



OXY TIME AWAY FAQs

General Questions

1. What is happening?

As a follow up to our December 18 communication, we are introducing the next phase of the Oxy Time Away Program benefits effective April 1, 2020.

2. What plans and policies are included in the Oxy Time Away Program?

The new holiday schedule went into effect January 1, 2020.

TYPE OF TIME AWAY	BENEFITS
Holidays	Nine scheduled holidays plus: <ul style="list-style-type: none">• One floating holiday for employees on a 9/80 schedule• Two floating holidays for employees on all other schedules

Here's a quick overview of the benefits and programs that go into effect April 1, 2020:

TYPE OF TIME AWAY	BENEFITS
Paid Time Off (PTO)	PTO hours will be based on years of service and will have an annual carryover maximum of 120 hours
Short-term Disability (STD)	Provides coverage for up to 26 weeks: <ul style="list-style-type: none">• Week 1: PTO (five days)• Weeks 2-26: 100% of base pay

TYPE OF TIME AWAY	BENEFITS
Long-term Disability (LTD)	Provides coverage <i>after</i> 26 weeks of disability; employees can choose from three levels of coverage: <ul style="list-style-type: none"> • Core: 40% of base pay <ul style="list-style-type: none"> • Company paid; fully taxable benefit • Default coverage level if employees do not make an active election • Buy-Up: 60% of base pay <ul style="list-style-type: none"> • Shared contribution (company and employee paid); partially taxable benefit • Tax Choice: 60% of base pay <ul style="list-style-type: none"> • Employee-paid with after-tax dollars; non-taxable benefit
Pregnancy Leave	100% of base pay for eight weeks for birth mothers
Bonding Leave	<ul style="list-style-type: none"> • 100% of base pay for six weeks within the first twelve months of birth/adoption/placement for birth or non-birth parents; minimum one-week increments allowed • Bonding Leave not to exceed 240 hours
Family Care Leave	<ul style="list-style-type: none"> • 100% of base pay for two weeks to care for a family member with a serious health condition; minimum one-day increments allowed • Family Care Leave not to exceed 80 hours
9/80 Schedule	Transition legacy APC employees on the B schedule to Oxy's Red schedule
Volunteer Day	Employees will have an annual opportunity to volunteer at an Oxy-approved cause for one day with 100% of pay (varies by location and group).
Bereavement Leave	100% of base pay for up to five days at your manager's discretion
Jury Duty	100% of base pay for the duration of duty
Military Leave	Differential pay for a set period of time based on whether an employee is training or actively serving: <ul style="list-style-type: none"> • Training: 30 workdays • Active: 1 year <p><i>Note: Employees must provide their military pay documentation prior to start of their leave as their differential pay will be calculated based on current pay net of military pay.</i></p>

3. Who is eligible for the Oxy Time Away Program?

All Oxy salaried and hourly non-represented employees paid on a U.S. dollar payroll who work a minimum of 20 hours per week.

4. Are there any groups that will not be impacted by the new Oxy Time Away Program?

A few groups will continue participating in all or part of their existing programs, including:

- Legacy APC offshore employees (GoM): not impacted by new PTO program, but all other Time Away Program changes will apply.
- Legacy Oxy represented union employees*

* Represented union employees should refer to their collective bargaining agreement to determine if they are eligible to participate in all or part of this program.

5. Where can I find information about the Oxy Time Away Program?

In addition to the communications that will be emailed on February 24, you can visit My HR on <https://oxynet.oxy.com/portalsites/hr> in late February to learn more about the new program and how to use your benefits when you need them (note: legacy APC employees can now access OxyNet, including My HR, by typing this URL into their browser).

Paid Time Off (PTO)

6. What is PTO?

PTO combines time off for vacation, personal and family illness, doctor/dentist visits, and other personal time into a single bank of hours. This gives you flexibility to choose how to use your time off. PTO is accrued on a monthly basis; there is also an annual carryover of up to 120 hours per year.

