

2023 Total Rewards GUIDE



CHESAPEAKE
ENERGY

HUMAN
RESOURCES

2023 Benefits

As part of your employment with Chesapeake you enjoy a substantial financial commitment from the company that encompasses your pay (base and incentives), benefits (company sponsored and government regulated), and a host of programs that provide personal and professional development and growth. Taken together they represent a Total Rewards structure that is unequaled in our industry.

When you understand and can take full advantage of the comprehensive rewards structure that Chesapeake makes available you have the power to directly impact and influence your financial security, career growth opportunities and the health and well-being of your entire family.

In this benefits guide we’ve outlined your company benefits including health, dental, vision care, life insurance and disability options, as well as our 401(k) plan and several other benefit programs available to you.

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Medical Plan

Medical coverage is offered through Blue Cross/Blue Shield of Texas (BCBSTX). When enrolled in medical coverage through the company, you have access to the Health Investment Plan (HIP) featuring a health savings account (HSA) option.

Health Investment Plan (with HSA)

The Health Investment Plan includes a valuable HSA and allows you to choose any physician or health care provider you like, but you will receive discounted rates and higher reimbursements when you select providers within the contracted network.

If you enroll in the Health Investment Plan, Chesapeake will make a contribution to your Health Savings Account on your behalf, which you can use to pay for eligible health care expenses when you receive services.

Amounts are prorated when enrollment is after January 1.

If you enroll in the Health Investment Plan with the HSA, you can expect your plan to work like this:



WHO PAYS?	YOUR AMOUNT EMPLOYEE ONLY	YOUR AMOUNT FAMILY	HEALTH INVESTMENT PLAN WITH HSA (IN-NETWORK)	
The Plan	Above \$4,000	Above \$8,000	▶ Plan Pays 100% After Out-of-Pocket Maximum	
The Plan and You	\$2,001 – \$4,000	\$4,001 – \$8,000	Coinsurance	Pharmacy
			▶ Plan pays 70%	▶ Plan pays 70%
			▶ You pay 30%	▶ You pay 30%
You	\$0 – \$2,000	\$0 – \$4,000	Annual Deductible	
			▶ You pay 100%	
Preventive Care (Plan Pays 100%)				

Medical Plan



Eligible Dependents

- ▶ Your spouse/domestic partner is eligible for coverage unless you are divorced or legally separated (documentation proving a legal marital relationship is required). Common-law spouse/domestic partners are not recognized as eligible dependents.
- ▶ Children can be covered until the age of 26.
- ▶ You will be required to provide the necessary documents when adding a spouse/domestic partner and/or dependents to your medical plan. After you enroll a spouse/domestic partner or dependent in coverage, you will receive an email notification explaining the process you must complete for coverage.
- ▶ In an effort to expand our benefit eligibility, we offer access to coverage for qualifying domestic partners and domestic partner children. An affidavit will be required for the verification process.

Wellness Benefits

(Available when enrolled in the company medical plan)

Chesapeake is committed to providing you and your family with tools and resources that will support and encourage education and preventive health activities. You and your enrolled dependents can take advantage of a number of health services that can prevent or identify a medical issue in the earliest stages. These services are paid at 100% (of the allowable charge) when you are enrolled in the Chesapeake health plan:

- ▶ Adult immunizations — flu shots, shingles vaccinations, etc.
 - ▶ Bone density screenings
 - ▶ Heart scans
 - ▶ Well-child care
- ▶ Routine physicals
 - ▶ Mammogram screenings
 - ▶ Prostate cancer screenings

This list is not all-inclusive.



Tobacco Use

The plan requires a \$100 monthly fee if you are a tobacco user, which encourages a healthier lifestyle. Non-tobacco users are defined as those who have not smoked a cigarette, cigar, pipe or any other tobacco or nicotine product, and not used smokeless tobacco products such as snuff, plug or chew within the prior two months.

