



# 2018 PHILLIPS 66 TOTAL REWARDS



## Dear Colleagues,

At Phillips 66, your pay, benefits and other programs together make up your Total Rewards. We have designed your Total Rewards to drive exceptional company results on a sustainable basis and to create a culture of engagement, responsibility and well-being. These principles continue to guide us as we evaluate our current and potential offerings within Total Rewards:

- Attractive and competitive
- Drive improved personal and business outcomes and results
- Provide resources to help you reach your best state
- Ensure effective management of escalating costs through smart decision making

We are focused on improving upon our high-performing organization. To achieve this, we strive to attract and retain talented employees, like you, to Phillips 66 by providing compelling Total Rewards that enrich you, personally and professionally.

To increase awareness of your Total Rewards, we have redesigned our website to provide information in a more simplified and user friendly format. We encourage you and your family to review this brochure which provides a quick overview of the new website and visit [hr.phillips66.com](http://hr.phillips66.com) to learn more about your Total Rewards.

Alex Shabet  
Manager, Total Rewards

INTUITIVE DESIGN PROMOTES QUICK AND EASY NAVIGATION

The screenshot shows the Phillips 66 Total Rewards website for U.S. employees. At the top left is the Phillips 66 logo and the text 'TOTAL REWARDS (For U.S. Employees)'. To the right are social media icons (Facebook, Twitter, LinkedIn) and a search bar. Below the header is a horizontal navigation menu with items: Home, Health & Well-Being, Compensation, Pension & Savings, Employee Programs & Policies, Preparing for the Unexpected, and Resources. The main content area features a large banner with a wooden background, a notepad that says 'Enroll! Oct 28 - Nov 18', a green apple, and a measuring tape. The banner text reads 'Annual Benefits Enrollment Is Almost Here!' and includes a sub-headline about 2017 enrollment materials. Below the banner is a row of five dark blue navigation tiles with white icons and labels: Health & Well-Being, Compensation, Pension & Savings, Employee Programs & Policies, and Preparing for the Unexpected. Below these tiles is a horizontal bar with four buttons: Life Events, New Hire, Leaving the Company, and Getting Married. The 'Life Events' section is expanded, showing a large image of a tree and the text 'Life's events can affect your choices regarding P... section can help with those important decisions.' At the bottom right, there are links for 'Find Company Information', 'Careers at Phillips 66', and 'Legal, Privacy, Cookies and Security Notices'. A copyright notice '©2016 Phillips 66 Company. All Rights Reserved.' is at the bottom left.

**Two Primary Navigation Menus**  
 Navigate the site in two ways.

**Floating Navigation Bar**

- **Home:** Convenient Home page button.
- **Contacts:** HR and benefits carrier contact information.
- **Tools:** Health & well-being and financial tools.
- **Life Events:** Another option for accessing the Life Events landing page.

## LIFE EVENTS CHECKLISTS FOR IMPORTANT COVERAGE DECISIONS

### Life Events

This Life Events section can help you better understand your options and make informed decisions that meet your changing needs.



#### New Hire

Welcome! We're excited that you've joined our team and look forward to your successful career at Phillips 66.

[Learn More](#)



#### Leaving the Company

Several factors come into play when your employment with Phillips 66 ends.

[Learn More](#)



#### Having a Baby/Adopting a Child

Having a baby or adopting a child is a time of great joy — and also a time to make some important decisions about your growing family's care and protection.

[Learn More](#)



#### Empty Nest

Having your child leave for college or move into his or her own residence is one of the biggest life changes you'll experience as a parent.

[Learn More](#)



#### Getting Divorced

Getting divorced is a difficult life transition that can involve complex



#### Getting Married

Getting married can be one of most joyous events in your life — and also



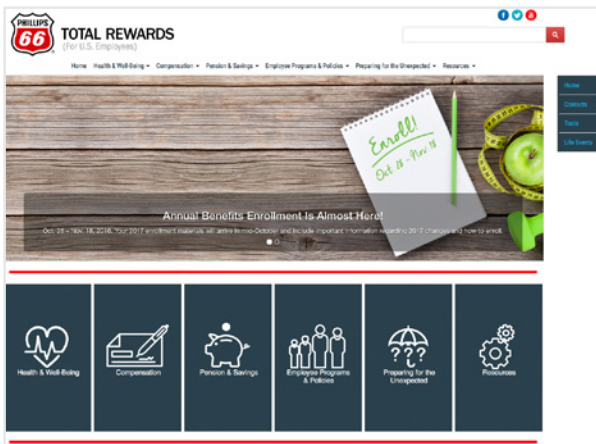
#### Serious Illness & Disability

Learn how your benefits might be

### Keeping Pace With Your Life

Designed to help you navigate your benefits when experiencing major life events.

## SIMILAR VIEW AND NAVIGATION, FROM WORK OR FROM HOME



### Consistency Across Platforms

Whether you are logging in from home, office or mobile device, the website display will be visually consistent and easy to access and navigate. Access your Total Rewards by visiting [hr.phillips66.com](http://hr.phillips66.com) or through **Connect 66 > Human Resources > Total Rewards.**

To access SPDs, visit [hr.phillips66.com](http://hr.phillips66.com)

Go to (Resources>Summary Plan Descriptions) to view, download or print the current version of an SPD. You also have the right to request a hard copy free of charge, by calling the Benefits Center at **(800) 965-4421**