



THE
SOURCE
FOR RETIREES

ZERO IN™ ON YOUR BENEFITS

2025 OPEN ENROLLMENT
SEPTEMBER 30 - OCTOBER 11

This newsletter provides important information about Oxy's retiree medical and dental benefits. If you want to make changes, you have until October 11, otherwise, your retiree benefits will stay the same.



ZERO IN™ ON YOUR BENEFITS

Open Enrollment for 2025 benefits is September 30 through October 11, 2024.
Here's what you need to do.

- No action required if you want to keep your current retiree medical and/or dental plan for 2025.
- If you want to opt out of the Oxy Retiree Medical Plan or Oxy Medicare Advantage PPO Plan, call the OxyLink Employee Service Center at 800-699-6903 or 918-610-1990 (outside U.S.), Monday - Friday, 8:00 a.m. - 4:30 p.m. CST, no later than Friday, October 11, 2024.

WHAT'S NEW FOR 2025

Good news! There are no major changes to benefits for 2025. Below is an overview of what's new.

OXY RETIREE MEDICAL PLAN

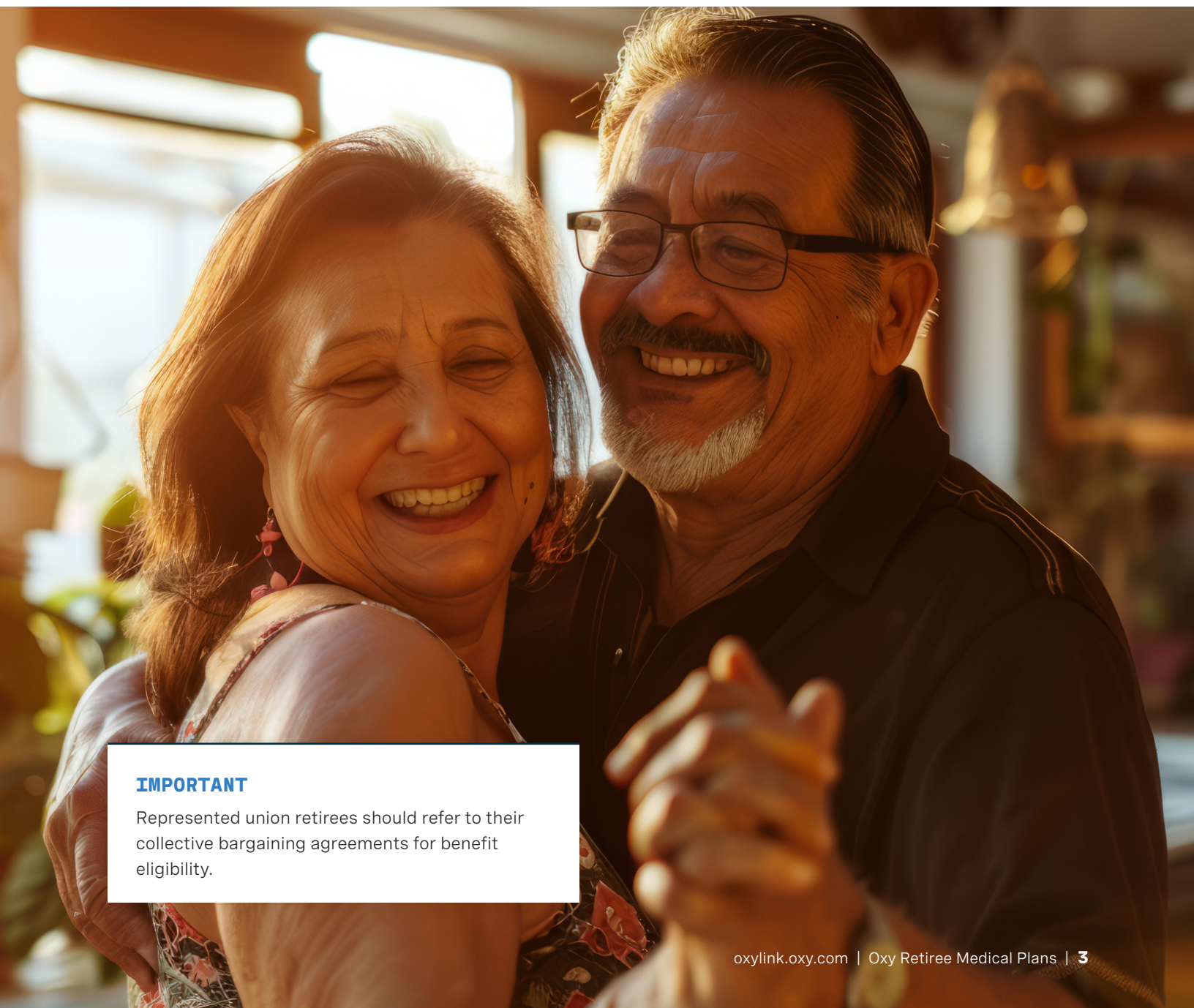
Monthly contributions for the Oxy Retiree Medical Plan will increase slightly to \$244 and the Oxy Medicare Advantage PPO plan will increase to \$77.

