

LETTER OF AGREEMENT

BETWEEN

SAN JOAQUIN VALLEY BUSINESS UNIT OF CHEVRON NORTH AMERICA EXPLORATION
AND PRODUCTION COMPANY,
A DIVISION OF CHEVRON U.S.A INC.

AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO, CLC
ON BEHALF OF ITS LOCALS 12-6 AND 219

It is hereby agreed by and between San Joaquin Valley Business Unit of Chevron North America Exploration and Production Company, a division of Chevron U.S.A. Inc. ("Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC on behalf of its Locals 12-6 and 219 ("Union") that the following understandings have been reached per this Letter of Agreement.

The Company agrees to subsidize the cost of the corporate van pool program up to \$75.00 per rider, per month, for employees who wish to participate in the program managed by Chevron Business & Real Estate Service (CBRES). The Company's subsidy (\$75.00) will be paid directly to CBRES for the riders participating in the program.

The participants understand and agree that they will pay the remaining balance of the cost of the van pool to CBRES in the manner required by CBRES, as a condition to participate in the van pool program. Fuel and maintenance costs of the vehicles will be part of the overall cost of the van pool program.

This program is a mandatory subject of bargaining, and the parties have reached an agreement on its provisions and on the process by which future revisions, if any, will be made.

This program shall be administered by the Company which shall have full and sole discretion and authority to decide details related to this program and its application to particular cases.

Upon thirty (30) days written notice, either the Company or the Union may terminate this Letter of Agreement. The termination shall be effective thirty (30) days from date of notification.

FOR THE UNION:

FOR THE COMPANY:

William Locke
USW Staff Representative

Idowu Okunzua
HR Manager

Date

Date