If you are currently a tobacco user, the tobacco-use fee can be waived with the successful completion of a tobacco cessation program, offered by GuidanceResources, or by stopping tobacco use for two months. You will be required to provide proof of tobacco cessation class attendance.

Health Savings Account

When you enroll in the Health Investment Plan, you will enjoy the benefits of a Health Savings Account (HSA). An HSA is a savings account designed to help you pay for health care expenses using a combination of Company contributions and any tax deferred contributions you may choose to make. You can use your HSA to pay for eligible health care expenses until you reach your annual out-of-pocket maximum. It helps you save on health care and save for retirement. Once you enroll in the Health Investment Plan you will have the opportunity to add additional contributions to your HSA.

HSA Contribution Limits Spending Account

You can realize significant tax savings by making contributions to the HSA. Each year the IRS establishes maximum contributions for HSA accounts and for 2023 limits are as follows:

IRS CONTRIBUTION LIMITS FOR 2023	
HSA Contribution Limit (employer + employee)	Self-only: \$3,850 Family: \$7,750
HSA Contribution Limit* (employer + employee) over <i>regular</i> Company contribution	Self-only: \$2,850 Family: \$5,750
HSA catch-up contributions (age 55 or older)	\$1,000

**Does not include salary banding.*

Health savings accounts were established in accordance with the tax code and the Internal Revenue Service determines what expenses can be reimbursed from your HSA and those that are not eligible.

Fidelity Investments administers the Chesapeake HSA and you will set up your account, manage payment of your expenses and investments through the Fidelity web site.

Here are some examples of qualified health care expenses:

- ▶ Dental treatment
- ▶ Diagnostic tests and devices
- ▶ Doctor's visits
- ▶ Prescriptions
- ▶ Operations/surgery (non-cosmetic)
- ▶ Nursing services

Qualifying expenses include:

- ▶ Deductibles, co-pays and co-insurance payments
- ▶ Prescription drug costs
- ▶ Vision care, laser eye surgery, eyeglasses and contact lenses
- ▶ Unreimbursed dental or orthodontic care
- ▶ Over-the-counter medications can be reimbursed only when prescribed by a doctor

Health Savings Account

You will have several options for paying for your services including a convenient debit card that is tied directly to your HSA funds. Chesapeake will make an annual contribution and wants to put you ahead in saving for your future medical expenses by putting a little extra in your account.

You may also make additional tax-advantaged contributions to your HSA (subject to IRS limits) and build your account even more if you know you will incur additional medical expenses during the year. The money in your account is “always yours” and remaining balances will carry over year after year. *(Remember you pay no income taxes on amounts you choose to contribute to the HSA within IRS limits.)*



Chesapeake has worked to simplify administration of the HSA and ensure that it works much like the regular bank account you manage each week. You have an online portal, the ability to pay for health care expenses directly online or use the convenient debit card you will be issued. Even though the HSA works just like a regular bank account; you can only use the funds for eligible health care expenses.

Another feature of the Health Investment Plan is that you have the opportunity to invest the balance in your account using the resources and tools provided by Fidelity Investments.

When you receive care, you can choose to pay the cost of services received, including doctor visits, medical and dental procedures and pharmacy, directly from your HSA. Then once your deductible has been met, the Plan will begin to pay a portion of the costs. The amount the Plan pays will depend on whether you have used an in network provider or one out of the network.

If you use in-network providers, the Plan will pay 70% of the cost and you pay the remaining 30% coinsurance until you reach your out of pocket maximum. For more details on how much the Plan pays please check the *Benefits at a Glance* section on Page 6.

