



**Lee Ann Spinetto  
LM Sales Manager,  
Southeast U.S.**

December 1, 2021

Dear Valued 1<sup>st</sup> Source Marketer,

As you are aware, supply chain challenges and demand continue to create hurdles in our industry, as well as in many others. At Chevron we are constantly monitoring these challenges and recognize the impact they can have on your business. With that in mind, we have once again reviewed the requirements for the 2021 1<sup>st</sup> Source Program and are announcing additional changes to the set goals.

Due to the impacts of Delo<sup>®</sup> XLE/SDE shortages for the remainder of the year, additional adjustments to the 2021 goals are as follows:

- LM Paper & Premium Products – November and December will not be included in the end-of-year (EOY) calculations. October YTD performance compared to October YTD Targets will be used to calculate year-end performance outcomes. Any Marketer who falls within 95-99.9% will be given an automatic exception and paid out at 100% for this metric.
- Delo 600 ADF - November and December will not be included in the EOY calculations. October YTD performance compared to October YTD Targets will be used to calculate year-end performance outcomes. Any Marketer who reached 3k gallons of Delo 600 ADF by the end of October will be given an automatic exception and paid out at 100% for this metric. This is an additional decrease to the adjustment made in September 2021, which would have set the October total at 5k gallons.
- All other volume and activity goals remain the same through the end of the year.

In making these further adjustments, we hope to eliminate some of the stress which the end of the year can create and demonstrate the value we put on our continued partnership. We will be updating the goals in the tracking dashboard to reflect these changes by early December.

Thanks for all your hard work and patience as we are drawing this challenging year to a close, but mostly thank you for your partnership and your business!

Happy Holidays!

Best regards,

A handwritten signature in black ink that reads "Lee Ann Spinetto".

Lee Ann Spinetto  
1<sup>st</sup> Source Program Manager