



## CPCHEM EMPLOYEE BENEFITS HANDBOOK SUMMARY OF MATERIAL MODIFICATIONS

Dear Hourly-Represented Employee or Retiree of Performance Pipe at Bloomfield or Fairfield, Iowa:

This is a 2022 summary of material modifications (“SMM”) to the current Chevron Phillips Chemical Company LP (“CPChem”) Summary Plan Description (“SPD”), also referred to as your *Employee Benefits Handbook*, for hourly-represented employees and retirees of Performance Pipe at Bloomfield and Fairfield, Iowa. We are sending this to you, as required by law, because our records indicate that you are a participant in at least one of the benefit plans covered by the SPD. This SMM advises you of material changes to your employee benefit plans for 2022 versus 2021. Your SPD provides summaries of the formal plan documents that govern the benefit plans, including any amendments through January 1, 2022. The online version of the 2022 SPD, available at [www.mycpchembenefits.com](http://www.mycpchembenefits.com), has been fully updated to incorporate all of the changes described in this SMM.

Please contact the CPChem Benefits Service Center at 1-833-964-3575 with questions regarding the health and welfare benefits, or contact the Chevron Phillips Pension and Savings Service Center at 1-866-771-5225 with questions regarding the retirement benefits, described in this SMM or the SPD.

Best regards,

*The Chevron Phillips Chemical Benefits Team*

To view an updated version of the Summary Plan Description, including changes effective January 1, 2022, visit [www.mycpchembenefits.com](http://www.mycpchembenefits.com) and click on “Benefit Handbooks.”



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## CPChem Benefits Service Center Changes

- Effective October 2021, Alight Solutions is now the administrator of the Benefits Service Center.
- The contact information for enrollment and benefits questions is:
  - Phone: 1-833-964-3575
  - Fax: 1-833-933-2879
  - Website: [digital.alight.com/cpchem](https://digital.alight.com/cpchem)
- The contact information for the Dependent Verification Center is:
  - Phone: 1-800-725-5810
  - Fax: 1-877-965-9555
  - Website: [digital.alight.com/cpchem](https://digital.alight.com/cpchem)

## Medical and Prescription Drug Plan Changes

- Effective January 1, 2022, BCBS of Texas replaced Wellmark BCBS for medical coverage. Your provider network remains the same, meaning you have in-network access to the same doctors and hospitals. You have a choice of three distinct medical plan options, two with substantially lower premiums than your 2021 options.
- Effective January 1, 2022, prescription drug coverage is provided through CVS Caremark as part of the U.S. Medical Plan options.
- Effective January 1, 2022, you are required to pay a monthly surcharge if your spouse has medical coverage available through another employer's plan, but you choose to enroll your spouse in CPChem's medical plan.
- Effective January 1, 2022, an infertility diagnosis is no longer required to receive family planning and fertility benefits under the U.S. Medical Plan and the U.S. Expat Medical Plan.
- Effective January 1, 2022, the U.S. Medical Plan offers a diabetes management program through Livongo at no cost to participants. Medical plan participants with diabetes are eligible to receive a glucose meter, testing supplies and 24/7 expert advice from Certified Diabetes Educators.
- Effective January 1, 2022, U.S. Medical Plan participants with musculoskeletal/joint pain and conditions can receive a personalized diagnosis through Airrosti, either in person or remotely. This program assists individuals with acute/chronic pain or injuries with rehab solutions to restore function, increase mobility and find safe, effective alternatives to surgery and long-term chiropractic care or physical therapy.

## Health Savings Account (HSA)

- Effective January 1, 2022, if you enroll in the Value CDH Plan medical option, you are eligible to participate in the Health Savings Account (HSA), which includes an annual Company contribution.

- Effective January 1, 2022, during Open Enrollment, you can enter an HSA contribution amount to be contributed each paycheck and/or an amount to be contributed as a one-time lump sum in January. The total of these two elections cannot exceed the IRS annual contribution limits for HSAs. In addition, if you end coverage under the *Value CDH Plan* during the year, please be aware of IRS guidelines for proration of HSA contributions in partial coverage years, as summarized in the **Prorated Contributions** section of the HSA chapter of the SPD.
- Effective January 1, 2022, the HSA annual maximum contributions are as follows:
  - \$3,650 if you have Employee-Only coverage under the *Value CDH Plan*.
  - \$7,300 if you have Employee + Spouse, Employee + Child(ren) or Employee + Family coverage under the *Value CDH Plan*.
  - If you are age 55 or older, you may contribute up to an additional \$1,000.

## Flexible Spending Account

Effective January 1, 2022, you are eligible to participate in the Health Care Flexible Spending Account (HCFSA) or Limited-Purpose Flexible Spending Account (LPFSA). You must enroll to participate, and you must re-enroll each year you wish to participate.

## Changes to Eligible Dependents and Required Documentation

Effective January 1, 2022, if you do not provide the required documentation to the Dependent Verification Center within the required time frame to verify that your dependents are eligible for coverage as defined by the plan, the dependents' coverage will be terminated retroactively to the date you added the dependents to coverage. Previously, coverage for dependents who were not successfully verified was terminated on a go-forward basis after the audit was finalized.

## Qualified Medical Child Support Order (QMCSO) Changes

Effective January 1, 2022, there is no longer a requirement that a child must otherwise meet the plan's definition of an eligible dependent child, such as being the employee's biological child, in order to qualify for a QMCSO.

## Notice to Participants

*This notice, with attached exhibits, serves as the official summary of material modification ("SMM") to your SPD that contains summaries of the benefit plans of the Chevron Phillips Chemical Company LP (EIN 73-1587712). Please keep this information with your other plan documents. This SMM provides only certain highlights of benefit provisions. It is not intended to be a complete explanation. The SMMs, the Summary Plan Descriptions and the formal plan document are the governing plan documents. In the event of a discrepancy between this SMM and the formal plan document, the more detailed provisions of the formal plan document will control. Chevron Phillips Chemical Company LP, as the plan sponsor, reserves the right to amend, change or terminate any of its benefits plans for any reason at any time.*