Telemedicine



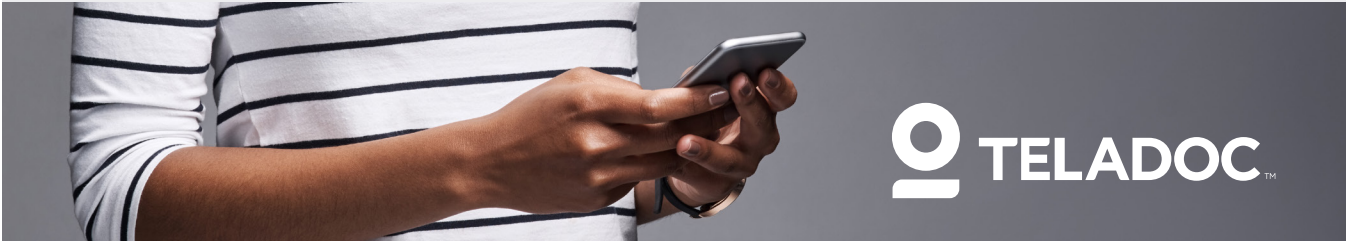
TELADOC-24/7 Access

When you are enrolled in a Chesapeake health plan, you and your covered dependents are automatically enrolled in Teladoc. With your Teladoc membership, you can connect with a board-certified and state licensed physician in minutes — anytime, anywhere — you can get help with every day care, dermatology and counseling via phone or video. Teladoc healthcare providers are licensed in internal medicine, pediatrics, family medicine and dermatology.

You can request an affordable and convenient consult with a doctor 24 hours a day, 365 days a year by web, phone or mobile app. Teladoc physicians will be able to access your completed medical history record and provide a diagnosis by considering any past health issues, medications you take or allergies you may have.

Should you need medication, Teladoc physicians can send a prescription to the pharmacy of your choice.

You will be responsible for a consult fee of \$55, far less expensive than urgent care and emergency room visits. For dermatology this is a \$75 co-pay.



Benefits at a Glance

Employee HSA Contribution <i>Salary-banding may apply</i>	\$1,000 individual \$2,000 family	
	IN-NETWORK	OUT-OF-NETWORK
DEDUCTIBLE & OUT-OF-POCKET MAXIMUM FOR THE HIP EMPLOYEE-ONLY COVERAGE OPTION		
Deductibles <i>Calendar Year Deductible Applies to all Eligible Expenses</i>	\$2,000 per individual	\$4,000 per individual
Out-of-Pocket Maximum <i>Includes Calendar Year Deductible</i>	\$4,000 per individual	\$8,000 per individual
DEDUCTIBLE & OUT-OF-POCKET MAXIMUM FOR THE HIP FAMILY COVERAGE OPTION		
Deductibles <i>Calendar Year Deductible Applies to all Eligible Expenses</i>	\$4,000 per individual \$4,000 per family	\$8,000 per individual \$8,000 per family
Out-of-Pocket Maximum <i>Includes Calendar Year Deductible</i>	\$7,150 per individual \$8,000 per family	\$16,000 per individual \$16,000 per family
WELLNESS AND IMMUNIZATIONS (PLAN PAYS)		
Immunizations	100%	100%
Well Child Care		
Routine Physical		
Prostate Cancer Screening		
Mammogram Screening		
Colonoscopy		
INPATIENT (PLAN PAYS)		
Hospitalization (inpatient)	70% after deductible	Services are covered, but benefits will be reduced
Inpatient Mental Health/ Chemical Dependency		
Maternity Services: Maternity Admissions		
OUTPATIENT (PLAN PAYS)		
Physician Office Visit <i>(for illness and injury, includes lab and x-ray)</i>	70% after deductible	Services are covered, but benefits will be reduced
Specialist Office Visit Co-pay		
Outpatient Surgery <i>(in surgical facility or doctor's office)</i>		
MRI, CT Scan, PETSCAN, Lithotripsy, Sleep Study, etc.		
Office Visit — Mental Health/ Chemical Dependency		
Emergency Room Services <i>(co-pay waived if admitted)</i>		
OTHER EXPENSES		
Allergy Shots (injections)	70% after deductible	Services are covered, but benefits will be reduced
Fertility Treatment <i>(\$20,000 lifetime maximum)</i>		
Skilled Nursing <i>(100 days per calendar year)</i> , Home Health Care with Preauthorization <i>(100 visits per calendar year)</i>		
Cancer Travel Policy	Helps cover expenses when you're more than 75 miles away from home for cancer-related care, up to a \$10,000 lifetime benefit.	

