



Bridges

With a wealth of experience, skills and knowledge, former employees and retirees represent a valuable resource for Chevron. These are people who know Chevron and can hit the ground running, yet maintain a flexible work schedule.

For more information on Bridges

Visit Chevron's Alumni Community website at <http://alumni.chevron.com>, select Chevron Careers and then Chevron Bridges (Contract Positions).



Bridges

Connecting past experience
with today's needs



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What is Bridges?

Bridges is a managed approach to contracting former Chevron employees and retirees for work on specific assignments.

Why Chevron alumni?

- Are knowledgeable about our business and committed to The Chevron Way.
- Require little to no training or orientation.
- Have an opportunity to work on what they enjoy, on a flexible schedule.

How does Bridges work?



1. Eligibility	If an employee has been away from Chevron for a minimum of six months and left the company in good standing, he or she is eligible to enroll in Bridges.
2. Enrollment	When someone enrolls in Bridges, he or she becomes part of the program's talent pool.*
3. Assignment Matching	The Bridger may be contacted by a hiring manager who determines if their skills match a particular contracting opportunity.

Pay

Pay is based on project type and needs, competitive factors and the skills and experience of the individual.

*Enrolling expresses an interest in returning to work on a contract basis for specific assignments.

Chevron owns the intellectual property rights associated with Bridgers

At the beginning of their first assignments, Bridgers are required to sign a standard agreement that assigns all intellectual property created during the assignment to Chevron.

Work is monitored and evaluated

Bridgers are free to work for anyone. Work for competitor companies is monitored, however, and may be factored into the selection criteria in deciding whether to keep the individual in the Bridges talent pool.

At the beginning of each assignment, clear expectations for the job are discussed. At the conclusion of the assignment, a simple evaluation is completed by the project manager. This information is entered into the Bridges database and used when considering the Bridger for future assignments.

Administration

The Bridges program is managed by Enterprise Hiring, and designated third-party agencies handle the administrative details of the program.

What kind of assignments are available?

Assignments may include but are not limited to reviewers, advisors, technical specialists, partner representatives, guest speakers, recruiters and mentors.

Chevron Alumni

How do I sign up?

1. Enroll in the program on the Chevron Alumni Community website at <http://alumni.chevron.com/>.
2. Click Chevron Careers, and select Chevron Bridges (Contract Positions).
3. Complete your profile and upload your resume.

You will be contacted if your skills match a need for one of our projects.



Janice Allison continued to work for Chevron after she retired. Janice, a geophysicist, worked as a part-time global recruiter through the Bridges program.

It was during one winter when dreary weather was less than ideal for swinging a golf club that the energetic Allison visited the Chevron alumni website and submitted a resume through Bridges.

"It took a few months, but I got a call from the global hiring group," recalls Allison. The job involved much of what Allison missed about Chevron – interacting with and meeting professional people. It also allowed a flexible schedule of 20 hours per week, which fit her lifestyle.

Chevron Hiring Managers

How do I obtain a Bridger for my team?

1. Send your request for a Bridger to the Bridges program manager at brprmgr@chevron.com.
2. Candidates matching your criteria will be provided.
3. Interview and select your candidate of choice.
4. Notify the Bridges program manager of your selection.