

What's New for 2018

Here's a quick look at what's new in 2018...

Medical Plan Enhancements. The Aetna medical plan will add the following benefit enhancements, effective January 1, 2018:

- **Applied Behavioral Analysis (ABA) Therapy.** ABA therapy has been added to the list of covered medical expenses for individuals diagnosed with an Autism Spectrum Disorder. Treatment is based on medical necessity and requires precertification. This managed program also requires ongoing reviews for continuation of therapy. You will have access to a dedicated Oxy Autism Advocate for guidance and navigating the healthcare system. For additional information contact Aetna at **800-334-0299**.
- **Teladoc - Aetna's Telemedicine Program.** Telemedicine is simply a new way to access qualified doctors. We're making it easier to get the care you need—no long wait times and no appointments needed! Access a doctor anytime, anywhere, to treat non-emergency medical conditions. Teladoc is the first and largest provider of telehealth medical consults in the U.S., giving you 24 hours a day, 7 days a week, access to quality medical care through private and secure phone and video visits. The doctors are U.S. board certified in Internal Medicine, Family Practice or Pediatrics. You pay \$40 per visit until you meet your deductible. Thereafter, you will pay 20% (\$8) per visit.

An Aetna Teladoc flyer with additional information is included in your packet. Aetna will also be sending a Welcome Kit to your home with instructions for setting up your Teladoc account.

Important...

Not all benefits described in this newsletter apply to all participants.

- Represented retirees should refer to your collective bargaining agreement for benefit eligibility.



PayFlex - Retiree Medical and Dental Billing

PayFlex continues to handle the retiree billing services for Oxy's Retiree Medical and/or Retiree Dental plans. The PayFlex member website recently got a new look and feel. You can quickly view your balance, important dates and account actions on your dashboard plus easily find what you're looking for with the new top navigation bar. You can also manage your profile, notifications, and linked bank account through Account Settings.

Important... If you make monthly payments by check, you will receive a new coupon book in December for 2017. Tired of writing and mailing checks? Then you may want to consider moving to Electronic Funds Transfer (EFT) where your checking or savings account will automatically be charged for the amount of your monthly premium. To schedule a one-time payment or monthly payments online go to **www.payflex.com**. By enrolling in the monthly EFT, you will no longer receive a statement or coupons in the mail. If you have any questions, please contact PayFlex billing at **888-678-7835**.



No Action Required

- TO RETAIN YOUR RETIREE MEDICAL AND/OR DENTAL COVERAGE IN 2018
- If you have any questions about your benefit coverages, please call OxyLink at **800-699-6903** or email **oxylink@oxy.com**.

2018 MEDICAL PLAN CONTRIBUTIONS

Under the cost-sharing formula, Oxy's share of the annual Retiree Medical Plan cost increase is limited to the Consumer Price Index (CPI). For 2018, retiree medical contributions will increase by 7.7%, from a retiree base rate of \$130 in 2017 to a retiree base rate of \$140 per month for 2018.

Retiree contributions are shown in the table below. Your 2018 rates will be your age and service multiple of (1, 2, 3 or 4 times) the retiree base rate for your elected coverage level (Retiree Only, Retiree + One or Family). For example, if your multiple is 2X, and you elect Retiree + One coverage, your contribution will be \$560 (retiree base rate of \$140 x multiple of 2 x 2 people) per month for 2018.

Coverage Level	1X	2X	3X	4X
Retiree Only	\$140	\$280	\$420	\$560
Retiree + One	\$280	\$560	\$840	\$1,120
Family	\$420	\$840	\$1,260	\$1,680

For retired participants who are required to make contributions, the network annual deductible (\$400 per person/\$800 family maximum) and the non-network annual deductible (\$800 per person or \$1,600 family maximum) are unchanged. For retired participants who are not required to make contributions, but whose 2017 annual deductible is \$1,960 per person, the 2018 network deductible will be \$2,080 (calculated as \$140 retiree base rate X 12 + \$400 = \$2,080), with an annual family maximum deductible of \$4,160. The 2018 non-network deductible for this group will be \$2,480 per person and \$4,960 for the family maximum.