Dental Plan

Chesapeake provides a comprehensive Dental plan that covers a wide range of dental health services for you and your family. If you choose this coverage, you may use any dental provider you wish, however, if you use a BCBSTX network dentist, you will likely incur lower out-of-pocket expenses.

PLAN PROVISIONS	DENTAL BENEFITS
Calendar Year Deductible Per covered individual	\$50
Annual Benefit Maximum Does not apply to orthodontic services	\$2,000 per covered member
Diagnostic and Preventive Care Examples: dental exams, cleanings, X-rays and fluoride treatments	100% of allowable amount — no deductible
Miscellaneous Services Examples: lab tests and emergency treatment to relieve dental pain	100% of allowable amount — no deductible
Restorative Services Examples: fillings and extractions	80% of allowable amount after deductible
General Services Examples: general anesthesia and nitrous oxide	80% of allowable amount after deductible
Endodontic Services Examples: root canal and direct pulp cap	80% of allowable amount after deductible
Periodontal Services Examples: scaling and root planing	80% of allowable amount after deductible
Oral Surgery Services Examples: alveoplasty and surgical tooth extractions not covered under health plan benefit	80% of allowable amount after deductible
Crowns, Inlays or Onlays	50% of allowable amount after deductible
Prosthodontic Services Examples: bridges and dentures	50% of allowable amount after deductible
Implant Services	50% of allowable amount after deductible
Orthodontics \$3,000 lifetime benefit	50% of allowable amount after deductible
Wisdom Teeth Removal If impacted, the removal will be considered a medical procedure and processed under your medical benefits	80% of allowable amount after deductible

\$

Tax-free Payroll Deductions

When you enroll in medical, dental and vision coverage, the portion of the cost you pay is a tax-free deduction from your paycheck. By paying with pre-tax dollars, you reduce the amount of federal and Social Security taxes you pay and pocket the tax savings. Depending on where you live and work, your state and local income taxes may also be reduced. This may slightly affect your Social Security benefits.




Prescription Drug Plan

A key part of the financial protection you have at Chesapeake is access to quality medications when the need arises for you or members of your family. The company will continue to offer comprehensive and economical access to prescriptions through our partnership with CVS.

The benefits and amounts you will pay for medications will depend on whether you fill prescriptions through a retail outlet or by mail order. The chart below describes how much you will pay for prescription drugs under each purchase option.

PLAN	RETAIL 30 (IN-NETWORK)	MAIL ORDER 90 (IN-NETWORK)
HIP	<p>Preventive Drugs: 30% (no deductible)</p> <p>Generic: 30% (you pay 30% after deductible)</p> <p>Preferred Brand: 30% (you pay 30% after deductible)</p> <p>Non-Preferred Brand: 30% (you pay 30% after deductible)</p>	



Vision Plan

Vision insurance is offered through the VSP vision plan. By enrolling in the VSP plan through Chesapeake, you and your dependents will receive value and savings on eye exams and eyewear. VSP has one of the largest networks of providers throughout the U.S.

