




A Financially Secure Retirement

How we get you there



A woman with blonde hair in a high ponytail, wearing blue sunglasses, a black and white striped long-sleeve shirt, and blue denim overalls, is jumping joyfully in the air. She is wearing blue sneakers with white laces. The background is a bright blue sky with scattered white clouds. In the lower-left foreground, there are several palm trees and other tropical plants. The ground appears to be a paved surface with some white chalk markings.

Experts say when you retire,
you'll still need income that's about

80%

of your pre-retirement
pay. And Social Security
alone won't do it.

Working together

Hess has two retirement plans: the **Savings Plan — 401(k)** and the **Cash Accumulation Plan**. They work in tandem to get you closer to your goal of a financially secure retirement. You're eligible to participate in both plans if you're a full-time employee. Let's take a look at them.

Savings Plan — 401(k)

DO I NEED TO ENROLL?



Yes, if you want to manage your participation from day one. Otherwise, after 30 days of employment, you'll be automatically enrolled at a 6% before-tax contribution rate in the Target Date Fund based on your age. You can opt out, but who doesn't want free money from the company match?

DO I NEED TO CONTRIBUTE?



Yes, and Hess will match \$1.33 on every \$1 you contribute, up to 6% of your eligible pay.

WHEN AM I VESTED IN MY PLAN BALANCE?



Immediately.

HOW DOES MY PLAN BALANCE GROW?



You decide how to invest your balance. There's help if you need it.

WHAT'S THE TAX SITUATION?



You can choose to pay the tax on your contributions now or wait until you take them out of the plan. Either way, the Hess match and your investment earnings aren't generally taxed until you start receiving payments.

DO I LOSE MY MONEY IF I LEAVE HESS BEFORE I RETIRE?



No, you can take your balance with you or leave it with Fidelity.

WHERE CAN I LEARN MORE?



HessBenefits.com > myFuture > Savings Plan — 401(k).

Cash Accumulation Plan



No, you're automatically enrolled.



No, Hess pays everything — a 5% to 8% credit on monthly earnings depending on your age.



After three years of vesting service or when you reach age 65 with one year of vesting service.



Hess fixes the interest rate every year based on the 30-year U.S. Treasury bond rate.



There's no tax on Hess's contributions or interest earned until you start receiving payments.



Not if you're vested. You can take your balance with you or leave it with Fidelity until you want to start receiving your benefits. If your total vested benefit is \$5,000 or less, it will be automatically paid to you as a single lump sum.



HessBenefits.com > myFuture > Cash Accumulation Plan.

Let's take a closer look at the **Savings Plan**

With the Savings Plan, you have some decisions to make. Here's what you need to know and do.

- You choose how much to contribute — up to 50% of your pay each year. (The IRS puts annual limits on contributions.)
- Hess then matches 133% of your contribution, up to 6% of your eligible pay. (That's \$1.33 for every dollar you put in!)
- You help your plan balance grow even further with a range of investment opportunities — and a lot of guidance! If you're not comfortable selecting your own mix of funds, you can put your investment election on autopilot by selecting a Target Date Fund based on your age or the year you expect to retire.
- You can make before-tax contributions to get a tax break now. Or you can make after-tax contributions, which won't be taxed when you take your plan payments.
- You don't pay tax on the Hess match or your investment earnings until you start your payments. But there's even a way to keep the earnings on your after-tax contributions tax-free!