7. What is the new PTO schedule?

You will accrue PTO hours on a monthly basis. **To determine your hours from April through December 2020, take three-quarters of the annual hours shown in the table below.**

The number of PTO hours available is based on years of service. For legacy Oxy employees, there is no change to years of service (vacation service date). For legacy APC employees, PTO accrual in 2020 will be based on grandfathered years of experience. Effective January 1, 2021, PTO accrual will be based on years of company service plus any additional years of prior relevant experience (up to 19 additional years). Throughout 2020, your supervisor will be collecting years of experience from you and any other direct reports.

The following PTO schedule will go into effect April 1, 2020:

YEARS OF SERVICE	MONTHLY ACCRUAL RATE	ANNUAL ACCRUAL RATE
<1	Prorated	Prorated
1 to 4 years	13.34 hours	160 hours
5 to 8 years	15.34 hours	184 hours
9 to 18 years	16.67 hours	200 hours
19 to 28 years	20.00 hours	240 hours
29+ years	23.34 hours	280 hours
Annual Carryover Maximum	120 hours for full-time, 60 hours for part-time	
Part-time Employees	Prorated benefit based on hours worked as % of full-time hours	

8. How does the new PTO schedule compare to the legacy Oxy Vacation and legacy APC PTO schedules?

The following table compares the legacy schedules to the new PTO schedule. Hours represent annual accrual.

YEARS OF SERVICE	LEGACY OXY VACATION	LEGACY APC PTO	NEW PTO
<1	Prorated	Prorated	Prorated
1 to 4 years	120 hours	160 hours	160 hours
5 to 8 years	120 hours	200 hours	184 hours
9 years	160 hours	200 hours	200 hours
10 to 18 years	160 hours	220 hours	200 hours
19 years	200 hours	220 hours	240 hours
20 to 24 years	200 hours	240 hours	240 hours
25 to 28 years	200 hours	280 hours	240 hours
29+ years	240 hours	280 hours	280 hours

9. What is a carryover limit?

It is the maximum number of PTO hours you will be allowed to carry over from one year to the next. Effective April 1, 2020, the limit is 120 PTO hours that can be carried over each year. Any unused hours over 120 on December 31 of each year will be forfeited.

- **Employees in legacy APC program:** No change from the current schedule; employees who historically are eligible for partial payout of their unused hours will continue to be eligible in 2020.
- **Employees in legacy Oxy program:** If you have more than 120 vacation hours as of the pay period that includes April 1 (April 10 for most of OPC and OOG, and April 17 for OCC). Any hours above 120 will be “permanently” banked and paid to you when you leave Oxy at your **rate of pay at the time of your departure**. As of December 31, 2020 and going forward, any hours exceeding the 120 carryover maximum will be forfeited (and not banked).

10. Am I able to incur a negative PTO balance if I take PTO prior to having accrued that time?

Regardless of whether an absence is planned or unplanned, you will be allowed to go negative on your PTO balance, up to a maximum of 40 hours, but it will be up to your manager’s discretion to determine how much of a negative balance you are allowed to have. Additionally, you must be “whole” by the end of the year, so you cannot take more PTO than you have available in a given year. If you terminate, negative hours will be deducted from your final paycheck.

11. How will I track and code my time?

Legacy Oxy will have new PTO codes for planned and unplanned PTO available on April 1, 2020 to record all time away. Details of how to code PTO will be covered in a training prior to the April 1, 2020 effective date. Legacy APC will continue to track time as they have been. Legacy APC will begin using the planned and unplanned PTO codes when the payroll systems are harmonized later in 2020.

12. If I am a part-time employee will the PTO schedule apply?

Yes. You will receive a prorated benefit based on the number of hours worked.

13. If I am a part-time employee will I have the option to make up time so I do not have to use PTO?

Yes. You will be able to make up missed time so you do not have to use PTO in the same way that you do now.

14. Will more information be provided about the new PTO program?

Yes, there will be PTO specific training provided starting in mid-March. Watch your email and sign up for the PTO Boot Camp starting in mid-March.

Legacy Oxy

15. How will accrued, unused vacation over 120 hours as of March 31 be banked?

Accrued, unused hours will be banked with your paycheck that includes April 1. This means that your last day to record vacation that will reduce your vacation bank depends on the day you are paid. See the chart and examples below for more information.

