

## Occidental Petroleum Corporation Matching Gift Program Guidelines

### **Overview:**

Occidental Petroleum Corporation supports educational institutions that prepare our future workforce, and cultural organizations that enrich the quality of our lives. Through the Matching Gift Program, Occidental encourages Employees to support these institutions and organizations by requesting a matching donation for their personal contributions on a dollar-for-dollar basis, thereby doubling the effectiveness of each contribution. Requests for matching contributions must be made on the Matching Gift Submission Form, a copy of which is attached.

### **Eligibility Requirements**

#### **Donors:**

1. Active, full-time Employees of Occidental Petroleum Corporation with at least one year of continuous service are eligible to participate.
2. Current Directors are eligible to participate until retirement from the Board.

#### **Contributions:**

Employees may contribute cash or publicly traded securities. In matching a contribution of securities, Occidental will use the closing price of each security on one of the national stock exchanges on the day that the gift is made (as indicated in Section A of the Submission Form). If there was no sale on that day, Occidental will use the closing price on the last preceding day a sale was made.

The minimum amount that will be matched is \$50. The maximum amount that will be matched from any one donor is \$50,000, whether in a single contribution or in the aggregate, in any given calendar year. Contributions older than one year will not be matched.

The donor's personal contribution must be actually paid, not merely pledged.

The Matching Gift Program will not match tuition, membership dues, bequests, subscription fees for publications or books, gifts of personal property, insurance premiums, ticket payments, or other payments that provide tangible benefits to the donor.

### **Educational Institutions:**

To receive a matching gift, the educational institution or non-profit organization that supports educational institutions must have 501(c)(3) status with the IRS and in the case of educational institutions, must also be accredited or approved by a nationally recognized regional or professional accrediting agency.

Educational institutions include:

- Four-year colleges or universities;
- Graduate or professional schools connected with such colleges or universities;
- Two-year community or junior colleges;
- Two-year technical institutes;
- Secondary schools (grades 9 to 12); and
- Primary schools (grades K to 8).

Non-profit organizations that support educational institutions include:

- An alumni fund, foundation, or association connected with an eligible educational institution; and
- Non-profit organizations that directly support such schools, colleges or institutes.

Contributions must be used by the educational institution or organization to augment capital and general operating funds, provide for expanded student enrollment and financial aid to students, strengthen educational facilities and curricula, and improve incentives for the highest quality of teaching. Donor contributions for purposes other than these will not be matched. Contributions to an athletic association connected to a school may be matched; if such a contribution gives the donor the right to purchase tickets to athletic events, however, the contribution will be matched at 80%. In determining the eligibility of a contribution, the Company may require written confirmation from the employee, the educational institution and/or the organization stating, among other things, the purpose for which the funds will be used.

Educational institutions and non-profit organizations that support educational institutions located outside the U.S. are eligible, provided the institution has 501(c)(3) status with the IRS.

### **Cultural Organizations:**

To receive a matching gift, a cultural organization must be nonprofit and have 501(c)(3) status with the IRS. The organization must receive a substantial part of its

support from contributions from the general public or government entities. The Matching Gift Program will not match membership fees or ticket purchases for benefit events or performances.

Eligible cultural organizations are those that support the performing arts, public media arts, and the visual and literary arts. An organization's primary purpose should be to educate, stimulate, promote, and develop public interest in the arts. Eligible organizations include:

- Art centers and museums;
- Professional theater , dance, music, or film organizations;
- Libraries;
- Historical and preservation societies ; and
- Public television and radio stations.

**Ineligible Organizations:**

Since Occidental already supports, on a corporate level and through its United Way campaign, many community, health, environmental, and social welfare organizations and services, the following organizations are ineligible:

- Amateur, recreational, or volunteer organizations ;
- Conservation, environmental , or ecological organizations;
- Zoos or animal welfare organizations;
- Hospitals, health and human services organizations, or social welfare programs;
- Religious organizations; and
- Foreign cultural organizations.