

Compensation, Savings and Pension

COMPENSATION

- Competitive base salary
- Variable Cash Incentive Program (VCIP)
- Potential for Restricted Stock Unit Awards (RSU)
- Special Recognition Awards (SRA)

SAVINGS AND PENSION

Savings Plan Match:

Get **\$1 for every \$1 you contribute** up to 8%.

Success Share:

Discretionary company contribution of **0-4%**.

Pension Plan:

Company contribution of **6%, 7% or 9%*** to the Cash Balance Account.

* Percentage is determined by age plus years of service formula.

Medical, Dental and Vision



MEDICAL

HDHP vs. PPO*

- **HDHP:** Higher deductible, lower monthly premium. Available with a Health Savings Account (HSA) with an annual company contribution of **\$500 - \$1,000**.
- **PPO:** Lower deductible, higher monthly premium. Available with a Health Care Flexible Spending Account (HCFSA).

DENTAL

Coverage includes regular checkups, restorative, major and orthodontia services.

VISION

Basic coverage provided at **no cost** to employees and includes annual exam and discounts on frames and lenses.

PRESCRIPTION DRUGS

Prescription drug benefits administered by CVS Caremark.

INCLUDED HEALTH

- Find a top-tier physician through the Doctor Match feature.
- Get expert opinions from world-class physicians.
- Search for the best network healthcare providers.

Well-Being

TOTAL WELL-BEING INCENTIVE PROGRAM

Activity	Payroll Credit
Submit biometric screening results [†]	\$150
Achieve 2 target health measurements (\$75/each) or consult with a primary care physician ^{**}	Up to \$150
Complete 2 preventive screenings (\$75 each) (For example: annual physical, well-woman's exam, dental exam, vision exam, etc.)	Up to \$150
Complete the U.S.-wide challenge	\$75
Complete 1 Virgin Pulse Journey or engage with Ayco Financial Coaching ^{**}	\$75
Total Well-Being Incentive credit	Up to \$600

Complete the required Well-Being Incentive Program activities and qualify for the additional \$500 Total Well-Being Reimbursement Account for eligible expenses.

RESOURCES FOR LIVING

Provides employees with up to **five free counseling sessions** and support services in a variety of areas including emotional well-being, daily life assistance, legal services, and financial services.

AYCO FINANCIAL COACHING

Get started on your journey to financial well-being with Ayco financial coaching. Ayco provides a personal connection to a coach to motivate, educate and guide the way to financial well-being.

* Fasting glucose, non-fasting glucose, cholesterol, triglycerides, BMI, blood pressure.

** Ayco Financial Coaching engagement is completion of the digital assessment or one phone call with a coach.

† **Note:** These activities are required to be eligible for the Total Well-Being Reimbursement Account.



Time Off and Volunteering

- Phillips 66 observes 10 paid holidays each year including one floating holiday of your choice.
- **19/30 work schedule:** Take a **personal day off** each month by extending workdays by 30 minutes.
- **Flexible work model:** Up to one day a week of **remote work** for eligible positions.
- Parental leave offers mothers and fathers up to two weeks of paid leave.
- **Maternity leave:** Short-Term Disability provides birth mothers with 10 weeks of **paid leave at 100%** for the birth of a child.
- The Community Service policy allows up to two days of paid time off to volunteer.
- Phillips 66 will match qualified eligible donations you make, up to \$15,000 per year.

VACATION

Years of Service	Number of vacation days earned each year on a monthly basis
1 - 9	15
10 - 19	20
20 - 29	25
30 or more	30

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