

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