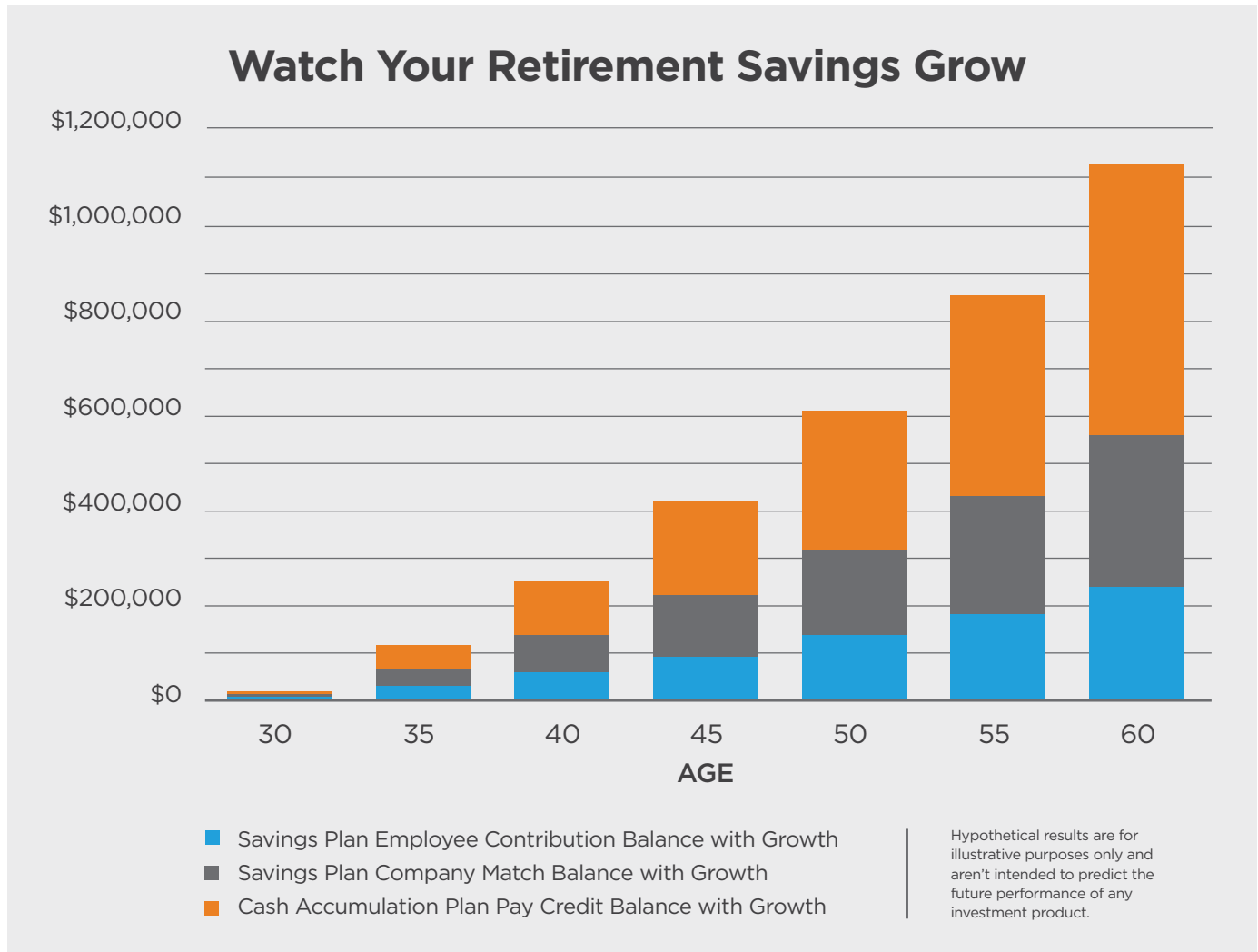
And now let's look at the **Cash Accumulation Plan**

Hess puts money in your Cash Accumulation account (your pay credit) every month. Your pay credit is a percentage of your monthly earnings (base pay, overtime and Annual Incentive Plan award) based on your age. And your growing balance earns monthly interest based on the fixed interest earned on the 30-year U.S. Treasury bond.



When to start participating

Now! The sooner you begin contributing to the Savings Plan, the more you'll have when you retire.



This graph shows how retirement savings can grow for an employee who starts participating in the Savings Plan and the Cash Accumulation Plan at age 30. It assumes a 6% participation level to get the maximum Hess match on a starting salary of \$80,000. It also assumes:

- 3% annual salary increase
- 5% annual earnings on the Savings Plan balance
- 1.94% annual interest on the Cash Accumulation Plan balance

The balance at age 60 is over 1 million dollars! And less than a quarter of it came from the employee's paychecks over the years.

Now, in reality, those growth and interest amounts will vary.

And remember: You don't have to wait until you're 30 to start with the Savings Plan, and you don't have to limit your contributions to 6% of pay.

For more information

Go to the myResources section of hessbenefits.com. You can also call the **Hess Benefits Center at Fidelity** at **1-877-511-4377**, Option 2, Monday – Friday, from 7:30 a.m. – 7 p.m. CT. Or visit netbenefits.com.

Look at these guides for details of the plans:

Savings Plan — 401(k)

**Hess Savings Plan
Investment Guide**

**Hess Savings Plan Summary
Plan Description**

Pension Plan

**Hess Cash Accumulation
Plan Guide**

**Cash Accumulation Plan
Summary Plan Document**



This quick guide is intended to give you a flavor of Hess Corporation's plans that help you save for retirement. Please see the main guides for the details, but in all cases, it's the official plan documents that govern if there's any discrepancy.