CHECK DATE THAT COVERS APRIL 1	LAST DAY OF VACATION THAT WILL BE TAKEN INTO ACCOUNT WHEN DETERMINING BANK	LAST DAY TO RECORD AND APPROVE VACATION
April 10 <i>Note, check date will be April 9 due to Good Friday</i> (most of OPC and OOG)	Vacation through April 5, 2020	Monday, April 6
April 17 (most of OCC)	Vacation through April 12, 2020	Monday, April 13

Example 1: Your paycheck covering April 1 is April 10

Your vacation balance after the March accrual was 200 hours. You did not take any vacation in March or through April 4 so your vacation balance as of April 5 is still 200 hours.

- 80 hours of vacation will be banked
- 120 hours of vacation will be carried over
- Your April accrual will be added to your carryover balance of 120 hours

Example 2: Your paycheck covering April 1 is April 10

Your vacation balance after the March accrual was 200 hours. You took vacation March 16-18 and on April 2 for a total of 35 hours of vacation. Your vacation balance as of April 5 is 165 hours.

- 45 hours of vacation will be banked
- 120 hours of vacation will be carried over
- Your April accrual will be added to your carryover balance of 120 hours

Example 3: Your paycheck covering April 1 is April 17

Your vacation balance after the March accrual was 296 hours. You did not take any vacation in March or through April 12 so your vacation balance as of April 12 is still 296 hours.

- 176 hours of vacation will be banked
- 120 hours of vacation will be carried over
- Your April accrual will be added to your carryover balance of 120 hours

Example 4: Your paycheck covering April 1 is April 17

Your vacation balance after the March accrual was 150 hours. You took vacation March 16-18 and on April 9 for a total of 35 hours of vacation. Your vacation balance as of April 12 is 115 hours.

- No vacation will be banked
- 115 hours of vacation will be carried over
- Your April accrual will be added to your carryover balance of 115 hours

16. If I am at the current ceiling of 296 hours at the end of March, will I receive the April accrual?

Yes. Even if you are at the 296 ceiling before the banking/carryover is applied in early April, you will still receive your April accrual. In this case, 176 hours will be banked, 120 hours will be carried over and the April accrual will be added to your 120 hour carryover balance.

17. Will I be able to see my banked vacation online?

Yes, you will be able to see your banked vacation balance clearly on OxyLink Online > My PTO / Vacation Balances.

18. Why are the banked PTO hours being paid out when I leave Oxy rather than at the end of the year?

This approach is consistent with Oxy's current policy of paying out accrued and unused vacation hours when an employee leaves the company. The same will apply for any hours banked as a result of the carryover maximum effective April 1, 2020.

19. What is the difference between PTO and Vacation?

Vacation time is limited to a day or days spent engaging in activities outside of work, and typically not used for personal or sick time. The new PTO program combines time off for vacation, personal and family illness, doctor/dentist visits, and other personal time off into a single bank of hours. PTO gives you the flexibility to use the time you have available in the way that best supports your needs.

20. How is PTO accrued?

PTO is accrued on a monthly basis; however, you have access to the total amount of your annual PTO allowance at the beginning of the year with your manager's approval. It is your responsibility to code your time appropriately as PTO in Time and Labor.

21. How will I record sick time?

Sick time will be captured as PTO going forward. While every case is situational and may require manager approval, you will be asked to log PTO for all time taken, so if you take anywhere from fifteen minutes to a full day off, you will only record the time you did not work for that day. The minutes increment will vary and will follow your current pay practice. For example, if your average day is eight hours and you took two hours for a doctor appointment, and are not making up this time, you will log two hours as PTO and the remaining six as hours worked.

22. Can I use my permanently banked hours or choose when to cash out my permanently banked hours?

No, permanently banked hours cannot be used for future PTO. These hours will be stored and paid to you when you leave Oxy.

Legacy APC

23. Will I accrue fewer days under the new schedule?

Based on the new program schedule, some legacy APC employees will accrue less PTO; however, you will gain time off in other areas such as holidays, paid Family Care and Bonding Leave programs.