BASIC COVERAGE (FROM A VSP PREFERRED PROVIDER)	PREMIUM COVERAGE (FROM A VSP PREFERRED PROVIDER)
<div><div><div>WellVision® Exam Focuses on your overall eye health and wellness</div><div>▶ \$10 co-pay, every calendar year</div><div>Prescription Glasses</div><div>Lenses<div>▶ \$10 co-pay, every calendar year</div><div>▶ Single vision, lined bifocal and trifocal lenses</div><div>▶ Polycarbonate lenses for dependent children</div></div><div>Frames<div>▶ \$150 allowance for wide selection of frames</div><div>▶ \$170 allowance for featured frames</div><div>▶ 20% off amount above your allowance</div></div><div>– OR –</div><div>Contact Lenses<div>▶ \$210 allowance for contacts and contact lens exam (fitting and evaluation)</div></div></div></div>	<div><div><div>WellVision® Exam Focuses on your overall eye health and wellness</div><div>▶ \$5 co-pay, every calendar year</div><div>Prescription Glasses</div><div>Lenses<div>▶ \$10 co-pay, every calendar year</div><div>▶ Single vision, lined bifocal, trifocal and progressive lenses</div><div>▶ Polycarbonate lenses for dependent children</div></div><div>Frames<div>▶ \$150 allowance for wide selection of frames</div><div>▶ \$170 allowance for featured frames</div><div>▶ 20% off amount above your allowance</div></div><div>– AND –</div><div>Contact Lenses<div>▶ \$400 allowance for contacts and contact lens exam (fitting and evaluation)</div></div></div></div>
<div><div><div>Diabetic Eye Care Services related to diabetic eye disease, glaucoma, and age related macular degeneration (AMD). Retinal screenings for eligible members with diabetes. Limitations may apply.</div></div></div>	
EXTRA SAVINGS AND DISCOUNTS (APPLIES TO BOTH PLANS)	
<div><div><div>Glasses and Sunglasses<div>▶ Extra \$20 to spend on featured frame brands.</div><div>▶ 20% off additional glasses and sunglasses, including lens options from any VSP doctor within 12 months of your last WellVision Exam</div></div></div><div><div>Laser Vision Correction Average of 15% off regular-price procedures or 5% off promotional price (discounts are only available at contracted facilities).</div></div></div>	

Flexible Spending Accounts

Sign up for a medical expense or dependent care flexible spending account to set aside tax-free dollars to cover expenses that are not reimbursed by your medical insurance or other sources.

IMPORTANT: Participants choosing the Health Investment Plan are not eligible to participate in the Medical Flexible Spending Account. Instead, you may make tax deferred contributions to the Health Savings Account (HSA) up to the limits set by the IRS.

Medical Expense Flexible Spending Account

You can realize significant tax savings on qualified medical expenses that are not covered by your insurance by contributing up to the yearly IRS limit to a medical expense reimbursement amount.

Qualifying expenses include:

- ▶ Deductibles, co-pays and co-insurance payments
- ▶ Prescription drug co-pays
- ▶ Vision care, laser eye surgery, eyeglasses and contact lenses
- ▶ Unreimbursed dental or orthodontic care
- ▶ Over-the-counter medications can be reimbursed only when prescribed by a doctor

Dependent Care Flexible Spending Account

Child care expenses can add up quickly. By contributing to a dependent care reimbursement account, you can pay for child or adult day care with pre-tax dollars.

Your maximum contribution is \$5,000 per year. To be eligible to use this account, you (and your spouse/domestic partner, if you are married) must both work outside the home or your spouse/domestic partner must either be disabled or a full-time student.

Eligible dependents include:

- ▶ Children under the age of 13
- ▶ Disabled dependents of any age that live with you (such as your disabled spouse/domestic partner, older child or parent)

What expenses are not covered?

- ▶ Care for children 13 years or older
- ▶ Care provided by your spouse/domestic partner or your dependent under the age of 19
- ▶ Day care providers for which you do not furnish the employer identification number or Social Security number
- ▶ Expenses that are primarily educational, including private school tuition for kindergarten or higher grades
- ▶ Overnight camp expenses (day camp expenses are generally eligible)
- ▶ Housekeeping expenses unless incidental to the child care
- ▶ Child care expenses, if your spouse/domestic partner is not employed, a full-time student or disabled

Enrollment Changes

During the year you may encounter qualified events that require a change to your benefit enrollment elections; please remember you have only 31 days from the date of the qualified event to make plan election changes.

