

Retiree Reimbursement Account

(Performance Pipe Hourly Employees)



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Your Retiree Reimbursement Account



Special Note

If you transferred to Chevron Phillips Chemical on January 1, 2001 and you were eligible for retiree health care benefits from either Chevron or ConocoPhillips as of December 31, 2000, you may have the option to receive retiree health care benefits from both the parent company and Chevron Phillips Chemical. Enrollment in a parent company's retiree health care plan, other than as a dependent, will lead to the forfeiture of any amount to which you are entitled under the RRA.

Chevron Phillips Chemical Company LP (Chevron Phillips Chemical or the Company) offers the Retiree Reimbursement Account (RRA) to help eligible retirees pay medical and dental premiums and out-of-pocket health care expenses.

For information on eligibility, see **How to Participate** on pages 6 – 11. You may elect to cover your eligible dependents under the RRA according to the same rules applicable to the coverage of eligible dependents of active employees.

If you transferred to Chevron Phillips Chemical on January 1, 2001, and you elect retiree health care benefits from Chevron or ConocoPhillips, you are **not** eligible for the RRA (see "Special Note" on this page).

Performance Pipe hourly employees hired on or after January 1, 2004 at Brownwood, Hagerstown, Knoxville, Pryor, Reno, Startex and Williamstown are **not** eligible for the Retiree Reimbursement Account.

How the Plan Works

If 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; or \$2,500 times your years of continuous service if you are married at retirement. Your account earns a market rate of interest once it is established. Chevron Phillips Chemical makes no additional contributions. For the purpose of determining the amount that Chevron Phillips Chemical will credit to your RRA, your service with Chevron 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.

You may use the money in your account to purchase benefits under the Chevron Phillips Chemical **retiree** medical and/or dental plans, or to reimburse yourself for the cost of coverage from private health care plans. You also may use it to pay eligible out-of-pocket health care expenses such as deductibles, copayments, co-insurance and other expenses that your medical and dental plans don't cover. If



you choose to receive coverage under the Chevron Phillips Chemical medical and/or dental plans, you will be required to pay the full cost of such coverage based on rules established by the Company. **Note:** Chevron Phillips Chemical retiree medical and dental plans provide the same benefits as the plans for active employees.

Your RRA may only cover part of your Chevron Phillips Chemical retiree benefit costs. You may want to supplement the RRA by contributing to the 401(k) Savings and Profit-Sharing Plan's Post-Retirement Medical Savings Account.

How to File a Claim

You have the option to:

- Have your Chevron Phillips Chemical medical and dental insurance premiums automatically deducted from your RRA without having to submit a claim form each month for reimbursement. If you elect this option, the Individual Billing Administration department at Aetna, Inc. will request the funds to be automatically withdrawn from your RRA each month and posted to your billing account.

To utilize automatic reimbursement, you must have Aetna medical and/or dental coverage through Chevron Phillips Chemical. If you are covered under another insurance carrier or with another employer group, automatic reimbursement will not be available. Even if you choose the automatic reimbursement function, you will still need to submit claim forms for all non-premium reimbursements such as prescription drug copayments and other out-of-pocket medical expenses.

This automatic reimbursement process is voluntary, and you must elect this option during the enrollment process. **If you elect to have your premiums automatically reimbursed, 100% of your medical and/or dental premiums will be deducted from your RRA each month.** You will not have the option to elect only a portion of your premiums to be automatically reimbursed. If the automatic reimbursement option is elected, you will be required to have all Aetna-billed premiums automatically deducted. You cannot choose to have only one coverage deducted. For example, if you have both medical and dental coverage through Aetna, both coverages must utilize the same reimbursement option. Because this option is voluntary, retirees can add or discontinue the automatic deductions at any time.





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, your or your dependent's coverage under the RRA will cease effective as of the date you or your dependent should have enrolled in Medicare.

If you chose to continue coverage under the Chevron Phillips Chemical medical plan and you or a covered dependent become entitled to Medicare, benefits under the Chevron Phillips Chemical medical plan will be coordinated with Medicare.

- Complete a claim form to receive reimbursement for premiums and out-of-pocket health care expenses. Attach to your completed form proof of services rendered — a written statement from an independent third party verifying the expense was incurred — and the amount of the expense.
- For reimbursement, send in your completed form and proof of payment by mail or fax to:

Mail

Aetna
P.O. Box 4000
Richmond, KY 40476-4000

Fax

Aetna
1-888-238-3539

WHEN YOU CAN EXPECT A REIMBURSEMENT

Aetna processes claims for reimbursement on a daily basis, and reimbursements are mailed to your home address on the 15th and 30th of every month. If your home address changes, it is your responsibility to call the Chevron Phillips Employee Service Center at 1-800-446-1422 (option 3) to report the change.





