

100% COBRA Subsidy Available from April 1, 2021 to September 30, 2021

The enclosed information serves as an official summary of material modification (SMM) for the ExxonMobil health plans (Medical, Dental and Vision).

The American Rescue Plan Act (ARPA) has made important changes to certain qualified individuals' COBRA premiums. A six-month 100% subsidy of COBRA premiums is available to COBRA eligible individuals who meet the following conditions:

- became eligible for COBRA coverage due to an involuntary termination of employment (other than for gross misconduct) or reduction in hours (such as reduced hours due to change in business' hours of operations, a change from full-time to part-time status, taking of a temporary leave of absence, or an individual's participation in a lawful labor strike, as long as the individual remains an employee at the time that hours are reduced); and
- their 18-month COBRA period includes months between April 1, 2021 and September 30, 2021.

If you voluntarily terminated employment or you are eligible for other group health coverage (such as through a new employer's plan or a spouse's plan) or you are eligible for Medicare, you will not qualify for the 100% COBRA subsidy. If you claim the subsidy and you do not qualify or no longer qualify during the subsidy period, failure to inform the Plan may result in a tax penalty.

If you meet the requirements mentioned above and you are currently enrolled in COBRA coverage for health plans (Medical, Dental and Vision), your premiums will be free of charge from April 1, 2021 to September 30, 2021.

Please note that a special communication will be sent to you by Wage Works (COBRA Services Office) in early May explaining how to take advantage of this reduction in premiums.

Special COBRA enrollment opportunity

If you meet the requirements mentioned above and you did not elect to continue coverage through COBRA, or previously declined or discontinued your COBRA coverage, you will have a special enrollment opportunity as long as you are still within your 18-month COBRA coverage period. A new COBRA election package will be sent to your home address in early May detailing how to complete your COBRA enrollment through Wage Works (COBRA Services Office).

Your new election would be prospective from April 1, 2021, only, without needing to elect and pay retroactive to the date coverage was lost or discontinued. You must enroll within 60 days of receipt of the new COBRA election notice.

End of subsidy notice

By September 15, 2021, if you are receiving the 100% COBRA subsidy, you should expect to receive a notice reminding you that the subsidy is about to end.

If you have any questions or need additional assistance, please contact Benefits Administration at hr.health.welfare@exxonmobil.com.