

BENEFITS AT A GLANCE

RENEWABLE FUELS INTERNS/CO-OPS/WORK-STUDY EMPLOYEES



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 Renewable Fuels interns/co-ops/work-study employees and is not intended to cover all details. Company-paid and Elective Benefits become effective as of the employee's hire date, unless otherwise noted.

MEDICAL (INCLUDES PRESCRIPTION DRUG COVERAGE)

- Wellmark BlueCross BlueShield of South Dakota \$1,500 Deductible with a \$30 copay

COMPANY-PAID HEALTH AND WELFARE BENEFITS

- Basic Life Insurance
- Death Benefit equal to one month's base salary

TOTAL WELLNESS PROGRAM

- Annual comprehensive wellness assessments
- Annual flu vaccinations
- Fitness center membership reimbursement
- Rally Digital Wellness Platform
- Employee Assistance Program
- Total Wellness education workshops and resources

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
- Valero match vests at 20% per year, 100% after 5 years of service
- Employees may be eligible for an annual discretionary employer contribution up to 3% of eligible pay, up to annual IRS limits
 - 100% funded by Valero
 - 100% vested after 3 years of service

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.



FUELING EXCEPTIONAL FUTURES



TIME OFF

COMPANY HOLIDAYS/EARLY RELEASE DAYS

Students are paid for company holidays and early release days based on their regular work schedule.

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.