24. If I am going to accrue less PTO with the new schedule, how will the loss of hours work in 2020 when the policy is not effective until April?

You will start to accrue at the new rate as of April 1, 2020. For example, if you are accruing 220 hours from January to March and 200 hours from April to December, you will accrue a total of 205 hours of PTO in 2020.

25. Will PTO service dates be grandfathered?

Your PTO accrual in 2020 will be based on your legacy program's years of experience. Effective 2021, PTO accrual will be based on years of legacy APC and Oxy company service plus any additional years of prior relevant experience (up to 19 additional years). More information will be communicated about how you can report your previous work history to determine your PTO service date that will be used to determine your accrual rate starting on January 1, 2021.

26. If I have PTO hours that exceed the 120-hour limit, what will happen to those extra hours?

Just like the current PTO program, any hours over 120 as of December 31 of each year will be forfeited.

Short-Term Disability (STD)

27. What does the new Short-term Disability (STD) plan cover?

The STD plan provides 100% of base pay for up to 25 weeks, after an elimination period of 5 consecutive work days during which you will use your PTO, for a total STD period of 26 weeks.

28. How does the new STD plan differ from the legacy Oxy and APC plans?

	LEGACY OXY	LEGACY APC		NEW STD BENEFITS
	<i>Short-term Disability</i>	<i>Extended Sick Leave</i>	<i>Short-term Disability</i>	
Benefit	50% or 100% of base pay, based on service	100% of base pay	66 ² / ₃ % of base pay	100% of base pay
Duration	Weeks 1 to 26	Weeks 2 to 13	Weeks 14 to 26	Weeks 2 to 26
Waiting Period	None, STD retroactive to day one if employee is out for 5 days or more	5 days (from PTO)	After Extended Sick Leave ends	5 days (from PTO)

29. Who will administer the STD plan?

A team of legacy Oxy and legacy APC leave administrators will combine forces to administer the leave programs, effective April 1, 2020. Further details will be communicated soon; however, you should continue with the current process for all leave requests for before and after April 1, 2020.

30. What if I must go on leave prior to April 1, 2020? How will I transition to the new benefit after April 1?

If you are currently on ESL or STD benefits that will continue beyond April 1, 2020, your time taken prior to April 1, 2020 will count toward the 26-week STD benefit under the new policy effective April 1, 2020.

For example, if a legacy APC employee initiates ESL benefits in March 2020 and uses one week of ESL, the employee will have up to 24 weeks remaining under the new STD plan beginning April 1, 2020. The same applies to a legacy Oxy employee currently on STD. If they have used two weeks of STD, the employee will have up to 24 weeks remaining under the new STD plan beginning April 1, 2020.

31. If I must go on STD before April 1, 2020, what should I do and how will my benefits change after April 1, 2020?

Your initial STD benefit will be processed under the current legacy program. If you continue receiving STD benefits after April 1, 2020, then as of April 1, 2020, you will be entitled to receive 100% of base pay for the remainder of your STD duration (maximum of 26 weeks from date of disability).

Long-Term Disability (LTD)

32. What does the new Long-term Disability (LTD) plan cover?

Effective April 1, 2020, you will have three options to choose from for LTD coverage.

- The **Core** option provides a benefit of 40% of base pay and is Company paid (no cost to employees). If you do not make an election during the LTD enrollment period from March 2, 2020 to March 13, 2020, you will be automatically enrolled in this option.
- The **Buy-Up** option includes the Company-paid Core benefit (40% of base pay) with an option to buy up an additional 20% for a total benefit of 60% of base pay.
 - Employee contributions are made on an after-tax basis through payroll deductions.
 - Since this option is a shared contribution, the benefit is partially taxed (see below for cost).
- The **Tax Choice** option provides 60% of base pay that is entirely employee paid.
 - Employee contributions are paid on an after-tax basis.
 - Monthly benefits paid while on LTD are considered non-taxable income—which translates into a larger monthly benefit amount payable to the employee.
 - Legacy Oxy employees trying to maintain the same level of benefit for 2020 should consider selecting this option. Examples below reflect the difference in monthly benefit due to taxation.