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 amount 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 Aetna at 1-888-238-6226.

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 251.

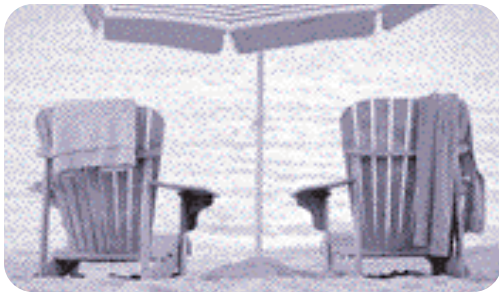
YOUR ERISA RIGHTS

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 276.



WHEN COVERAGE ENDS

Coverage under the RRA for you and your covered dependents will end on the later of (i) the date of your death, (ii) the date of the death of your spouse if your spouse was covered under the RRA, (iii) the date your widow remarries, (iv) the date your account funds are exhausted, or (v) the date you enroll in one of the parent's company's medical and/or dental plans. Any remaining amounts credited to your RRA as of your or your spouse's death will be forfeited.





LOOKING FOR SOMETHING? TIPS FOR FINDING INFORMATION ... FAST!


There is a wealth of important information included in this summary, but who has time to look for it? Believe it or not, you can find what you need without having to search through pages and pages of information. By taking advantage of the summary's "search" function and "bookmarks," you can find the information you need in a matter of seconds.

LOOKING FOR GENERAL, BIG PICTURE INFORMATION?

Just scroll down the table of contents — or "bookmarks" — shown at the left. Click on the applicable bookmark, and you will be taken to that section of the document.

WANT SPECIFICS?

Use the summary's "search" function. To access this function:

- On the toolbar at the top of the screen, click on the Search tool .
- Type the word, words, or part of a word for which you want to search. If you want, you can refine the search by selecting one or more of the following options:
 - "Whole words only" to find only occurrences of the complete word you enter in the text box. For example, if you search for the word "doctor," the words "doctors" and "doctor's" will not be selected during the search.
 - "Case-Sensitive" to find only occurrences of the words that are in the case that you typed. For example, if you search for the word "doctor," the search would find "doctor," but wouldn't find "Doctor."
 - **Note:** For searching this summary, you do not need to select "Search in Bookmarks" or "Search in Comments."
- Click on "In the current PDF document" to show that you just want to search this summary. (Searching multiple PDF documents works well for PDFs that are copied onto your hard drive, but not for searching online PDFs such as our benefit summaries.)
- Click on "Search."
- All occurrences of the text for which you are searching will be shown in the results box. Scroll through the list and click on the applicable highlighted text to be taken to that text in the document.

Click on "New search" if you want to perform another search.

(continued)



REAL-WORLD EXAMPLES ...

The following examples show you how to make the best use of the PDF search function.

■ **To find out if you can enroll your domestic partner under your plan coverage:**

- Access the search function, and search for “domestic.” The search results will be displayed in the results box. Click on the link to be taken to the exact information you need.
- Time spent searching? **5 seconds!**

■ **You are getting married, and you want to see if you can enroll your new spouse in your coverage:**

- You can save time by searching for “married,” “marriage” and “marry” all at the same time. To do so, access the search function, and search for “marr” (the first four letters of all three search terms). Every instance of “**m**arried,” “**m**arriage” and “**m**arry” in the summary will be displayed in the results box. Click on the links to see the plan provisions that apply. **Hint:** If you typed in “marr” and no instances were found, make sure the “Whole words only” box was not checked.
- Alternatively, you could have clicked on “When You Can Change Coverage” in the “bookmarks” shown at the left of the summary to be taken to that section of the summary. By scrolling through that section, you would have found the information you need in order to enroll your new spouse.
- Time spent searching? **20 seconds!**

■ **You need to take a military leave of absence and want to know how your benefits will be affected:**

- Access the search function, and search for “military.” The search results will be displayed in the results box. Click on the link to be taken to the “Military Leave” section of the summary.
Hint: Do not narrow your search too much. If you had entered a very specific term, such as “military leave of absence,” the search function would not have helped you because those exact words are not used in this summary. It is better to start with a more generic search term, such as “military,” and then narrow your search later if necessary.
- While you are reading the “Military Leave” section information, you see references to the “Uniformed Services Employment and Reemployment Rights Act (USERRA).” If you perform a follow-up search for “USERRA,” you will learn more about military leaves and your Company benefits.
- Time spent searching? **20 seconds!**