Special Note: Non-network doesn't apply to participants that are Medicare eligible since Medicare is the primary payer of their claims.



Don't be without coverage...

Be sure to make your payments on time! If you are required to make retiree contributions, you will receive a notice of pending termination of coverage after a 30-day grace period for non-payment. After a total of 60 days without payment, your coverage will be terminated.

MEDICARE COVERAGE

- **Medicare Parts A & B**... You and your dependents should enroll as soon as you are eligible or you may have to pay a permanent late enrollment penalty.
- **Medicare Advantage HMO Plans**... If you enroll in an individual Medicare Advantage (Part C) plan, you and your dependents are **no longer eligible** to participate in the Oxy Medical plan.
- **Medicare Part D Plans**... Your annual government-mandated Notice of Creditable Coverage was mailed under separate cover. If you are eligible for Medicare, the Oxy Retiree Medical Plan is considered "creditable", so you do not need to enroll in a Medicare Part D plan, and you will not be penalized if you do enroll at a later time. For more information, refer to your Notice.
- More detailed information about Medicare benefits can be found at www.medicare.gov.
- Under age 65 retirees and dependents who become eligible for Social Security Disability prior to age 65 also become eligible for Medicare after 24 months. It is important to notify OxyLink and enroll in Medicare Parts A and B.

MEDICARE DIRECT

Medicare Direct is an electronic service that will automatically file your medical claims directly with Aetna after Medicare has paid its share of eligible expenses. Once enrolled for Medicare Direct, you will no longer need to complete Aetna claim forms, make copies of Explanations of Medicare Benefits or pay the postage!

If you are not already enrolled in Medicare Direct, getting started is easy. Just contact Aetna member services at **800-334-0299** and provide the Medicare number from your Medicare card.

2018 DENTAL CONTRIBUTIONS

Oxy offers retiree dental coverage through Aetna to eligible Oxy retirees. The plan benefits are similar to the dental benefits offered to Oxy employees; however, the cost of retiree dental coverage is not subsidized by Oxy.

If you waived retiree dental coverage when first offered, you may not enroll in the plan unless you or your spouse (or a surviving spouse) currently have other dental insurance coverage (including COBRA continuation coverage) and you lose eligibility for that coverage. In such instance, you may enroll in the Retiree Dental Plan within 31 days of the loss of coverage with proof of loss of coverage.

The contributions for 2018 will remain the same:

Coverage Level	Monthly Amount
Retiree Only	\$52
Retiree + One	\$105
Family	\$158

You may update your address or emergency contacts online at oxylink.oxy.com. Log in then select Employee Self Service > Personal Information or you can contact OxyLink at:
800-699-6903 or
918-610-1990 (if outside U.S.)
 Weekdays (except holidays)
New Hours: 8:00 A.M. to 4:30 P.M., CST
Email: oxylink@oxy.com

RX Alert

It can pay to shop around.

- When you have prescriptions to fill, you may save money by shopping around to compare pricing from different retail pharmacies.
- If you have a new script for a maintenance type drug, consider using mailorder. In most cases, you'll save money. Have your doctor write the script for a 90-day supply with refills, if applicable.

Vision and Hearing Discount Programs

If you enroll in an Aetna medical or dental plan, you are automatically eligible for Aetna's vision and hearing discount programs. The programs are offered at no cost and can provide you and your enrolled dependents significant savings when you use participating providers.

These programs can provide substantial discounts on hearing exams and hearing aids and on eyeglass frames, corrective lenses, contact lenses, non-prescription sunglasses, contact lens solutions and accessories. The vision programs also offer discounts on LASIK surgery, eye examinations and a mail-order contact lens program.

For more information, log into Aetna Navigator at www.aetna.com and go to Get Discounts under Health Programs or call Aetna customer service at **800-334-0299**.

Note: if you are enrolled in an Oxy Retiree medical plan, routine vision exams are a 100% covered expense.