OXY RETIREE DENTAL PLAN

Monthly contributions for the Aetna dental plan will increase to \$53 (Retiree Only), \$105 (Retiree + One), or \$158 (Family).

OXY MEDICARE ADVANTAGE PPO PLAN PART D PRESCRIPTION DRUG OUT-OF-POCKET MAXIMUM

Oxy's Medicare Advantage PPO Plan Part D Prescription Drug Out-of-Pocket Maximum will increase to \$2,000.



IMPORTANT

Represented union retirees should refer to their collective bargaining agreements for benefit eligibility.

RETIREE MEDICAL PLANS

Here is an overview of the 2025 Oxy Retiree Medical Plan and Oxy Medicare Advantage PPO Plan including eligibility and plan features. For details, refer to the summary plan description found on oxylink.oxy.com under *Retirees > Forms/Documents > Legal Info*. Or call the OxyLink Employee Service Center at **800-699-6903** to request a printed copy.

	Oxy Retiree Medical Plan	Oxy Medicare Advantage PPO Plan
Eligibility	<p>Available to covered retirees under age 65, spouses and eligible dependents who are not eligible for Medicare and are currently enrolled in the Oxy Retiree Medical Plan.</p> <p>If you become Medicare-eligible during the year: If you, your spouse or covered dependent(s) become eligible for Medicare (due to disability or turning age 65 during the year), you (or the covered dependent) will be moved to the Oxy Medicare Advantage PPO Plan – provided you are enrolled in Medicare Parts A and B and approved by Medicare. Call the OxyLink Employee Service Center immediately to provide your Medicare ID number and effective date.</p>	<p>Available to covered retirees age 65 and older, spouses and eligible dependents who are enrolled in Medicare Parts A and B.</p> <p>Important: You cannot be enrolled in another Medicare Advantage Plan or Part D prescription drug plan if you are enrolled in the Oxy Medicare Advantage PPO Plan. The Oxy Medicare Advantage PPO Plan includes Medicare Part D.</p>
Plan Highlights	<ul style="list-style-type: none"> • Access to the Aetna health care network of doctors and hospitals. • Prescription drug coverage through Express Scripts. • Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits. 	<ul style="list-style-type: none"> • Access to Aetna's nationwide extended service area. • Expanded Medicare Part D prescription drug coverage through Aetna. • CVS Caremark Mail Service Pharmacy for home prescription delivery. • Option to use retail pharmacies rather than mail order to fill your maintenance prescriptions. • Remote health care services from Teladoc by phone or video including general medicine, behavioral health and dermatology visits. • Access to the SilverSneakers® fitness plan, meal service following in-patient hospital stays and covered transportation services – all at no cost.

WHAT IS A MEDICARE ADVANTAGE PLAN?

A Medicare Advantage Plan is a way to provide Medicare Part A (hospital insurance) and Medicare Part B (medical insurance) benefits in one comprehensive plan. In some cases, a Medicare Advantage Plan includes Medicare Part D (prescription drug) benefits like the Oxy Medicare Advantage PPO Plan. Medicare Advantage plans are offered through private insurance companies. These plans provide the same coverage as “traditional” Medicare and often provide additional services, like fitness programs and wellness care.

