



CRC Retiree Benefits Checklist

(Updated January 2022)

This guide provides a checklist for your reference in planning your retirement. Contact [People Resources Center](#) (AskPRC@crc.com) with any specific questions.

First Steps

- Notify the People Resource Center (PRC) of your retirement date. Once your last day of work has been confirmed with your supervisor, your retirement date will be necessary to start the process.
- People Resources will email a retirement packet once your retirement date is entered into the system. Your retirement packet will contain information about CRC benefits upon retirement as summarized below.

Savings and Retirement Plans

- It is recommended you consult with qualified financial and tax advisors as you plan your retirement in order to help you make the best decisions.
 - Review your CRC Savings Plan account balances on the Fidelity website www.401k.com
 - For a personalized review of your portfolio, contact a Fidelity Guidance Representative at (866) 602-0635
- Following your retirement date, you will be eligible to request a withdrawal of your vested account balance from the CRC Savings Plan.
 - To request a withdrawal, log on to www.401k.com
 - Select *Quick Links/Loans or Withdrawals/Request a Loan or Withdrawal*
 - Select *Make a Withdrawal*
 - For further assistance, call the Fidelity Retirement Benefits Line at (800) 835-5097
- CRC offers a variety of distribution options from the CRC Savings Plan.
 - Full withdrawal (payable to you or can be rolled over to an IRA or to another employer's qualified plan)
 - Partial withdrawal (payable to you or can be rolled over to an IRA or to another employer's qualified plan)
 - Total deferral
 - Defer distribution until age 70 1/2
 - Change to another option at any time
 - If you have an Oxy 401(k) Savings or Retirement account, you may request a distribution at any time from Oxy's Saving and Retirement Plan site at oxy.voya.com.
 - For additional assistance, call the Oxylink Employee Service Center at (800) 699-6903, Monday through Friday (except on holidays) from 6:30 a.m. to 3 p.m. PST

- If you are a participant in the Tidelands or THUMS pension plans, contact the Fidelity website www.401k.com or by phone at (800) 835-5097 to request an estimate of your pension benefit or initiate your retirement.

Retiree Medical Plan - Eligibility

Generally, you are eligible for retiree medical benefits the first of the month following your retirement date, provided you are age 55 or older and have 10 or more years of CRC service, including at least 5 years of post-acquisition service if your service includes credit for service with a company or facility acquired by CRC. Other eligibility requirements may apply if you terminate under the Notice and Severance Pay Plan or other separation agreement.

You may waive coverage, but if you do, you may not reenroll for coverage unless you have other coverage and lose eligibility for that coverage. You then may reenroll within 31 days of loss of coverage.

Pre-65 Retiree Medical (Non-Medicare Eligible)

Pre-65 eligible retirees and/or their pre-65 eligible dependents may enroll in the CRC Retiree Medical Plan until they reach age 65 (Medicare eligibility) or, if a child, until they reach age 26.

The [CRC Retiree Medical Plan](#) currently offers two options, Aetna POS and Kaiser HMO.

- [The Aetna Option](#) – generally provides the same overall level of benefits as the CRC Core Medical Plan.
- [Kaiser HMO Option](#) – generally provides the same overall level of benefits as the Kaiser options for employees.

Your cost of coverage will be billed on a monthly basis by PayFlex (CRC's retiree medical billing administrator) and is a multiple of the Retiree Base Rate based on your age and service at retirement and your elected level of coverage, as shown below. Current year [retiree base rates](#) are available at MyInfo.crc.com under Health, Life, and Disability.

Pre-65 Retiree Medical Monthly Contributions	
If your years of combined age and service on your CRC retirement date equals ...	Non-Medicare Eligible Monthly contribution will be the following multiple of the Base Rate for the level of coverage you elect ...
65 to 69	Four times
70 to 74	Three times
75 to 79	Two times
80 or more	One time

- Your combined age and years of service, monthly contribution amount and enrollment form will be included in the retirement packet sent by AskPRC.

Post-65 Medical Coverage (Medicare-Eligible) - Retirees and/or Dependent

When you or your covered dependent become eligible for Medicare, Medicare becomes your primary source of health care coverage, and your CRC Retiree Medical Plan benefit will end. CRC has partnered with Via Benefits Insurance Services (Via Benefits), a subsidiary of Willis Towers Watson, to provide you and your Medicare-eligible dependent assistance with locating and enrolling in an available individual Medicare plan that best fit your needs.

Enrollment in Medicare Part A (hospital) and Part B (medical) are required, if you do not timely enroll for Medicare Part B when you are first eligible, Medicare may impose a 10% Part B premium penalty. Also, to enroll in an individual Medicare plan you must be enrolled in Medicare Part A and Part B. Just before reaching age 65 (up to three months before), contact Medicare and enroll in both Medicare Part A and Part B insurance.

