

2026 Well-Being Reimbursement Account (WRA) FREQUENTLY ASKED QUESTIONS

This document is to help answer commonly asked questions about CPChem's Well-Being Reimbursement Account.

Q. Who is eligible for the Well-Being Reimbursement Account?

A. All active US-payroll full-time CPChem benefits-eligible employees are eligible on their date of hire. Interns, co-op, disabled/inactive employees, leased employees, contractors, survivors, retirees, and employees working less than 20 hours a week are not eligible.



Q. Can my spouse or other dependents participate?

A. No. At this time, you can only use the Well-Being Reimbursement Account to receive reimbursement for eligible expenses incurred by you as an employee. You cannot request reimbursement for expenses incurred by your spouse or other dependents.

Q. When do I have to purchase the eligible wellness items or services?

A. You can incur eligible expenses each program year between January 1 and December 31. You have until March 31 of the following year to make a claim for reimbursement. Expenses are reimbursed after they are incurred for the service. For example, an annual gym membership, paid upfront, could be reimbursed for January through March of 2026 in March of 2027. You can file receipts monthly, quarterly or once a year based on your preference.

Q. How much am I eligible to receive in reimbursement?

A. You can receive reimbursement of eligible expenses up to \$200 each program year. Any unclaimed balance remaining on March 31 of the following year will be forfeited.

Q. Will taxes be withheld from my reimbursement?

A. Yes. The well-being reimbursement is a post-tax benefit. You will receive reimbursement of your eligible expenses, minus applicable tax withholding, through CPChem payroll. Reimbursement may take up to four weeks to process.

Q. How do I submit my expense(s) for reimbursement?

A. When you incur eligible expenses, submit a request for reimbursement online through Alight by logging on to the Benefits Service Center website at digital.alight.com/cpchem and submitting a claim form and itemized receipt(s). Alternatively, the paper reimbursement claim form and the family caregiver form are available at www.mycpchembenefits.com/forms. Be sure to sign and date the form(s) and mail or fax the form(s), along with any required receipts or documentation, to the address or fax number indicated on the form(s).

If you have questions about how to complete requests for reimbursement or what documentation is required, call Alight at 1-833-964-3575.



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Q. What kind of documentation will I need to submit with the claim form?

A. You'll need to provide an itemized receipt or proof of payment for the eligible expenses. If you're requesting reimbursement of a physical item such as exercise equipment or a wearable tracking device, you'll be required to submit a receipt with the purchase date (not shipping date), vendor/service provider name, item detail, and total paid. If you're requesting reimbursement for a membership, program, service, or other eligible fee, you'll need to submit a copy of the receipt showing the amount paid, date(s) of payment, vendor name, receipt for services, and location of services (if applicable). For family or group memberships or fees, the receipt should be itemized to indicate the cost for the employee. A family caregiver form is also available online if you are not able to provide an invoice for family caregiver support costs. Pet insurance premiums and boarding or pet sitting fee invoices may also be submitted through the Alight website. Credit card bills will not be accepted.

Q. Can I submit expenses all year until I reach the \$200 limit?

A. Yes. You can submit expenses for reimbursement as you incur them. However, if the expenses are recurring, such as a monthly fitness club membership, we recommend you wait until you have reached the \$200 maximum before submitting a claim.

Q. What if I have a claim for less or more than \$200?

A. If you submit a claim for eligible expenses that is less than \$200, you will receive reimbursement for all the expenses. Then if you incur more eligible expenses during the program year, you can submit additional claims for reimbursement until the \$200 annual limit is reached.

If you submit a claim for eligible expenses for more than \$200, you will receive reimbursement of \$200. You are not eligible for any additional reimbursement from the Well-Being Reimbursement Account for the rest of the program year.

Keep in mind that applicable taxes will be withheld from your reimbursement through CPChem payroll.

Q. How long will it take to receive my reimbursement?

A. Once you have submitted your claim, you should receive reimbursement within four weeks through your CPChem payroll.

Q. Who can I contact with questions?

A. Call Alight at 1-833-964-3575 or log on to digital.alight.com/cpchem.

Q. Are the receipts I submit to Alight protected by privacy laws?

A. The receipts you submit are not under ADA, HIPAA, ERISA, or medical privacy laws. The Well-Being Reimbursement Account is not a benefit plan. The Company may perform audits on participant accounts or submitted claims at any time. We do have agreements with Alight to protect your personal identifiable information (date of birth, mailing address, etc.).

Q. What if I return merchandise or cancel my participation in a sports league?

A. Please contact the CPChem Benefits Department at CPCRBBenefits@cpchem.com to request the funds be restored to your account. The correction for the overpayment will be updated on a future paycheck.

Q. Where can I find what is eligible and ineligible for reimbursement through the Well-Being Reimbursement Account?

A. You can find a list of Well-Being Reimbursement Account eligible and ineligible expenses online at [2026 WRA Eligible and Ineligible Expenses](#).

Keep in mind that the list includes examples, but does not include every possibility. To find out if a specific item is eligible for reimbursement, call Alight at 1-833-964-3575.