Your change must be processed *within 31 days* of your qualifying event. The following family status changes will allow enrollment changes if they are consistent with the event:

- ▶ Marriage, divorce, legal separation or start of domestic partnership
- ▶ Death of a spouse/domestic partner or dependent
- ▶ Termination of a spouse/domestic partner's employment
- ▶ Loss of other coverage qualifying individuals for special enrollment rights
- ▶ Change from full-time to part-time employment status or vice versa
- ▶ A dependent child/domestic partner child ceases to be an eligible dependent
- ▶ Birth, adoption, placement for adoption or a dependent child/domestic partner child becomes an eligible dependent

Coverage changes will not be effective until you update your enrollment information. In some cases, changes in coverage will not become effective unless you are actively at work.

If you do not make your qualified family status change within 31 days of the status change, your next opportunity to make a change will be during the next open enrollment period. If you have a family status change that results in lower premiums but do not report the change within 31 days of the effective date, excess premiums cannot be refunded.

As you submit your qualified family status change, please be aware of the documents you will be required to add or drop a dependent.



Disability

Chesapeake provides the following company-paid disability benefits:

Short-Term Disability

The short-term disability benefit is provided to you at no cost. There is a zero-day waiting period for injuries and maternity leave, and a five-day waiting period for illness. If you are eligible you will receive your first six (6) weeks of Short-Term Disability protection at 100% of your base salary. If your disability exceeds six (6) weeks you will receive an additional 14 weeks of Short-Term Disability protection at 80% of your base salary and then six (6) weeks at 60% of your base salary until transitioning to long-term disability (when eligible).

100% OF BASE PAY	80% OF BASE PAY	60% OF BASE PAY
6 weeks	14 weeks	6 weeks

Long-Term Disability

60% of base salary up to \$20,000 per month; there is a 180-calendar-day waiting period. You have two options for long-term disability.

Taxable option (default)

Chesapeake pays the entire premium, which is not considered taxable income. If you become disabled and qualify for long-term disability, it will be treated as taxable income.



Life Insurance

Basic Life and AD&D

Chesapeake provides group term life in the amount of two times annual earnings as defined by the life insurance provider. In a qualified situation AD&D will also pay in the amount equal to your basic life insurance.

The Internal Revenue Service (IRS) requires the value of employer provided group term life insurance in excess of \$50,000 be included in the gross income of a covered employee. Company-paid premiums for the amount of coverage over \$50,000 are taxable for federal income tax, FICA and state income tax, if applicable.

Supplemental Life

Employee supplemental life

You may apply for up to eight times your base salary, to a maximum of \$1,000,000 in coverage. When you are first eligible you may purchase up to \$500,000 (or five times your annual salary if lower) without providing any evidence of insurability. If you enroll later or want to increase your amount you will be required to prove good health.

Spouse/domestic partner supplemental life

You may apply for up to 50% of your elected supplemental life coverage for your spouse/domestic partner, up to \$250,000. Approval is guaranteed for up to \$50,000 during the initial enrollment period. Amounts that total more than \$50,000, and enrollments after initial eligibility, are subject to review and require evidence of insurability.

Child supplemental life

Your dependent child is eligible for supplemental life insurance until his or her 26th birthday, regardless of marital status, student status and financial dependence. This includes adopted children and stepchildren living in your home.

You may elect child supplemental life regardless of your enrollment in supplemental life up to \$10,000. The premium is the same regardless of the number of children covered.

For life insurance and disability, the active work clause applies. If you are not actively working on the day before the scheduled effective date of your insurance or increase, your insurance or increase will not become effective until the day after you complete one full day of active work as an eligible member.

Supplemental AD&D

In addition to your basic and supplemental life insurance, you may purchase Supplemental AD&D coverage for yourself, your spouse/domestic partner and your children/domestic partner children.

For you: Purchase from one to eight times your base salary up to a maximum of \$1,000,000. No proof of good health required.

For your spouse/domestic partner: Purchase up to 50% of your selected AD&D amount in increments of \$10,000. Maximum coverage is \$250,000.

For your child: Purchase up to 15% of your selected AD&D amount in \$10,000 increments. Maximum coverage is \$100,000.

Combined dependent coverage cannot exceed 50% of your coverage amount.