	Oxy Retiree Medical Plan (under age 65)	Oxy Medicare Advantage PPO Plan (age 65 and over)
Plan Administrator	Aetna	Aetna
Prescription Drug Administrator	Express Scripts	Aetna; CVS Caremark Mail Service Pharmacy for at home prescription delivery
	What you pay	
Annual Deductible	Network: \$400 Individual / \$800 Family Non-network: \$800 Individual / \$1,600 Family	\$0
Annual Out-of-Pocket Maximum	Network: \$2,500 / Non-network: \$5,000	\$2,000
Family Out-of-Pocket Maximum	Network: \$4,500 / Non-network: \$9,000	\$2,000
Teladoc	Covered	Covered
Preventive Services	\$0	\$0
Doctor Office Visit	20% after deductible	\$30 copay
Specialist Office Visit	20% after deductible	\$40 copay
Acupuncture Therapy	20% after deductible, 26 visits per year	\$40 copay for unlimited visits; \$25 copay for up to 12 visits/90 days if chronic low back pain
Hospitalization	10% after deductible	\$120 copay
Outpatient Surgery	20% after deductible	\$100 copay
Lab or X-ray	20% after deductible	\$40 copay
Ambulance	20% after deductible	\$40 copay
Urgent Care	20% after deductible	\$50 copay
Emergency Room	10% after deductible	\$100 copay, waived if admitted
Annual Eye Exam	\$0	\$0
Home Health Care	20% after deductible, 120 visits per year	\$0, unlimited visits
Hospice Care	10% after deductible, unlimited visits	\$0, unlimited visits
Durable Medical Equipment or Prosthetics	20% after deductible	20% with no deductible
Hearing Aids	20% after deductible, up to a \$2,500 allowance every three years	\$2,500 allowance every three years
Diabetic Monitoring Supplies	20% after deductible	\$0
Transportation Services	Not covered	\$0, 24 one-way trips up to 60 miles each per calendar year
Meal Service after In-patient Stay	Not covered	\$0, up to 14 meals

For questions, call Aetna at **800-334-0299** if under age 65 or Aetna Medicare Service Center at **866-539-6750** for age 65 and over.

2025 MEDICAL PLAN CONTRIBUTIONS

Your cost for retiree medical coverage will be one to four times the retiree base rate depending on:

- Your age plus years of service at the time of your retirement.
- Medicare eligibility status for you and each enrolled dependent.
- Your elected level of coverage (Retiree/Surviving Spouse only, Retiree + Spouse/Child, Surviving Spouse + Child, Retiree + Family). You pay the base rate for each individual enrolled.

NOTE: If you elect Retiree + Family coverage, your premium will not exceed 3 times the base rate, regardless of the number of children you enroll.

Refer to the table below to determine the **individual rate for retiree medical coverage** (e.g. retiree, spouse, eligible child). Calculate the rate for each covered member, then add the rates for your total monthly contribution. See the examples on page 6.

2025 Monthly Retiree Medical Contributions		
	Medicare-Eligible	Non-Medicare-Eligible
Base Rate	\$77	\$244
Your combined age and years of service on your Oxy retirement date	Your monthly contribution will be a multiple of the retiree base rate for each individual enrolled	
65 - 69 Points	2 x \$77	4 x \$244
70 - 74 Points	2 x \$77	3 x \$244
75 - 79 Points	2 x \$77	2 x \$244
80+ Points	1 x \$77	1 x \$244

NOTE: Call the OxyLink Employee Service Center at **800-699-6903** for your monthly contribution rate or if you have questions.



MEDICAL PLANS

EXAMPLE SCENARIOS

The following scenarios will help you understand how your retiree medical plan contribution is determined.



Taylor

*Retiree Only Coverage
Eligible for Medicare*

Taylor is eligible for Medicare. She is single and covers no dependent children. Her age plus service at retirement was 77 (2 x base rate).