If you become Medicare-eligible prior to your covered dependent(s), your covered dependents may remain in the CRC Retiree Medical Plan until they reach age 65 or if a child, until they reach age 26. Or, if your covered dependent becomes Medicare-eligible before you, your Medicare-eligible dependent will no longer be eligible for coverage effective the end of the month of their 65th birthday and may reach out to Via Benefits for assistance in locating and enrolling in an available individual Medicare plan, and you will remain in the CRC Retiree Medical Plan.

Via Benefits is Here to Help!

We are committed to helping you make this transition to an individual Medicare Plan through Via Benefits. Via Benefits is the nation's oldest and largest Medicare marketplace, helping over 2 million people shop and select Medicare coverage that best fits their needs. For more information you may go to the Via Benefits website at <http://www.my.viabenefits.com/crc> or call 1-833-431-1361 to speak with a Via Benefits Advisor. Benefits Advisors are available Monday – Friday 5:00 a.m. to 6:00 p.m. Pacific Time. Also, be sure to view the educational CRC Anytime Webcast, accessible on the Via Benefits website.

Retiree Dental

Generally, you are eligible for [retiree dental benefits](#) provided you are eligible for retiree medical coverage, whether or not you are eligible for Medicare.

If you are enrolled for dental coverage as an active employee, you will also be eligible for COBRA dental continuation coverage for up to 18 months. Retirees pay the full cost of retiree dental coverage. COBRA dental rates may be more favorable than rates for retiree dental coverage. [COBRA and Retiree Dental plan rates](#) are available at MyInfo.crc.com under Health, Life, and Disability. Your cost of coverage will be billed on a monthly basis by PayFlex.

You may waive retiree dental coverage, but if you do, you may not enroll for coverage unless you have other dental coverage and lose eligibility for that coverage. You may also enroll for the [Retiree Dental Plan](#) at the end of your COBRA dental continuation coverage. You must enroll within 31 days of loss of coverage.

More information regarding your dental coverage options and the enrollment forms will be provided in your retirement packet.

Other CRC Benefits

- Coverage under the Vision Plan (Basic and Plus Plans) will terminate at the end of the month in which you retire. You will be eligible for Cobra Vision continuation coverage for up to 18 months.
- Coverage under the Basic Life, Occupational Accidental Death and Dismemberment, Accidental Death and Dismemberment, Short-Term Disability and Long-Term Disability Plans ceases at termination.
- Coverage under the Basic Life and Accidental Death and Dismemberment (AD&D) Plans may be converted to an individual policy. To convert Basic Life Plan coverage, contact Prudential directly at 800-777-3827, using Policy Code 51849. To convert AD&D Plan coverage, contact AC Newman directly at 877-226-8711, using Policy # PAI-124075.
- Coverage under the Optional Group Life (OGL) Insurance plan is portable and can continue provided you make any required premium payments directly to Prudential. Contact Prudential at 800-562-9874 to arrange for direct billing.
- Flexible Spending Account (FSA) coverage ends on your termination date; however, Health Care FSA contributions may be continued through COBRA up to the end of the calendar year by making monthly after-tax contributions. A COBRA enrollment form will be sent to you by PayFlex.
- You may convert the MetLaw Group Legal Services coverage to an individual policy for 30 months. Contact Hyatt Legal Plans at 800-821-6400 within 31 days of your termination date.
- If you participate in the Supplemental Retirement Plan II (SRP II), your balance in this nonqualified plan will be distributed in accordance with your election on file, if any, or will be made in a single-lump sum the first quarter of the year following your termination date. It cannot be rolled over to an IRA.

Social Security and Medicare

- Contact the Social Security Administration for information about your Social Security and Medicare benefits approximately 90 days before your retirement. Detailed information is available on their website www.ssa.gov.

MyInfo Access

As a retiree, you will continue to have access to MyInfo.crc.com. Your Employee ID remains the same as when you were an active employee. Please keep your contact information updated (address, phone and email). Log on to MyInfo.crc.com with your Employee ID and password and select *Employee Self Service > Personal Information*.

The information provided in this document is based on CRC benefit plans in effect as of the publication date.

The company expects and intends to continue its benefit plans but does not guarantee any specific level of benefits or the continuation of any benefits during any periods of active employment, inactive employment, disability or retirement. Benefits are provided solely at the company's discretion and do not create any contract of employment.

The company reserves the right to modify, suspend or terminate any of its plans at any time. This information is applicable to eligible nonrepresented 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.