When choosing a plan, it's important to consider how the post-tax annual benefit compares to your annual cost. Review the three examples below that demonstrate the impact of taxes on benefits paid. Please note that the dollar amounts in the examples below are estimates.

Example 1: The following example assumes a full-time, regular employee with an **annual base salary of \$75,000** and tax filing status of Single.

	Legacy Oxy		Legacy APC	NEW Core 40% LTD (Default Option)	NEW Buy-Up 60% LTD	NEW Tax Choice 60% LTD
Who pays	Employee paid (50%)	Employee paid (60%)	Company paid (66 ^{2/3} %)	Company paid	Core (40%): company paid + Buy Up (20%): employee paid	Employee paid
a. Employee rate (per \$100 pay)	\$0.484	\$0.678	\$0	\$0	\$0.356	\$0.581
b. Employee annual cost <i>a x (base pay / 100)</i>	\$363	\$509	\$0	\$0	\$267	\$436
c. Gross monthly benefit amount <i>LTD % x base pay / 12 months</i>	\$3,125	\$3,750	\$4,167	\$2,500	\$3,750	\$3,750
d. Net monthly benefit amount <i>c – estimated taxes</i>	\$3,125	\$3,750	\$3,484	\$2,090	\$3,461	\$3,750
Net annual benefit value <i>(d x 12) - b</i>	\$37,137	\$44,491	\$41,808 <i>(no employee cost)</i>	\$25,080 <i>(no employee cost)</i>	\$41,265	\$44,564

Example 2: The following example assumes a full-time, regular employee with an **annual base salary of \$100,000** and tax filing status of Married Filing Jointly.

Who pays	Legacy Oxy		Legacy APC	NEW Core 40% LTD (Default Option)	NEW Buy-Up 60% LTD	NEW Tax Choice 60% LTD
	Employee paid (50%)	Employee paid (60%)	Company paid (66 ^{2/3} %)	Company paid	Core (40%): company paid + Buy Up (20%): employee paid	Employee paid
a. Employee rate (per \$100 pay)	\$0.484	\$0.678	\$0	\$0	\$0.356	\$0.581
b. Employee annual cost <i>a x (base pay / 100)</i>	\$484	\$678	\$0	\$0	\$356	\$581
c. Gross monthly benefit amount <i>LTD % x base pay / 12 months</i>	\$4,167	\$5,000	\$5,556	\$3,333	\$5,000	\$5,000
d. Net monthly benefit amount <i>c – estimated taxes</i>	\$4,167	\$5,000	\$4,801	\$2,881	\$4,681	\$5,000
Net annual benefit value <i>(d x 12) - b</i>	\$49,520	\$59,322	\$57,612 (no employee cost)	\$34,572 (no employee cost)	\$55,816	\$59,419

Example 3: The following example assumes a full-time, regular employee with an **annual base salary of \$150,000** and tax filing status of Married Filing Jointly.

Who pays	Legacy Oxy		Legacy APC	NEW Core 40% LTD (Default Option)	NEW Buy-Up 60% LTD	NEW Tax Choice 60% LTD
	Employee paid (50%)	Employee paid (60%)	Company paid (66 ^{2/3} %)	Company paid	Core (40%): company paid + Buy Up (20%): employee paid	Employee paid
a. Employee rate (per \$100 pay)	\$0.484	\$0.678	\$0	\$0	\$0.356	\$0.581
b. Employee annual cost <i>a x (base pay / 100)</i>	\$726	\$1,017	\$0	\$0	\$534	\$872
c. Gross monthly benefit amount <i>LTD % x base pay / 12 months</i>	\$6,250	\$7,500	\$8,333	\$5,000	\$7,500	\$7,500
d. Net monthly benefit amount <i>c – estimated taxes</i>	\$6,250	\$7,500	\$6,968	\$4,181	\$6,922	\$7,500
Net annual benefit value <i>(d x 12) - b</i>	\$74,274	\$88,983	\$83,616 (no employee cost)	\$50,172 (no employee cost)	\$82,530	\$89,128

