



MATCHING GIFT PROGRAM GUIDELINES

California Resources Corporation is proud to partner with employees through its Matching Gift Program. CRC encourages employees to support eligible organizations by matching their personal contributions on a dollar-for-dollar basis, doubling the effectiveness of the contributions.

ELIGIBILITY REQUIREMENTS

Donors

- Active, full-time employees of California Resources Corporation or a wholly owned subsidiary with at least one year of continuous service are eligible to participate (service with Oxy counts).
- For the purposes of this Program, current Directors are eligible to participate until retirement.

Contributions

- Contributions can be made in cash or publicly traded securities. In matching a contribution of securities, CRC 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, CRC 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 that will be matched is limited to \$50,000, whether it is a single contribution or in aggregate, in any one fiscal year (January 1 – December 31). Contributions older than one year will not be matched.
- The donor's personal contribution must be actually paid, not merely pledged.
- This program will not match tuition, membership dues, bequests, subscription fees for publications, books, gifts of personal property, insurance premiums, ticket payments or other payments that provide tangible benefits to the donor.

WHAT ORGANIZATIONS ARE ELIGIBLE FOR MATCHING?

For a match under the CRC Matching Gift Program, organizations must have 501(c)(3) tax exempt status and be eligible to receive tax-deductible charitable contributions according to the Internal Revenue Service.

WHAT CONTRIBUTIONS ARE NOT ELIGIBLE FOR MATCHING?

- gifts in kind (other than gifts of publicly-traded securities)
- payments to any institution or organization in exchange for provided services, benefits, or entertainment
- gifts to match funds collected by an employee from others (i.e. pledges for walks, runs, etc.)

- gifts to organizations whose policies are inconsistent with national equal opportunity policies or discriminate against a person or a group on the basis of race, ethnicity, religion, national origin, sex, disability, gender, sexual orientation, political affiliation or age

Eligible organizations are subject to approval by CRC on a case-by-case basis. Eligibility is determined by California Resources Corporation in its sole discretion.

TO MAKE A CONTRIBUTION

1. Complete Section A of the Submission Form. It is designed to be completed either online or printed and filled out by hand. The signature must be original; electronic signatures will not be accepted. To locate the form online, go to <http://mycrc.crc.com/>.
2. With your contribution, send a hard copy of the Program Guidelines and the completed submission form to the eligible organization. **Important:** Multiple donations reported on one (1) form will not be matched.
3. If the contribution consists of securities having a quoted market value, please provide a clear description of the securities, including, in the case of stocks, the number of shares or, in the case of bonds, the total face amount.

FOR THE RECIPIENT INSTITUTION OR ORGANIZATION

Upon receipt of the donor's contribution, the appropriate officer of the recipient institution or organization must complete *Section B* of the Submission Form. The signature must be original; electronic signatures will not be accepted. The federal Tax Identification Number (TIN) of the recipient organization must be provided.

Promptly return *Sections A* and *B* to:

Matching Gift Program
California Resources Corporation
111 W Ocean Blvd
Suite 800
Long Beach, CA 90802

CRC may request additional documentation to substantiate a donor's contribution. CRC's matching contributions are made quarterly, and CRC will notify the donor when his or her contribution has been matched.

Any question regarding interpretation, submission or administration of the provisions of this program will be answered by the program administrator, whose decision shall be final. CRC may suspend or terminate this program at any time with respect to donor contributions made thereafter.