

# LyondellBasell Disaster Relief Fund Criteria 2020

The following criteria will be used to determine employee eligibility for funds from the LyondellBasell Disaster Relief Fund.

Hourly U.S. employees (represented and non-represented), salaried non-exempt U.S. employees and salaried exempt U.S. employees at E-levels 1 through 5 or equivalent level (including but not limited to Lyondell, Equistar Houston Refining and A. Schulman) are eligible if they have experienced one of the following losses:

▪ **Level 1 – Significant Loss (Both Criteria Below Must Be Met)**

1. Employee/family experienced significant damage to their house/dwelling due to a natural disaster, and
2. Employee/family experienced significant damage to furnishings/personal belongings (beyond mere carpet damage).

**Check in the amount of \$1,500.**

▪ **Level 2 – Substantial Loss (Both Criteria Below Must Be Met)**

1. Employee/family house/dwelling is substantially damaged/destroyed due to a natural disaster; and
2. Employee/family furnishings/personal belongings were substantially damaged or destroyed.

**Check in the amount of \$5,000.**

▪ **Level 3 – Total Loss (Criteria Below Must Be Met)**

1. Employee/family house/dwelling is totally destroyed due to a natural disaster.

**Check in the amount of \$12,000.**

▪ **Level 4 – Hardship Due To Evacuation (All Three Criteria Below Must Be Met)**

1. Employee/family required an evacuation due to a natural disaster; and
2. Employee experiences financial hardship; and
3. Employee/family can demonstrate their inability to return to (and stay in) their primary residence for at least three (3) days from time of evacuation

**Check (or electronic access to cash) in the amount of \$500.**

## Process

If you qualify for financial assistance from the fund, please complete an online application and provide documentation of damages including, but not limited to: photos/videos of damage to the interior/exterior of home, damage to personal belongings, repair estimates, insurance estimates and receipts. **We are not able to issue awards for Levels 1, 2 or 3 without this documentation.**

## Excluded damages

The LyondellBasell Disaster Relief Fund is unable to issue awards for the following:

- Damage to vehicles
- Damage occurring only to the exterior of home
- Damage to a garage or shed
- Damage to property including downed trees, fences, patio, deck, etc.

## **Definitions**

For purposes of the above, "house or dwelling" means the employee's/family's primary residence, whether owned, rented, leased or otherwise occupied as the primary residence of the eligible employee.

**"Damage/destruction"** shall have the plain, ordinary meaning of those terms provided that the same shall be as a result of a natural disaster.

**"Natural disaster"** shall have the plain, ordinary meaning of that term to include so-called Acts of God or other natural phenomena not of a man-made nature, included but not limited to storms, floods, hurricanes, tornadoes, earthquakes, fires caused by lightning and similar naturally occurring phenomena, high winds, and similar events naturally occurring in nature.

**"Significant"** shall mean damage of a level that reasonably can be expected to give rise to major financial hardship without taking into account insurance and other relief or coverage that may be available to the employee/family. For this purpose, damage may be considered "significant" if the cost of repair is below 50% of the value of the dwelling as reflected on the property tax roles immediately preceding the natural disaster.

**"Substantial"** shall mean damage of a level that reasonably can be expected to give rise to major financial hardship without taking into account insurance and other relief or coverage that may be available to the employee/family that greatly exceeds any "significant" damage. For this purpose, damage may be considered "substantial" if the cost of repair would exceed 50% of the value of such house or dwelling as reflected on the property tax roles immediately preceding the natural disaster.

**"Total"** shall have its plain, ordinary meaning and may be construed to mean damage/destruction of a level whose cost of repair reasonably can be expected to exceed 80% of the value of the house/dwelling as such value is reflected on the property tax roles immediately prior to such natural disaster