33. How does the new Oxy LTD plan differ from the legacy Oxy and APC plans?

	LEGACY OXY	LEGACY APC	NEW LTD BENEFIT
Who Pays	Employee paid	Company paid	Varies by option: <ul style="list-style-type: none"> • Core - Company paid (employee default option) • Buy-Up - Company and Employee paid • Tax Choice - Employee paid
Eligibility	30 hours/week	20 hours/week	20 hours/week
Benefit	50% or 60% of eligible base pay (Benefit is non-taxable)	66 ^{2/3} % of base pay (Benefit is taxable)	<ul style="list-style-type: none"> • Core (Company paid): 40% of base pay; the benefit is fully taxable; employee default option • Buy-Up (Company and Employee paid): Core (40%) and Buy-Up (20%) to equal benefit of 60% of base pay; benefit is partially taxable • Tax Choice (Employee paid after-tax): 60% of base pay; benefit is non-taxable
Monthly Maximum	\$15,000	\$12,000*	<ul style="list-style-type: none"> • Core: \$10,000 • Buy-Up and Tax Choice: \$15,000
Elimination Period	26 weeks	26 weeks	26 weeks
Evidence of Insurability (EOI)	Required for enrollment >31 days of eligibility/life event	N/A	2020 Open Enrollment: None Ongoing: Required past 31 days of eligibility for the Buy-Up and Tax Choice options

*Highly compensated employees are eligible for an increased monthly maximum of up to \$35,000.

34. How does the LTD after-tax Buy-Up option work?

If you want additional coverage above the Core company paid option (40% of base pay), you can “buy up,” an additional 20% coverage for a total benefit of 60% of base pay. Since this option is a shared contribution, the benefit paid should you become disabled is partially taxable.

35. How does the LTD Tax Choice option work?

The Tax Choice option covers 60% of base pay. It is fully paid by you through after-tax payroll deductions, as a result, any benefits paid under the LTD benefit are non-taxable. This option maximizes the amount of take home pay while on disability.

36. Why is Oxy offering three LTD options?

Oxy cares about you and your financial wellbeing and feels it's important to provide a base level of coverage to all employees, with an option to purchase additional coverage to cover individual needs. When you pay for the full cost of coverage, the benefit is tax-free. This provides more sufficient income replacement while on LTD.

37. Will I have an opportunity to enroll in the LTD Buy-Up and Tax Choice options before April 1, 2020?

Yes, there will be an open enrollment period held from March 2–13, 2020, to allow you to enroll. If you do not actively enroll, you will be defaulted into the LTD Core option (40%), so it's important for you to evaluate the options and take action to ensure the appropriate level of income replacement.

38. Is coverage guaranteed during this enrollment or do I have to answer health questions before receiving guaranteed coverage?

During the March enrollment period, you **are guaranteed coverage** without having to answer any health questions. Coverage is effective on April 1, 2020, if you are actively at work (e.g., not on a medical leave). After this enrollment period, if you wish to elect the Buy-Up or Tax Choice options you will have to wait for the next Open Enrollment and will be required to provide proof of good health by submitting an Evidence of Insurability (EOI) form.

39. How will I make my enrollment elections?

Legacy Oxy employees will make their elections through OxyLink, similar to Open Enrollment held each November. Legacy APC employees will make their elections through Anadarko Advantage, similar to the Annual Enrollment held each November. Detailed information on where to make your enrollment elections during the March 2020 enrollment period (March 2–13, 2020) will be provided via email in early March.

40. Will my existing employee election roll over to the new plan?

No. You must go into the open enrollment system during the LTD open enrollment period (March 2–13, 2020) and make an active election if you want to enroll in the Buy-Up or Tax Choice options. If you do not make an active election, you will be defaulted into the Core option.

41. What happens if I do not make an active LTD election?

If you do not make an active election during the enrollment period, you will be automatically enrolled in the Company paid 40% Core option by default.

42. What happens if I transition to LTD before the new plan goes into effect?

You will remain on the legacy Oxy or legacy APC LTD plan, as applicable. Note that determination of LTD plan is based on the first date of disability—if you are disabled and on STD prior to April 1, 2020, you will transition to the legacy LTD plan.

