

OCCIDENTAL PETROLEUM CORPORATION

**BENEFITS INFORMATION
FOR EMPLOYEES RECEIVING
PAY UNDER THE**

NOTICE AND SEVERANCE PAY PLAN

**THIS DOCUMENT PROVIDES INFORMATION ABOUT, AND IS
SUBJECT TO THE TERMS OF, THE RESPECTIVE BENEFIT PLANS
AND PROGRAMS AND TO CHANGES AFFECTING SUCH PLANS AND
PROGRAMS, INCLUDING CHANGES IN RELATED LAWS.**

Effective January 1, 2017

BENEFITS INFORMATION OVERVIEW

This document provides detailed information about coverage under Oxy's benefit plans when you receive pay under the Notice and Severance Pay Plan (the "Plan" or "NSP Plan"). It is not intended as a separate plan or another separation program.

Generally, your benefits will cease on your last day of Notice, except for medical and dental coverages that may be continued during Severance if you elect Option A under the NSP Plan.

You will be vested in your PRA and SRP II balances, as applicable, at the end of your Notice. You may obtain personalized distribution request forms from the OxyLink website at oxylink.oxy.com at the end of your Notice if you wish to request payments from your PRA and/or PSA. Your SRP II balance, if applicable, will automatically be paid following the end of your Notice, according to the terms of the plan.

Before the end of your Notice, you will receive correspondence from OxyLink providing information about medical, dental and life insurance continuation options and how to obtain savings and retirement plan distributions after your Notice ends.

Questions about health, life, disability, savings and retirement benefits should be referred to the OxyLink Employee Service Center at 800-699-6903. Other questions should be referred to your human resources representative.

BENEFITS INFORMATION

CONTENTS

GENERAL INFORMATION	3
HEALTH AND WELFARE PLANS	4
MEDICAL, DENTAL and VISION.....	4
FLEXIBLE SPENDING ACCOUNTS.....	9
HEALTH SAVINGS ACCOUNT	10
LIFE AND DISABILITY	11
RETIREMENT AND SAVINGS PLANS	12
PERSONAL RETIREMENT ACCOUNT (PRA).....	12
PERSONAL SAVINGS ACCOUNT (PSA)	13
SUPPLEMENTAL RETIREMENT PLAN II (SRP II).....	15
OTHER RETIREMENT BENEFITS	16
SOURCES OF ADDITIONAL INFORMATION	17

GENERAL INFORMATION

Definitions

Terms used in this information, such as Notice, Oxy, and Severance, will have the same meanings as used in the *Occidental Petroleum Corporation Notice and Severance Pay Plan* (“Plan” or “NSP Plan”).

Plan Payments

Payments under the NSP Plan will be made according to your regular pay schedule. After you are released from reporting to work, your paychecks for any Notice and/or Severance under the Plan will be mailed to your home address unless you are participating in the automatic payroll deposit program. Any direct deposits will continue unless you complete and submit the appropriate form to the payroll department.

Payment of Vacation

Banked vacation and vacation earned but not taken through your Notice will be paid at the end of your Notice or as soon as practical thereafter. Any vacation pay advanced but not earned as of that date will be deducted from that paycheck. No vacation will be earned during any Severance.

Educational Assistance

Educational expenses will be eligible for reimbursement in accordance with the terms of Oxy’s Educational Assistance Policy if you applied for and were approved for reimbursement prior to your Notice (even though your course of study may be completed during or after the end of your NSP Plan payments).

HEALTH AND WELFARE PLANS*

MEDICAL, DENTAL AND VISION

Coverage During Notice

During Notice, your medical, dental and vision coverages (if enrolled) will continue and your contributions will remain as a **pretax** deduction from your NSP Plan payments. Once your Notice ends, you may contact OxyLink to request cancellation of your medical, dental and vision coverage.

Coverage During Severance (only if you elect Option A under the NSP Plan)

If You and Your Covered Dependents Are Not Eligible for Medicare-

Your medical, dental and vision coverages will continue at active employee rates deducted on an after-tax basis from your NSP Plan payments unless you elect to stop your coverage through OxyLink before the end of your Severance. Immediately following Severance, you may elect Oxy retiree medical and/or dental coverage, if eligible, or you may be eligible to elect COBRA continuation coverage. COBRA is generally available for up to 18 months, at COBRA rates (102% of the total cost) which must be paid directly to the COBRA billing administrator.