As a result, her *Retiree Only* contribution for the Oxy Medicare Advantage PPO Plan for 2025 is \$154 a month.

Taylor	\$77 base x 2
TOTAL: \$154	



CJ & Kayla

*Retiree + Spouse Coverage
Eligible for Medicare*

CJ and Kayla are both Medicare-eligible. CJ's age plus service at retirement was 80 (1x base rate). His *Retiree + Spouse* coverage for 2025 will be \$154 per month.

CJ	\$77 base x 1 = \$77
+	
Kayla	\$77 base x 1 = \$77
TOTAL: \$154	



Pam & James

*Retiree + Spouse Coverage
Split eligibility for Medicare*

Pam is not eligible for Medicare but her husband, James, is eligible. This means they are considered a "split" family – one is Medicare-eligible and the other is not.

Their contributions are calculated with separate base rates. Pam's age plus service at retirement was 82 (1 x base rate of \$244). Since her husband, James, is Medicare eligible, his base rate is \$77. Pam's *Retiree + Spouse* contribution for 2025 will be \$321 per month.

Pam	\$244 base x 1 = \$244
+	
James	\$77 base x 1 = \$77
TOTAL: \$321	

SPLIT COVERAGE

If retiree medical coverage is split between one non-Medicare-eligible participant and one Medicare-eligible participant, each participant will be in a separate medical plan. The base rates will be different, and in some cases, the multiple may be different. If you have questions, contact the OxyLink Employee Service Center at **800-699-6903**.



OXY DENTAL PLAN & DISCOUNT PROGRAM

Retiree dental coverage is available through Aetna.

If you waived retiree dental coverage when first offered, you may not enroll in the Oxy Retiree Dental Plan. However, if you or your spouse (or a surviving spouse) currently have other dental coverage (including COBRA continuation coverage) and you lose eligibility for that coverage you may enroll in the Oxy Retiree Dental Plan within 31 days of the loss of coverage.

2025 Oxy Retiree Dental Contributions

Monthly Amount	
Retiree Only	\$53
Retiree + One	\$105
Family	\$158

DENTAL DISCOUNT PROGRAM

Vital Savings by Aetna is an affordable alternative to the Oxy Retiree Dental Plan. The program 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 of \$4 to participate in the program (\$7 per family).

To participate, you must enroll:

- **Online:** Complete and submit an Enrollment Form. Enrollment Forms are available on oxylink.oxy.com > *Retirees > Forms/Documents > Forms > Dental > Vital Savings by Aetna Enrollment Form*
- **Phone:** Call **866-36-VITAL** (employer promotional code 882016-018)

For more details, go to vitalsavingsbyaetna.com.

NOTE :

When enrolling through Vital Savings by Aetna, click *No* when asked if you are an employer, administrator or trustee. Then, click *Yes* when asked if you were referred to this site by your employer, administrator, school or trustee. Next, click *I am sending my enrollment form or have enrolled directly with Aetna.*

VISION & HEARING DISCOUNT PROGRAM

If you are enrolled in an Aetna medical or dental plan, you are automatically eligible for Aetna's vision and hearing discount programs at no cost.

VISION & HEARING DISCOUNT PROGRAM

The **Aetna Vision and Hearing Discount program** can provide you and your enrolled dependents significant savings when you use participating providers and substantial discounts on:

- Hearing exams
- Hearing aids
- Eyeglass frames
- Corrective lenses
- Contact lenses
- Non-prescription sunglasses
- Contact lens solutions and accessories

The vision program also offers discounts on:

- LASIK surgery
- Eye examinations
- Mail-order contact lens program

NOTE: Routine vision exams are covered at 100% under both the Oxy Retiree Medical Plan and the Oxy Medicare Advantage PPO Plan.

For Aetna discount details call:

- **800-793-8616** for Aetna Vision
- **866-344-7756** for Aetna Hearing

Or, go to [aetna.com](https://www.aetna.com).



NOTE:

When enrolling in the Aetna Vision and Hearing Discount program, click *Get Discounts* under *Health Programs*.

