

Neurodiverse Hiring Program

Delivering change in the workplace

Our perspective

People First, Excellence Always

Our goal is to attract a talented workforce while fulfilling our commitment to diversity and inclusion. This new program has helped address our hiring challenges by creating a Station Support Representative role ("SSR").

We hire candidates with a variety of neurodiverse situations or disabilities such as Autism, Asperger's, or other spectrum related conditions. Our structured pre-screen process using our job developers, interview and training processes helps get SSRs into our stores within 2-3 business days from their interview date. Our SSRs are at-will employees, and we have several who are celebrating their 3-year service anniversary in 2022.

More than just cleaning...

- Station Support Representatives enhance the customer service experience by cleaning and merchandising the store.
- The extra support allows the Team to focus on providing speedy customer service and higher impact tasks.

- Pilot program started in 2019 as the CSI ENABLED Program
- **7 SSRs retained from our 2019 Pilot and 18 SSRs hired in 2021 for a total of 25 SSRs in our program as of January 1, 2022. New goal of 55-60 SSRs by December 2022.**
- **\$78,000 in labor funds reimbursed by the Department of Rehabilitation**

Our Community Partners: PathPoint and Vocational Visions



www.PathPoint.org



www.vocationalvisions.org

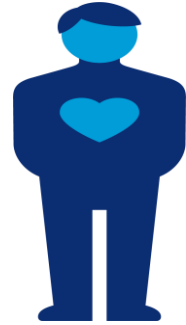


On-The-Job Training Program

- Custom digital training content for the SSR role
- On-site Job Coaches supplied by the Job Developer
- 90-day reimbursement of wages by the DOR per participating location



Chevron Stations Inc. Neurodiverse Hiring Program



SSR JOB DUTIES

- Cleaning Restrooms indoor & outdoor
- Cleaning Fuel Dispensers
- Mopping Floors
- Merchandising Gondolas
- Merchandising Beverage areas
- Stocking Vendor Deliveries
- Assist Customers with Product Selection
- Trash Disposal
- Emergency Response (*add't training required*)

BENEFITS

- Permanent Employees = Low Turnover
- Part-Time / 20-hour work week
- Motivated by opportunity for employment
- Weekly Pay via Direct Deposit
- Empowerment of disabled employees
- Families support employment with CSI
- Morale boost for SSR and Station Staff
- Program Coordinators support with progress checks & Sensitivity Training

Chevron Stations Inc. Neurodiverse Hiring Program was sanctioned by the Chevron Corporation Global Office of Diversity and has been nominated for multiple awards throughout California.

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