43. When will the LTD plan be available?

The new LTD plan will become effective April 1, 2020. An enrollment period will be held in March 2020, providing an opportunity to enroll in this plan without having to answer any health questions. You must keep your plan election for the entire year for taxability reasons. During Open Enrollment in November 2020, you will have an opportunity to enroll, waive or change plans for the 2021 plan year.

44. Who will administer the LTD plan?

Prudential, Oxy's current LTD insurer, will administer the new LTD plan, effective April 1, 2020.

45. What does “benefit maximum” mean?

The monthly maximum benefit limit is the maximum amount of money an insurance company will pay each month. The LTD plan provides \$10,000 per month for the Core option and \$15,000 per month for the Buy-Up and Tax Choice options. If you have an annual salary over \$300,000, your monthly benefit will be capped at the monthly maximum benefit. These amounts are prior to tax being reflected.

46. After the initial enrollment period has expired, can I elect the 20% Buy-Up or the 60% Tax Choice option during the year? If so, do I have to provide proof of good health?

No. You will need to wait until the next Open Enrollment to change your election and will be subject to Evidence of Insurability rules.

47. Is there a way for me to calculate my LTD benefit?

Yes. An LTD tool will be available to help you calculate your LTD benefit using the following primary factors: income, tax filing status, and enrolled LTD plan. The tool will be available along with other LTD information on My HR, and within the LTD election window on Anadarko Advantage (legacy APC).

48. How much coverage do I need?

Everyone's needs are different and can change. To determine how much coverage you need, visit www.prudential.com/EZDisabilityNeeds.

49. If I am currently on LTD will I transition to the new benefits?

If you are currently on LTD or in the LTD waiting period you **will not** transition to the new Oxy LTD plan. You will remain on the current legacy APC LTD plan with Unum.

Pregnancy, Bonding, and Family Care Leaves

50. What is covered under the Pregnancy, Bonding, and Family Care Leave programs?

Here is an overview of what's covered:

Pregnancy Leave	100% of base pay for eight weeks for birth mothers
Bonding Leave	<ul style="list-style-type: none">• 100% of base pay for six weeks within the first 12 months of birth/adoption/placement for both birth and non-birth parents; taken in one-week increments• Not to exceed 240 hours
Family Care Leave	<ul style="list-style-type: none">• 100% of base pay for two weeks to care for a family member with a serious health condition; taken in one-day increments• Not to exceed 80 hours

51. How does the new Pregnancy, Bonding and Family Care Leave programs differ from the legacy Oxy and APC programs?

Here is an overview of what's covered under each benefit:

	LEGACY OXY	LEGACY APC	NEW LEAVE PROGRAM
Pregnancy Leave	100% of base pay for eight weeks for birth mothers	100% of base pay for eight weeks, PTO for initial five days	100% of base pay for eight weeks for birth mothers
Bonding Leave	100% of base pay for six weeks within 12 months of birth/placement for both birth and non-birth parents; taken in one-week increments	100% of base pay for four weeks within six months of birth/placement for both birth and non-birth parents	100% of base pay for six weeks within 12 months of birth/placement for both birth and non-birth parents; taken in minimum one-week increments; not to exceed 240 hours
Family Care Leave	100% of base pay for two weeks, taken in minimum one-day increments	FMLA Unpaid	100% of base pay for two weeks, taken in one-day increments; not to exceed 80 hours

52. Why do employees taking Pregnancy Leave not have to use PTO time as they do in the STD plan?

The Pregnancy Leave is a separate program which is designed to support working mothers. Pregnancy Leave is intended to provide full replacement income of 8 weeks' pay for mothers who give birth to recover from childbirth, regardless of the type of delivery. The eight weeks of Pregnancy Leave begins as of the date of birth and runs concurrent with STD since pregnancy is a qualified medical condition under the STD plan. For qualifying pre- or post-birth complications, STD provides additional time for the medical condition related to pregnancy. Since Pregnancy Leave begins as of the date of birth, any pre-birth time is considered a medical condition related to pregnancy and subject to the five-day elimination period. The maximum time available under the STD plan is 26 weeks.