A NEW LOOK



Retirees ▾

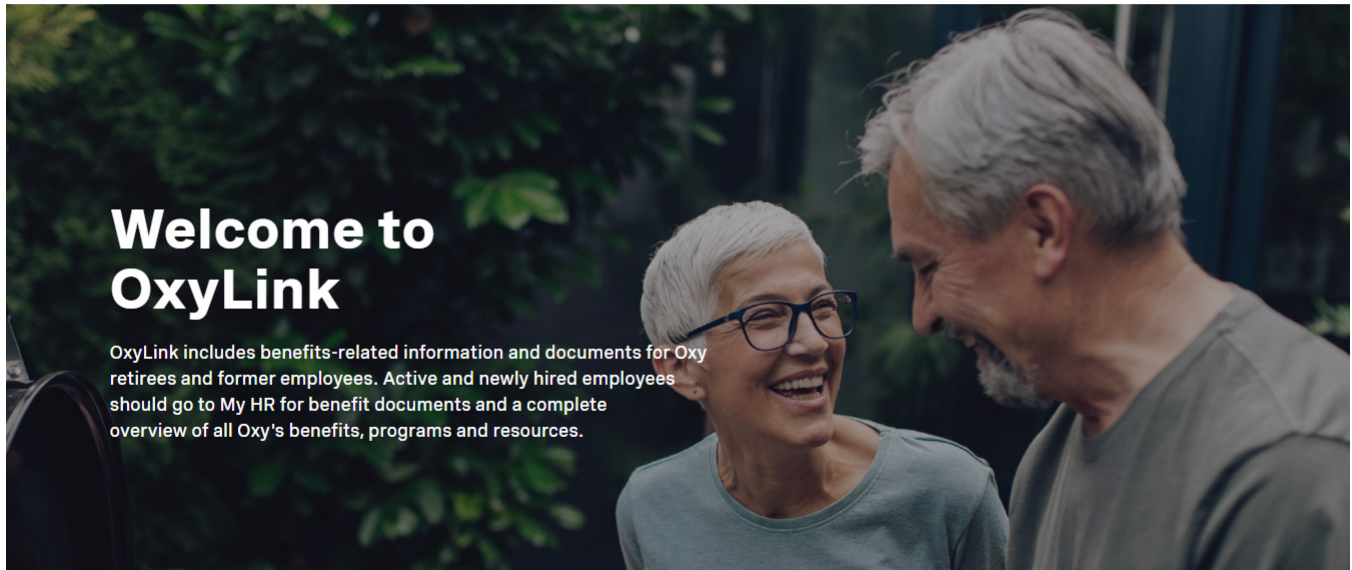
Former Employees ▾

Active Employees ▾

New Hires

Contacts ▾

Login



Welcome to OxyLink

OxyLink includes benefits-related information and documents for Oxy retirees and former employees. Active and newly hired employees should go to My HR for benefit documents and a complete overview of all Oxy's benefits, programs and resources.

OXYLINK ONLINE

OxyLink Online has recently been updated to provide better support for Oxy retirees and former employees in finding benefit-related information and documents. We understand how important it is for you to have access to such information, and we have made it easily accessible and user-friendly.

You can access OxyLink Online either by going online to **oxylink.oxy.com** or by scanning the QR code below to view the website on your phone.

Update Personal Information

We made our updates, and now it's time to make yours. Keep your personal contact information up-to-date at all times. To view or make changes, go to **oxylink.oxy.com** and select *Login > Former Employees > OxyLink Online Login > My Personal Details*.

OXYLINK EMPLOYEE SERVICE CENTER

Contact the OxyLink Employee Service Center for questions about retiree medical eligibility and rates or to opt out of retiree medical coverage.

Phone

Contact the OxyLink Employee Service Center weekdays at **800-699-6903** (918-610-1990 outside the U.S.), Monday - Friday, 8:00 a.m. - 4:30 p.m. CST.

Email

oxylink@oxy.com

SUMMARY ANNUAL REPORTS (SAR)

SARs are available on OxyLink Online under *Retirees > Forms/Documents > Legal Info > Other > Summary Annual Reports*.



