

(Performance Pipe Hourly Employees)

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 Aetna, to all employees regardless of their participation in a Chevron Phillips Chemical medical plan. All employees are automatically enrolled in the EAP from their first day of employment. Aetna also refers to its EAP and Work/Life services as "Aetna Resources for Living."

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. You and your household members are entitled to receive up to six counseling sessions per person, per incident in a 12-month period.

EAP counselors can provide assistance with a wide range of things that may be causing problems in your work or home life, including:

- 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. They can provide you with resources and referrals or arrange face-to-face counseling with a provider in your area. In a crisis situation, they will help you to access emergency care immediately.

If you require emergency inpatient services, extended counseling sessions or other mental health treatment, the EAP can coordinate that care through Aetna Behavioral Health, which is a part of the medical plan. 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.

Call 1-866-841-9377 to talk to an EAP counselor at any time. You also may reach the EAP by calling 1-800-446-1422 (option 8) or by logging into www.mylifevalues.com (Username: CPC, Password: member).

EXPATRIATE EMPLOYEES

EAP benefits are provided to Chevron Phillips Chemical's expatriate employees and their dependents through the Aetna International (AI) program. You can reach the International Employee Assistance Program (IEAP) online or by phone. Call the member services number located on the back of your member ID card or log on to the secure Aetna International member website at www.aetnainternational.com.

WORK/LIFE SERVICES

The EAP can provide support to help you meet everyday challenges. By calling the same phone numbers as above or visiting www.mylifevalues.com (Username: CPC, Password: member), you can get assistance with:

- Child care and parenting — referrals for childcare, 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 — you're entitled to three free 30-minute sessions with lawyers and financial counselors, on up to three new topics per year.
- 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.
- Well-being assistance — guidance for issues like managing stress, resolving conflict, dealing with substance abuse and more.



In addition, you may be eligible to receive one of the following kits to assist with your parenting or adult care responsibilities:

- Prenatal kit: to help you plan for a healthy pregnancy and childbirth.
- Child safety kit: to help you protect children under three from common dangers.
- Adult care kit: to help you care for an older loved one's daily living.

The interactive website offers free guides, information and interactive tools including webinars, calculators and assessments.

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 P-14.

When Coverage Ends

Coverage ends for you and your dependents 90 days after your employment with the Company terminates.