

# 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 Inspira.

## 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,
- 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.

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 of your termination from the Company. 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.

## 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, Medicare Advantage 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 Inspira for reimbursement.

**Note:** Unless you are enrolled as a dependent, subsidized retiree medical premiums for coverage under a parent company's retiree medical or dental plans (Chevron Corporation or ConocoPhillips) are **not** eligible for reimbursement from your RRA. To qualify for reimbursement, medical coverage must meet both:

- Minimum Essential Coverage (MEC) standards under the Affordable Care Act (ACA), and
- The definition of eligible medical expenses under Internal Revenue Code Section 213(d).

These expenses are **not** eligible for reimbursement from your RRA:

- Premiums or contributions to Medi-Share or similar medical expense-sharing programs,
- Fixed indemnity plans,
- Any medical coverage or program that does not meet ACA MEC requirements, and
- Any plan that fails to satisfy IRC Section 213(d) eligibility criteria.

## 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.



## How to File a Claim

There are three ways to request reimbursement from your RRA:

- Submit claims and supporting documentation online through the Inspira website at [www.inspirafinancial.com](http://www.inspirafinancial.com),
- Submit a mobile claim through the Inspira Mobile app, which allows you to upload documentation and manage your reimbursements conveniently from your mobile device, or
- Submit a reimbursement claim form and documentation by mail or fax. Reimbursement forms are available at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms) or at [www.inspirafinancial.com](http://www.inspirafinancial.com).

Using the Inspira website or mobile app are typically easier and more secure than paper forms to request reimbursements, set up recurring claims and/or enroll in direct deposits of your reimbursements from your RRA.

### Submitting Claims for Reimbursement as Expenses are Incurred

You can request reimbursement for eligible health care premiums and out-of-pocket health care expenses as they are incurred through the Inspira website, via the Inspira Mobile App or by submitting a paper claim form.



### 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. To get started, you can log in to [www.inspirafinancial.com](http://www.inspirafinancial.com), use the Inspira Mobile app or complete the “Inspira RRA Recurring Premium Reimbursement Claim Form” available at [www.mycpchembenefits.com/forms](http://www.mycpchembenefits.com/forms). Submit the required information and supporting documentation online or through your mobile device. If you’re using the paper form, you must fax or mail the form and any supporting documentation to the contact information indicated on the form.

### RRA Reimbursement Direct Deposit

To have your premium and out-of-pocket health care reimbursements directly deposited into your bank account:

- Enroll in direct deposit through the Inspira website at [www.inspirafinancial.com](http://www.inspirafinancial.com) or via the Inspira Mobile app, or
- Complete the “Inspira 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 or by mail.

### When You Can Expect a Reimbursement

Inspira processes RRA reimbursement claims daily. If you are receiving paper checks, they will be mailed to the home address you have on file. If your address changes, please send an email to [cpccrahrserviceteam@cpchem.com](mailto:cpccrahrserviceteam@cpchem.com) with your address change request to avoid delays or returned mail.

To receive your reimbursements more quickly and securely, enroll in direct deposit. When you elect direct deposit, funds are typically deposited into your bank account approximately three business days after your claim is processed.

Please note that any amounts due and payable to you under the RRA will be forfeited within one year if Inspira is unable to locate you to make a payment.

## 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 benefits (or claims) 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 Inspira 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 P-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 P-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.

