

Employee Assistance Program (EAP)

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Your Coverage

Chevron Phillips Chemical Company LP (Chevron Phillips Chemical or the Company) offers an Employee Assistance Program (EAP), administered by Health Advocate for U.S. employees and by Cigna Global EAP for U.S. payroll expatriate employees. The EAP is provided to all U.S. employees and their dependents regardless of their participation in a Chevron Phillips Chemical BlueCross BlueShield of TX medical plan. The EAP is provided to all expats and their covered dependents who are enrolled in the Cigna Global medical plan. All employees are automatically enrolled in the EAP from their first day of employment.

How the Program Works

The EAP is a **Company-paid** program that offers confidential support and work/life services designed to help you balance the demands of work, life and personal issues. Employees, an employee's spouse or domestic partner, dependents, parents and mothers-in-law and fathers-in-law (collectively "members") in the U.S. are entitled to receive up to 10 counseling sessions per person, per incident, also known as a "case," in a 12-month period. Each "case" generally refers to a distinct issue or concern (e.g., grief, relationships, or eating disorder). Employees and their covered dependents who are enrolled in the Cigna Global medical plan are also entitled to receive up to 10 counseling sessions per person, per incident in a 12-month period through Cigna Global EAP.



EAP counselors can provide assistance with a wide range of things that may be causing problems in your work or home life, including, but not limited to:

- Stress or anxiety,
- Time management,
- Conflict resolution,
- Child care,
- Parenting and child development,
- Elder care,
- Legal services,
- Adoption,
- Marital and family problems,
- Financial difficulties,
- Self-improvement,
- Education,
- Grief, or
- Violence prevention.

EAP counselors are available by phone 24 hours a day, every day of the year. The EAP can provide resources and referrals for counseling sessions with a provider. Services may be offered in person, virtually, by text or by telephone. Please let the EAP know your preferences when requesting a referral. Also consider sharing your preferred language, any accessibility needs related to disabilities and any specific preferences for a counselor (for example, experience working with children). Online tools are also available on the Health Advocate website to request a counseling referral. In a crisis situation, they will help you to access emergency care immediately. The EAP can also provide services or referrals for employee substance abuse based on HR policies.

If you need emergency inpatient services, extended counseling sessions, medical care in lieu of EAP counseling or other mental health treatment, the EAP can coordinate that care through the Behavioral Health Plan, which is part of the medical plan. The EAP will coordinate with BlueCross BlueShield (BCBS) Behavioral Health Services for U.S. employees or through Cigna Global for U.S. payroll expatriate employees. If you are not covered by the Behavioral Health Plan (meaning you are not enrolled in a Chevron Phillips Chemical medical plan option), the EAP can refer you to community-based resources. You will be financially responsible for any follow-up care.

U.S. employees can call Health Advocate at 1-866-799-2691 to talk to an EAP counselor at any time for urgent support or referrals for ongoing counseling services. You also may reach the EAP by calling 1-800-446-1422 (option 8) or by logging into www.healthadvocate.com/cpchem.

Expatriate Employees

EAP benefits are provided to Chevron Phillips Chemical's U.S. payroll expatriate employees and their dependents through the Cigna Global EAP program. You can reach the International Employee Assistance Program (IEAP) online or by phone. Call +1-302-797-3100 or the member services number located on the back of your member ID card or go online to www.CignaEnvoy.com.

Work/Life Services

The EAP can provide support to help you meet everyday challenges. By calling the phone numbers or visiting the websites listed above, you can get assistance with:

- Child care and parenting — referrals for child care, information on parenting, child safety and more.
- Adult care and aging — care options, referrals for caregiving, transportation, meals, retirement communities, etc.
- Academic programs — information about everything from preschool to college, financial aid, scholarships and special needs programs.
- Legal and financial assistance — expert consultation to help with your legal, financial and identity theft needs. Includes a prepaid initial in-person or telephonic consultation with a lawyer (or telephonic consultation with a financial expert) who can then give an estimate for continued paid legal services, if needed (discounts apply to some services). Access a free online library with resources for identity theft resolution, budgeting, debt management, family law, wills and more.
- Personal services — whether it's finding a pet sitter or a plumber, referrals to providers who can help you better manage your life at home.
- Concierge services — assistance with researching sporting events, theater performances and other experiences or attractions. This service does not provide discounts.
- Well-being assistance — guidance for issues like managing stress, resolving conflict, dealing with substance abuse and more.

- Additional work/life services — save time and money on some of life's most important needs. Specialists provide expert guidance and personalized referrals to service providers including child and adult care, education, home improvement, consumer information, emergency preparedness and more.

Situations That Affect Your Benefits or Coverage

No benefits are payable for treatment you or a dependent receives before coverage begins or after coverage ends.

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 ends for you and your dependents at the end of the month in which your employment with the Company terminates.

