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Dear Valued 1st Source Marketer,

As you are all aware, 2021 has unfolded with both growing demand from the pandemic lows of 2020 and numerous supply chain challenges, from HDAX in the first quarter to HDMOs and Greases for the last several months. We have been reviewing the requirements for the 2021 program, and as Sales Project Leader for 1st Source, I am announcing the following changes for this year's U.S. program (note the Canadian program is under review):

- LM Paper and Premium Products Goal will be reduced to 90% of 2019 actuals from the current level of 95% of 2019 actuals
- Delo[®] 600 ADF purchase goal will be reduced to 6k gals for 2021
- In the Marketing Execution & Competency Development category, the Marketing Workshop and CLS/OMA Chevron training are postponed until 2022, so these elements of the category are waived for 2021, but all other elements remain.

All other activity and soft metrics remain the same, and your Chevron BCs, BDS's and Industry Specialists are out supporting your selling and retention efforts fully. We will be updating the goals in the tracking dashboard by the middle of September for your review and execution.

As reference, the updated metrics table is below:

Total Volume Growth 90% [†] of Base*	Premium Product Growth 90% [†] of Base*	ELC Growth 95% of Base*	Delo [®] 600 Purchases 6k [†] gals
25%	25%	10%	10%
Value-Added Sales and Marketing	Capable Management & Sales Pipeline Transparency	Marketing Execution & Competency Development	
10%	10%	10%	

Thanks for all your hard work and patience as we have battled through another very challenging year, but mostly thank you for your partnership and for your business!

Best regards,

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