Rico Core employees,
- Knoxville, TN, Reno, NV, Brownwood, TX, Hagerstown, MD, Pryor, OK, Startex, SC and Williamstown, KY hourly employees hired on or after January 1, 2004, and
- Former retirement-eligible Chevron Phillips Chemical employees who transferred to Americas Styrenics (AmSty).

Ryton Members, as defined on page A-2 of the **How to Participate** chapter, were provided an RRA upon the closing of the Ryton business sale transaction regardless of their age and continuous service at that time. An RRA was also provided to K-Resin Members, as defined on page A-2 of the **How to Participate** chapter, upon the closing of the K-Resin business sale transaction regardless of their age and continuous service at that time.

## Dependent Coverage

You may submit reimbursement claims for eligible dependents based on the same dependent eligibility rules applicable to active employees. For more information on dependent eligibility, see pages A-3 – A-4 of the **How to Participate** chapter. If you should die, the spouse you were married to at the time of your retirement will continue to have access to your RRA. However, if he or she remarries, the RRA will be forfeited. If you are not married at retirement or if you marry a new spouse after the date of your retirement, your RRA funds will be forfeited upon your death.

### THE RRA AND CHEVRON CORPORATION/ CONOCOPHILLIPS RETIREE HEALTH CARE BENEFITS

If you transferred to Chevron Phillips Chemical on January 1, 2001, and you were eligible for retiree health care benefits from either Chevron Corporation or ConocoPhillips as of December 31, 2000, you may have the option to receive retiree health care benefits under the parent company's plan. If you elect retiree medical coverage from Chevron Corporation or ConocoPhillips, subsidized pre-65 and/or post-65 retiree medical premiums through the parent company's retiree health plan are **not** eligible for reimbursement from your RRA. However, you can use your RRA for other out-of-pocket health care expenses.

## How the Plan Works

If your last hire or rehire date was before January 1, 2017 and you retire on or after January 1, 2007, Chevron Phillips Chemical will credit to your Retiree Reimbursement Account (RRA) an amount equal to:

- \$1,300 times your years of continuous service if you are single at retirement, or
- \$2,500 times your years of continuous service if you are married at retirement.

Continuous service is the period, calculated in number of days, from your continuous service date (typically your most recent hire date for regular or full-time employment) to your termination date. For the purpose of determining the amount that Chevron Phillips Chemical will credit to your RRA, your service with Chevron Corporation and/or ConocoPhillips will be included when calculating your years of continuous service as long as you transferred to Chevron Phillips Chemical on January 1, 2001. Service recognized under the AmSty retiree health reimbursement account plan will also be included for RRA eligibility and benefit purposes if you transfer back to the Company directly from AmSty. Your account earns a market rate of interest once it is established.

The Company will deduct from your RRA balance any contribution or premium amounts paid by the Company for health plan coverage on your or your dependents' behalf billed to you, but unpaid by you, between your last day as an active employee and the date on which your RRA is set up.

### KEEP YOUR MARITAL STATUS UP-TO-DATE

The amount of money that the Company credits to your RRA is based on your years of continuous service and your marital status at retirement. Therefore, it is important that Chevron Phillips Chemical has your correct marital status prior to your retirement date.

Generally, accounts are opened and funded within 14 business days of the date the Company is notified of your retirement. Chevron Phillips Chemical makes no additional contributions other than monthly interest credits. If you think there has been an error in the Company's contributions to your RRA, you must notify Chevron Phillips Chemical within 12 months of your retirement date. Unless it is the result of an error by the Company when calculating your RRA funds, no interest will be paid on any retroactive deposits into your RRA (for example, if you did not update your marital status prior to retirement).

## Using Your RRA Money

You may use the money in your account to reimburse yourself for the cost of benefits coverage under the Chevron Phillips Chemical COBRA and/or retiree medical, dental and/or vision plans, or to reimburse yourself for the cost of coverage from private health care plans, including Medicare premiums, Mercer Marketplace 365 plans or AARP Medicare supplement coverage, and qualified out-of-pocket health care expenses such as deductibles, copays, co-insurance and other expenses that are not covered by your retiree medical, dental and vision plans — and the reimbursements are all non-taxable to you. You will have to pay your health care premiums and other health care expenses out-of-pocket and submit a claim to PayFlex for reimbursement.

**Note:** Unless you are enrolled as a dependent, subsidized retiree medical premiums for coverage through a parent company's retiree medical and dental plans (Chevron Corporation or ConocoPhillips) are **not** eligible for reimbursement from your RRA. Contributions to Medi-Share and similar medical expense-sharing programs are also **not** eligible for reimbursement from your RRA.

## OTHER SOURCES OF RETIREE HEALTH CARE FUNDS

Your RRA may only cover part of your Chevron Phillips Chemical retiree benefit costs. You may want to supplement the RRA by making contributions while you're an active employee to the 401(k) Savings Account or a Health Savings Account (HSA), if eligible.