Dental Discount Program

The **Vital Savings By Aetna Dental Discount Program** is an optional discount program available through Aetna to Oxy retirees and their dependents who are eligible for retiree medical coverage, in lieu of the Retiree Dental Plan. This program is not insurance—it provides you access to a nationwide network of dentists who have agreed to provide a discount ranging from 15% to 50% on certain services. There is a small monthly fee to participate in this program of \$4 per member or \$7 per family. You must complete and submit an enrollment form which can be found on Oxylink.oxy.com under Plan Documents & Information then select Discount Programs.

Questions? Log on to www.vitalsavingsbyaetna.com (Select "No" when asked if you are an employer, administrator, or trustee; select "Yes" when asked if you were referred to this site by your employer, administrator, school or trustee; and then select "I am sending my enrollment form or have enrolled directly with Aetna") or call **1-866-36-VITAL**. The Employer Promotional Code is **882016-018**.



Beneficiary designations

Remember... If you have a life insurance benefit, you can update your beneficiary forms at any time.

- Basic Life - Call OxyLink at 800-699-6903 to request a new form or go to oxylink.oxy.com.
- Group Universal Life (GUL) - Go online to www.mybenefits.metlife.com or call MetLife's customer service at 800-756-0124.

Your designated beneficiary will receive your life insurance proceeds in the event of your death. If you do not name a beneficiary, payment will be made in accordance with the plan rules.

In addition, to designate or make changes to your beneficiary(ies) information for the 401(k) and Retirement Plans, you may go online to oxy.voya.com or call the Oxy Retirement Service Center at 1-844-OXY-401K (1-844-699-4015).

BeneBits

Retiree Medical Enrollment

Unless you live in Western New York, there is no annual enrollment under the Retiree Medical Plan, and no action is required to retain your current coverage. If you live in Western New York, you may be able to change your medical plan option.

Dependents in New York

Under New York state law, retirees who are covered under the BlueCross BlueShield of Western New York or Independent Health HMO may cover unmarried children through age 29. If you are enrolled in one of these plans and wish to enroll a dependent, contact OxyLink. You will be responsible for the full cost of that coverage.

Health Reform

Oxy reviews the Affordable Care Act (ACA) each year to ensure our medical plans are in compliance with any new provisions for the upcoming plan year.

Form 1095-C

To meet the Affordable Care Act (ACA) reporting requirement, employers must provide a 1095-C tax form by February 1st of each year to non-Medicare participants of the retiree medical plan. The form will show coverage for you and your dependents for the previous year.

Express Scripts (ESI) Update

- Enclosed is the 2018 National Preferred Formulary list which also includes the Excluded Medications with the Covered Preferred Alternatives list. If you have any questions or need more information, contact Express Scripts at 800-551-7680.
- ESI is now offering personalized emails that allow you to view the prescription numbers and patient name in the body of the email—without signing in at Express-Scripts.com. If you're interested in "Personalize My Emails", log in to your account and update your email preferences.

PayFlex Health Savings Account (HSA) News

- Effective July 19, 2017, six HSA investment funds were moved to new share classes with lower expense ratios (Fund tickers: ACMVX, ARTSX, NYVTX, OPMSX, SRVEX and PARMX). Call PayFlex at 844-729-3539, if you have any questions.
- On September 1, 2017, PayFlex removed the Victory Diversified Stock Fund Class I (VDSIX). If you did not sell this fund by October 25, 2017, PayFlex did it for you and transferred your balance to your HSA cash account on November 1, 2017.

Summary Annual Reports (SARs)

The 2016 SAR for the welfare plan is enclosed. The government requires plan sponsors to distribute these financial statements to plan participants.

The company expects and intends to continue its benefit plans but does not guarantee any specific level of benefits or the continuation of any benefit plan during any periods of active employment, inactive employment, disability or retirement. Benefits are provided solely at the company's discretion and do not create a contract of employment. The company reserves the right to modify, suspend, change or terminate any of its plans at any time. This information is applicable to eligible non-represented employees. Applicability to represented employees is governed by local collective bargaining agreements. Subject to this and future agreements, the company reserves the right to change, amend, or terminate any benefit plan at any time. The information provided in this document is not tax advice. While the information is believed to be accurate as of the print date, it is subject to change. Consult a qualified tax advisor for help in determining eligibility for any tax benefit mentioned herein.