53. Who will administer the Pregnancy, Bonding and Family Care Leave programs?

A team of legacy Oxy and legacy APC leave administrators will administer the leave programs becoming effective on April 1, 2020. Further details will be communicated soon; however, you should continue with the current process for all leave requests for before and after April 1, 2020.

Legacy APC

54. If I am on Bonding Leave (formerly known as Parental Leave) through April 1, 2020, will my time off allowance automatically extend to six weeks?

You will receive the new six weeks of Bonding Leave only if your baby is born/adopted/placed on April 1, 2020 or later. Any birth, adoption or placement before April 1, 2020 will follow the legacy APC policy of four weeks. Legacy APC employees will be able to take their four weeks of Parental Leave within 12 months of birth or placement, instead of 6 months.

55. If an employee begins Bonding Leave after April 1, 2020, will their time off allowance be six weeks?

Employees will receive the new six weeks of Bonding Leave only if the employee's baby is born/adopted/placed on April 1, 2020 or later. Any birth, adoption or placement before April 1, 2020 will follow the legacy APC policy of four weeks.

56. If I am on Pregnancy Leave through April 1, 2020, will I be required to use PTO for the first five days?

If your Pregnancy Leave began prior to April 1, 2020, you must use their PTO bank for the initial five days off; the remaining seven weeks are covered at 100% of base pay.

57. Who qualifies as a family member for Family Care Leave?

Eligible family members include:

- Spouse (opposite sex, same sex or common law)
- Domestic Partner (opposite or same sex)
- Parent (biological, in-law, foster, adoptive, step, legal guardian, in loco parentis)
- Child (biological, adopted, foster, step, legal ward, child of domestic partner, in loco parentis, any age)
- Grandchild (biological, step)
- Grandparent (biological, in-law)
- Sibling (biological, step, adoptive, in-law)

Holidays

58. What are the new scheduled holidays?

Oxy will observe nine scheduled holidays and one “floating” holiday each year for employees on a 9/80 schedule (or two floating holidays for employees on all other schedules). With manager approval, you can use the floating holiday(s) to observe personal holidays or events not observed by Oxy. Manager approval is required prior to scheduling floating holiday(s).

This new holiday schedule recognizes the diverse interests of our employees, while allowing greater flexibility and promoting work-life balance.

- New Year’s Day
- Labor Day
- Christmas Day
- President’s Day
- Thanksgiving Day
- + 1 or 2 Floating Holidays depending on your work schedule
- Memorial Day
- Day after Thanksgiving
- Independence Day
- Christmas Eve

59. How does the new holiday schedule differ from the legacy Oxy and APC schedules?

LEGACY OXY	LEGACY APC	NEW HOLIDAY SCHEDULE
Ten scheduled holidays and one floating holiday, if eligible	Ten scheduled holidays	Nine scheduled holidays plus*: <ul style="list-style-type: none"> • One floating holiday for employees on a 9/80 schedule • Two floating holidays for employees on all other schedules

**OCC plant employees should refer to their plant's holiday practices*

60. What happens if a holiday falls on a Friday and I am not scheduled to work?

If a holiday is on a Friday and you are not scheduled to work (for example, if you are an employee on a 9/80 schedule), you may observe the holiday on the Thursday prior. If Thursday is also a holiday, you may observe the holiday on the prior Wednesday.

61. If I am an employee on the 9/80 work schedule am I eligible to use two floating holidays?

No, you are eligible for one floating holiday.

62. If I am hired mid-way through the year will I still receive two floating holidays?

If you are eligible for two floating holidays and are hired on or before June 30 of any given year, you will get two floating holidays. If you are hired on or after July 1, you will not get any floating holidays. If you are hired into the 9/80 schedule you will have one floating holiday if hired on or before June 30.

63. Are there any changes to how holiday hours are recorded?

No, you should continue their current holiday recording practices. Any changes will be communicated when the two legacy payroll systems are harmonized later in 2020.