## Coordination With Medicare

Following your retirement, as soon as you or a covered dependent are eligible for benefits under Medicare, the person must enroll in Medicare Parts A and B in order to remain eligible for benefits under the RRA. If you or a covered dependent fail to enroll in Medicare Parts A and B when first eligible following your retirement, your or your dependent's coverage under the RRA will be suspended effective as of the date you or your dependent should have enrolled in Medicare. You may also be subject to a penalty imposed by the Social Security Administration for not timely enrolling in Medicare after your retirement.

If you chose to continue coverage under the Chevron Phillips Chemical medical plan through COBRA or retiree coverage after retirement and you or a covered dependent become entitled to Medicare and are under 65 years of age, benefits under the Chevron Phillips Chemical medical plan will coordinate with Medicare.



## How to File a Claim

There are two ways to request reimbursement from your RRA. Reimbursement forms can be found at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms) or at [www.payflex.com](http://www.payflex.com). PayFlex also supports one-time claims submissions online at [www.payflex.com](http://www.payflex.com).

### Submitting a One-Time Claim for Reimbursement

You can request a one-time reimbursement for all eligible health care premiums and out-of-pocket health care expenses either by completing the “PayFlex Retiree Reimbursement Account (RRA) Claim Form” available at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms) or by logging into [www.payflex.com](http://www.payflex.com) and electronically uploading your claim information.

### Submitting a Recurring Claim for Premium Reimbursement

For recurring (i.e., monthly) health care premiums, you also have the option to set up recurring reimbursement for a period of up to 12 months by completing the “PayFlex RRA Recurring Premium Reimbursement Claim Form” available at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms). Submit the form with the required supporting documentation by fax to 1-888-238-3539 or by mail to the address on the form.



## RRA Reimbursement Direct Deposit

To have your premium and out-of-pocket health care reimbursements directly deposited into your bank account, complete the “PayFlex Direct Deposit Authorization Form” available at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms). Submit the form with a voided check or savings deposit slip by fax to 1-855-803-4887 or by mail to the address on the form.

## When You Can Expect a Reimbursement

PayFlex processes claims for reimbursement on a daily basis, and reimbursements are mailed to your home address. If your home address changes, it is your responsibility to update it on MySphere under “Contact Info.” If you are not an active employee, you can call the CPChem Benefits Service Center at 1-833-964-3575 to update your address. If you elect to have reimbursements directly deposited into your bank account, the deposit will be credited approximately three business days after the claim is processed.

Please note that any amounts due and payable to you under the RRA will be forfeited within one year if PayFlex is unable to locate you to make a payment, subject to reinstatement of the full amount (exclusive of any interest) if a claim is made within the time period set by the Benefits Committee or applicable claims procedures.

## Other Important Information

### Plan Funding

The RRA is an unfunded plan. Benefits under the RRA are payable solely from the Company's general assets and are subject to the claims of the Company's general creditors in the event of the Company's insolvency. While benefits under the RRA are generally payable solely from the general assets of the Company, the Company has established a 401(h) account under the Retirement Plan to assist in funding its obligation under the RRA. In addition, the Company may pre-fund accounts under the Health and Welfare Benefit Trust to assist it in meeting its obligation under the RRA. Any amount paid directly from the 401(h) account established under the Retirement Plan, or any pre-funded account under the Health and Welfare Benefit Plan Trust or the general assets of the Company, shall reduce the balance available in your RRA.

### Claims Assistance

For assistance with questions or problems concerning benefits under this plan, call PayFlex at 1-888-678-8242.

All decisions concerning the payment of claims under the plan are at the sole discretion of the plan administrator (or its designated claims administrator). If you disagree with the way your claim is handled, apply for a formal review. For more information, see the **Claims** section beginning on page Q-2.

### Your ERISA Rights

As a participant in a Chevron Phillips Chemical benefit plan, you have certain rights under the Employee Retirement Income Security Act of 1974 (ERISA). For information about your rights under ERISA and other important information, see **Your ERISA Rights** on page Q-16.



### When Coverage Ends

Coverage under the RRA for you and your covered dependents will end on the earlier of:

- the date your account funds are exhausted,
- the date you transferred directly from the Company to AmSty, or
- the later of the following three dates:
  - the date of your death,
  - the date of the death of your surviving spouse if your surviving spouse was covered under the RRA, or
  - the date your surviving spouse remarries if your surviving spouse was covered under the RRA.

Any remaining amounts credited to your RRA will be forfeited as of your transfer to AmSty, your or your surviving spouse's death or your surviving spouse's remarriage.

Please note, however, that survivor rights to your RRA balance do not transfer to a spouse who you marry after your retirement date. If you divorce after you retire, you can no longer receive reimbursement for your ex-spouse's expenses. A widowed spouse forfeits the remaining RRA balance upon remarriage.

For administrative reasons, if your RRA balance is less than \$100 and there has been no claims activity on your account during a given plan year, the amount remaining in your RRA shall be forfeited at the end of the last day of that plan year.