When both spouse/domestic partners are Chesapeake employees:

- ▶ An employee cannot be covered under another employee's supplemental spouse/domestic partner policy. Each must have their own employee supplemental life insurance policy.
- ▶ Only one employee can cover their children in child supplemental life.

401(k) Plan

The Chesapeake 401(k) plan provides an opportunity for you to build a financial reserve to use when you retire. You receive company contributions and tax advantages when you participate, and you have choices about how much to contribute and how you invest. Plus, putting money into a 401(k) allows you to borrow money or make a withdrawal for certain emergencies.

Joining the Program

Employees are eligible to participate in the Chesapeake 401(k) plan upon employment. **Note: Employees who do not make an affirmative election will have automatic contributions of 4% beginning 30 days following the eligibility date.** You may enroll in the plan at any time.

Contributing Your Money

You receive company matching contributions (made in cash) and tax advantages when you participate. You may contribute up to 75% of your base pay and eligible bonus compensation, up to the annual legal limit.

- ▶ All contributions made to your account will be invested in the same percentages in the investments you have chosen for your own contributions.
- ▶ Vesting schedule is over five years. Employees vest 20% per year beginning on the anniversary of the first year of service (i.e. 100% vested after five years of service).
- ▶ You can increase or decrease your contributions at any time. Requests for changes will be made directly on the Fidelity web site and will be reflected in your paycheck as soon as administratively possible.
- ▶ You can stop your contributions at any time.
- ▶ The entire value of your contributions is yours any time you leave the company for any reason in addition to any vested company contributions.

Roth and After-Tax Options

Chesapeake offers the opportunity to increase the amount of your contributions to the 401(k) plan through the use of a Roth After-Tax contribution account, and a separate After-Tax contribution account. You can substantially increase the amount of your contributions and reduce your tax burden by taking advantage of these tools.

With a Roth contribution account, you can make after-tax contributions and receive company matching contributions up to IRS limits.

You may also take advantage of a separate, unmatched after-tax contribution account which can increase the overall amounts you can contribute.

If you leave or retire:

- ▶ The entire value of your contributions, plus vested company contributions, is payable when you leave the company, retire, become disabled or die.
- ▶ You may be able to delay current income taxes and avoid IRS penalties by leaving your account in the program or rolling it to another IRS-qualified retirement program or Individual Retirement Account (IRA).

Additional Benefits

Employee Assistance Program

Chesapeake cares about you and your family. We recognize that personal problems can affect job performance by causing stress, absence from work and difficulty focusing.

The employee assistance program offered through Guidance Resources is a free, confidential counseling and referral service that can help you and your family cope with life's challenges such as:

- ▶ Locating child and elder care
- ▶ Financial and legal information and referral services
- ▶ Life stages programs, including help with prenatal planning, college financing and retirement planning
- ▶ Confidential counseling and referral services
- ▶ Guidance Resources services are available to all Chesapeake employees and their immediate family members from day one throughout your career. You do not have to be enrolled in the Chesapeake Medical Plan to use these services.

Remember: At no cost to you, each member of your household is allowed six counseling sessions per issue per year.

Tuition Reimbursement

Chesapeake is committed to continuous improvement through education and development, and supports employees who want the same. Regular, full-time or part-time employees are eligible immediately upon employment for expenses incurred on or after hire date.

Military Differential Pay

Full-time employees who have completed at least one year of continuous employment and are called to active duty or military training for 30 or more continuous days are eligible for Military Differential Pay.

Adoption Assistance

Chesapeake provides an adoption assistance benefit to help employees with qualified adoption expenses. To be eligible to participate in the tuition reimbursement program, you must be a full-time employee and in good standing with a satisfactory performance record.

Advocacy Services

Health care and insurance can be very confusing and costly. Making the wrong decision at the wrong time can be frustrating and extremely expensive. Chesapeake wants to make sure you and your family have as much support as possible as you navigate the complex world of insurance and medical benefits.