FREQUENTLY ASKED QUESTIONS

Do I have to pay for Medicare Part D?

No. The cost of the Oxy expanded Medicare Part D is included in your Oxy monthly contribution rate for the Oxy Medicare Advantage PPO Plan billed through Inspira Financial.

I will turn 65 in May 2025. How do I enroll in Medicare?

You should contact Medicare approximately three months prior to turning age 65. If you are eligible for Medicare and receiving Social Security (SS) benefits, you are automatically enrolled in Medicare Part A and B the first of the month that you turn age 65. If you are not receiving SS benefits, you must elect to enroll in Parts A & B. You do have the option to decline Part B, if you have other medical coverage through a spouse. To be eligible to participate in the Oxy Medicare Advantage PPO Plan you must be enrolled in Medicare Parts A and B.

What is the Income-Related Monthly Adjustment Amount (IRMAA)?

The IRMAA is an added fee you will pay for Parts B and/or D if your income is above a certain level. The funds go directly to Medicare and will be based on your modified adjusted gross income or MAGI. To learn more visit the IRMAA website ([medicare.gov/forms-help-other-resources/mail-you-get-about-medicare/initial-irmaa-determination](https://www.medicare.gov/forms-help-other-resources/mail-you-get-about-medicare/initial-irmaa-determination)).

What if I have a disabled dependent?

If you have an eligible disabled dependent currently covered under an Oxy retiree medical plan, and that dependent is Medicare-eligible or becomes Medicare-eligible, contact the OxyLink Employee Service Center as soon as possible to provide the Medicare ID number and the date your dependent became or will become eligible for Medicare. This will allow us to enroll your dependent in the new Oxy Medicare Advantage PPO Plan at a lower contribution rate.



IMPORTANT INFORMATION

Save this benefit information so you can refer to it throughout the year.

INSPIRA FINANCIAL MEDICAL/ DENTAL BILLING

Inspira Financial handles the billing services for Oxy's retiree medical and retiree dental plans. Visit inspirafinancial.com to view your balance, manage your profile and notifications. You may also set up Electronic Funds Transfer (EFT) by linking your bank account through Account Settings to automatically pay your monthly premium. If you have any questions, please contact Inspira Financial billing at **888-678-7835**.

NOTE: Inspira Financial, the administrator of this benefit, was rebranded to Inspira Financial from PayFlex in early 2024.

BENEFICIARY DESIGNATIONS

It's important to check and update your beneficiary designations, from time to time. If you do not name a beneficiary, benefits will be payable in accordance to plan rules.

- **RETIREE LIFE:**
Contact MetLife at **866-492-6983** to request a beneficiary form be mailed to your home.
- **GROUP UNIVERSAL LIFE (GUL):**
Go to mybenefits.metlife.com or call MetLife customer service at **800-756-0124**.
- **HEALTH SAVINGS ACCOUNT (HSA):**
Go to inspirafinancial.com and login to your account. Go to *Account Settings*, and select *Beneficiaries*.
- **401(K) & RETIREMENT PLANS:**
Go to oxy.voya.com or call the Oxy Retirement Service Center at **844-699-4015**.

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 any tax benefit mentioned herein.

NO SIGN-UPS AT YOUR DOOR

Please be aware that Oxy will never come to your home in an attempt to enroll you in any health and wellness benefit plan. Therefore, please do not give personal information to anyone who claims to be from Oxy. Contact the OxyLink Employee Service Center directly for questions.

OXY MEDICARE ADVANTAGE PPO PLAN

For Medicare-eligible participants

- **PROVIDER:** Aetna Medicare Services
- **ONLINE:** oxy.aetnamedicare.com
- **PHONE:** **866-539-6750**, Monday - Friday, 8:00 a.m. - 6:00 p.m. (all time zones)

OXY RETIREE MEDICAL PLAN

For non-Medicare participants

- **PROVIDER:** Aetna
- **ONLINE:** aetna.com
- **PHONE:** **800-334-0299**, Monday - Friday, 8:00 a.m. - 6:00 p.m. CST

