

Eligible Dependents

If you enroll in health plan coverage for yourself, you may also enroll your eligible dependents as outlined in the chart below.

Keep in mind that you will pay a \$100/month pre-tax surcharge if your working spouse has access to other employer-sponsored medical coverage and you choose to enroll him or her in Chevron Phillips Chemical's medical plan.

Type of Dependent(s)	Eligible for Coverage	Not Eligible for Coverage
Your legally married spouse (excluding common-law spouses) in any jurisdiction, regardless of gender or state of residence	X	
Your spouse who is a common-law spouse or domestic partner, even if such relationship is recognized in the state in which he/she resides, and children of your common-law spouse or domestic partner who do not otherwise meet the definition of a dependent child ³		X
Your dependent children — including biological children, stepchildren, foster children, legally adopted children, children legally placed for adoption and/or children under permanent legal guardianship or permanent sole managing conservatorship — if they are one of the following: <ul style="list-style-type: none"> ▪ under the age of 26, regardless of marital¹, student or employment status, ▪ your mentally or physically disabled children² age 26 or older who were covered under the plan before they reached the applicable age limits (newly hired employees with incapacitated or disabled children beyond the applicable age may be enrolled for coverage if they had prior medical coverage. You will need to contact the CPCChem Benefits Service Center at 1-833-964-3575), or ▪ for purposes of the health care plans, a child who is the subject of a valid Qualified Medical Child Support Order, as determined by the plan administrator. 	X	
A dependent who is on active military duty		X
A dependent already covered as an employee of the Company		X
For retirees, any dependent who did not meet the definition of an eligible dependent on your retirement date. For avoidance of doubt, however, dependents who were eligible dependents as of your retirement date remain eligible for coverage, regardless of whether they were covered under a Chevron Phillips Chemical health plan on your retirement date, as long as they continue to meet the definition of an eligible dependent		X

¹ For supplemental child life insurance, the dependent child must be unmarried to be considered an eligible dependent.

² The definition of children includes biological children, stepchildren, foster children, legally adopted children, children legally placed for adoption and/or children under permanent legal guardianship or permanent sole managing conservatorship.

³ Common-law spouses covered under the ConocoPhillips plan and domestic partners covered under the Chevron Texaco plan as of December 31, 2000, who became participants in the plans described in the Employee Benefits Handbook on January 1, 2001, are considered dependents. Anyone grandfathered under this plan provision who later loses coverage cannot reenter these plans.

Note: If you enroll a dependent who doesn't meet the plan's eligibility requirements or don't cancel coverage within 31 calendar days of when a dependent ceases to meet the plan's dependent eligibility requirements (for example, if you get divorced), he or she will be considered an ineligible dependent and will be removed from coverage. The plan has the right to request reimbursement of any claims or expenses paid for an ineligible dependent. If you do not cancel coverage for an ineligible dependent, you may be subject to disciplinary action — up to and including termination of employment.