The company has partnered with Advocacy Services to assist you and your family in a wide range of services.

Advocacy is available to you and your family at no charge and all employees may take advantage of this service.

Blue Care Connection®

Blue Care Connection programs help you improve well-being and the quality, cost and transparency of health care by promoting prevention and early detection. Use these resources to help you manage weight, control stress, stop smoking and stay healthy. Get more information directly from www.bcbstx.com/chkenergy.

Company Profit Sharing Contribution

Chesapeake makes a quarterly discretionary profit sharing contribution to your 401(k) account. The profit sharing contribution, based on a percentage of free cash flow, is distributed equally to all eligible employees. You are not required to contribute to your 401(k) account to receive this contribution.



Voluntary Benefits

Aflac Insurance

Through Aflac you have access to a variety of plans that can help ease financial stress when you are enrolled in the plan. Aflac pays cash benefits directly to you — giving you flexibility to help pay bills related to an accident, or illness or help with everyday living expenses. You can use your cash benefit the best way you see fit.



► **Accident Insurance:**

Helps you pay for expenses following an accident such as a fracture, dislocation, laceration or other covered diagnosis as a result of an accident.



► **Critical Illness:**

Helps ease the financial stress of a critical diagnosis such as cancer, heart attack, stroke, skin cancer or a number of other conditions.



► **Hospital Indemnity:**

Can help limit out-of-pocket costs in the event of a hospital stay when admitted to a hospital, including if admitted to intensive care or intermediate intensive care step-down units.

Legal Insurance

With ARAG legal insurance, your network attorney fees are 100% paid in full for a wide variety of covered legal matters. This coverage includes, but not limited to, wills and estate planning, real estate and home ownership, traffic tickets and license suspension, disputes with a landlord, family law matters, small claims court, consumer fraud and personal property disputes. This benefit can also assist with student loan debt, bankruptcy and tax audit. You will have access to a nationwide network of more than 14,000 attorneys who average 20 years of experience.



Identity Theft Protection

With the protection of ID Watchdog, you have an easy and affordable way to help better protect and monitor the identities of you and your family. Features include blocked inquiry alerts, child credit lock, customizable alert options, credit monitoring, dark web monitoring and online resolution tracker.



Paid Time Off Information

Paid Time Off (PTO) is calculated based on previous work experience. Work experience is defined as your age (as of January 1) minus 22. Please reference the table below for PTO amounts.

YEARS OF EXPERIENCE*	HOURS OF PTO ACCRUED ANNUALLY	PER-PAY-PERIOD ACCRUAL AMOUNT (26 PAY PERIODS)**
0 – 4	160 hours	6.153 hours
5 – 9	200 hours	7.692 hours
10 – 19	220 hours	8.461 hours
20 – 24	240 hours	9.230 hours
25 +	280 hours	10.769 hours

* Years of experience or years of service, whichever is greater.

** This table reflects accrual amounts to the third decimal only. When actively at work you will receive your per-pay period PTO accrual amount.

Paid bereavement

All employees are eligible for up to five (5) days of paid bereavement leave per incident.

2023 company-paid holiday schedule

There are 12 company-paid holidays in 2023:

- Monday, January 2 — Observed for New Year's Day
- Monday, January 16 — Martin Luther King Jr. Day
- Monday, February 20 — Presidents' Day
- Friday, April 7 — Good Friday
- Monday, May 29 — Memorial Day
- Tuesday, July 4 — Independence Day
- Monday, September 4 — Labor Day
- Thursday, November 23 — Thanksgiving Day
- Friday, November 24 — Day after Thanksgiving Day
- Monday, December 25 — Christmas Day
- Tuesday, December 26 — Day after Christmas Day
- Friday, December 29 — Observed for New Year's Eve

Well-Being Day

Chesapeake is invested in your physical, mental and emotional health and knows you may need to take a day off to relax and recharge — whatever that means to you. You can take a Well-Being Day (one day per calendar year) whenever you need it.

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