

BENEFITS AT A GLANCE

FLEX PLAN INTERNS/CO-OPS.....



From health and wellness to financial planning, Valero's benefits package offers the right balance of benefits for you and your family. This is a brief summary of benefits offered to eligible Flex Plan interns/co-ops and is not intended to cover all details. The benefits listed herein are Company-paid and are subject to change. Benefits become effective as of the employee's hire date, unless otherwise noted.

MEDICAL (INCLUDES EXPRESS SCRIPTS PRESCRIPTION DRUG COVERAGE)

- UnitedHealthcare (UHC) \$1,000 Deductible Active Choice Plus
- Includes access to consultations for medical advice and second opinions via video or phone with leading doctors through [2ND.MD](#)

DENTAL

- UHC \$25 Deductible

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

- Basic Life Insurance
- Death Benefit equal to one month's base salary
- Supplemental Term Life Insurance
- Voluntary AD&D Insurance
- Occupational AD&D Insurance

FINANCIAL BENEFITS

VALERO THRIFT PLAN – 401(k)

- Immediate eligibility
- Automatic enrollment and payroll deductions
- Employees may contribute 1% to 50% of eligible pay on a pretax, after-tax and/or Roth 401(k) basis, up to annual IRS limits
- Valero matches employee contributions dollar for dollar up to 7% of eligible pay, up to annual IRS limits
- Immediate 100% vesting of Company match

IF I CHOOSE TO CONTRIBUTE TO THE THRIFT PLAN, WHAT ARE MY OPTIONS IF I LEAVE VALERO?

- You have several options to consider regarding the assets in the Thrift Plan:
 1. Withdraw the assets in a lump-sum distribution (subject to applicable taxes)
 2. Move the assets to your new employer's plan
 3. Roll over all or a portion of the assets to an applicable IRA
 4. Convert all or a portion of the assets to a Roth IRA
 5. Leave the assets (if greater than \$5,000) in the Thrift Plan (periodic distributions are available)
- You will no longer be eligible to contribute funds to the Thrift Plan once your employment with Valero ends.

VALERO PENSION PLAN – CASH BALANCE

- 100% funded by Valero
- Automatically enrolled after 1 year of employment
- Annual contributions based on eligible pay and points (combination of age and vesting service), up to annual IRS limits
- 100% vested after 3 years of service



FUELING
EXCEPTIONAL
FUTURES



TIME OFF

COMPANY HOLIDAYS

Interns/Co-ops are paid for company holidays based on the employee's regular work schedule.

COMPANY EARLY RELEASE

Interns/Co-ops are paid for company early release days based on the employee's regular work schedule.

CIVIC/JURY DUTY

Interns/Co-ops are paid based on the employee's regular schedule for the designated day(s).

TOTAL WELLNESS PROGRAM

- Annual comprehensive wellness assessments
- Annual flu vaccinations
- On-site wellness center at Corporate Headquarters and some work locations
- On-site fitness center/fitness center membership reimbursement
- Rally Digital Wellness Platform
- Employee Assistance Program
- Total Wellness education workshops and resources

FAMILY PERKS

- Perks at Work (Discount Program)

QUESTIONS?

Contact your recruiter for additional information.

DRIVING SUCCESS THROUGH CULTURE



All benefits are governed by the terms of the formal plan documents and policies. Valero reserves the right to amend all of its employee benefit plans, in whole or in part, from time to time. Eligibility for certain components of the plan may vary for employees who are eligible dependents of other Valero employees.

Flex Plan
Interns/
Co-ops
v. 8/31/2023