If Either You or a Covered Dependent Are Eligible for Medicare-

Your dental and vision coverage will continue as described in the preceding paragraph; however, if you (or a covered dependent) will be eligible for Medicare and you are eligible for Oxy retiree medical coverage as of the end of your NSP Plan payments (see the section entitled *Retiree Medical and Dental Eligibility*), your medical coverage through payroll deduction will cease at the end of the month in which your Notice ceases. You and your covered dependents will be eligible to enroll for retiree medical coverage in the Retiree Medical Plan effective the first of the month following Notice.

You (if eligible for Medicare) and your Medicare-eligible dependent(s) should enroll for Medicare Part B, to be effective immediately following Notice (or upon attainment of Medicare eligibility, if later). Under Medicare rules, you will incur an ongoing penalty if you do not enroll for Medicare Part B once you are no longer considered actively employed. Medicare will be your primary coverage (meaning it will pay first), and the Oxy plan will be secondary during Severance and during retirement.

If you are eligible for Medicare, but you will not be eligible for Oxy retiree medical coverage at the end of your NSP Plan payments, your active coverage may continue through Severance at active employee rates deducted on an after-tax

* The health and welfare plans for eligible employees described in this section are part of the Occidental Petroleum Corporation (OPC) Welfare Plan. Eligible retirees participate in the Occidental Petroleum Corporation Retiree Medical Plan (Retiree Medical Plan) and the Occidental Petroleum Corporation Retiree Dental Plan (Retiree Dental Plan).

basis unless you elect to cease Oxy medical coverage. Note, however, that unless you have coverage through other employment, in most cases you (and any Medicare-eligible dependents) should enroll in Medicare (Parts B, C and/or D, depending on the type of Medicare coverage you wish to elect) effective immediately following Notice (or upon attainment of Medicare eligibility, if later). Under Medicare rules, you will incur an ongoing penalty if you do not enroll for Medicare once you are no longer considered actively employed (following Notice). Medicare will be your primary coverage (meaning it will pay first), and the Oxy plan will be secondary during Severance.

Coverage Through Another Employer

If while you are receiving NSP Plan payments you become covered as an employee under another group medical and/or dental plan, that plan will become your primary coverage. If you cancel your Oxy coverage but are otherwise eligible to enroll in Oxy retiree medical and dental coverage as described in sections below, you may delay enrollment in retiree coverage provided you enroll within 31 days of your loss of such other employer coverage.

Retiree Medical and Dental Eligibility

Ordinarily, if on the last day of your pay under the NSP Plan, you are

- i) at least age 55 with at least ten years of Oxy service* and
- ii) enrolled for coverage under the Medical and Dental Plans,

you will be eligible to elect retiree coverage under the Retiree Medical and Retiree Dental Plans for yourself and your covered dependents effective the first of the month immediately following the last day of your NSP Plan payments, or, for retiree medical coverage, following Notice if you are eligible for Medicare.

However, if you do not meet the above age and service requirements, there are alternative criteria under which you may qualify for retiree medical and dental enrollment in the future. If you elect NSP Plan Option A, and on the last day of your Severance you are enrolled in the Medical and Dental Plans and meet either criterion listed below, then **once you reach age 55** you may be eligible for retiree coverage as then available under the Retiree Medical and Retiree Dental Plans, subject to the terms and conditions then in effect:

- i) you have at least 30 years of Oxy service*, or
- ii) you are at least age 50 and have at least 5 years of Oxy service*, with combined age and Oxy service* of 65 or more years.

To calculate your combined age and service, add your years and months of age and

* Credit for prior employer service following a merger, acquisition, or joint venture may be granted as part of the transaction; however, a minimum number of service years directly with Oxy may be required.

eligible service on your last day of Severance, counting any partial month of age or service as a whole month.

You may still satisfy the eligibility requirement that you be enrolled in the Medical and Dental Plans on the last day of NSP Plan payments if, in lieu of enrollment in Oxy's plans, you are covered under your spouse's medical and/or dental plan or another medical and/or dental plan on your last day of Plan payments. In this case you must apply for retiree coverage under Oxy's Retiree Medical and Retiree Dental Plans within 31 days of your loss of other coverage.

Future Retiree Medical and Dental Eligibility

If you elect Option A under the NSP Plan and become eligible for retiree medical and dental coverage at age 55, you should contact OxyLink within 31 days of the date you turn age 55. If you enroll at age 55, proof of loss of other coverage is not required, and coverage will be effective the first of the month following or coincident with attainment of age 55.

If you have other coverage and therefore do not enroll at age 55, you may later enroll in retiree medical and dental coverage if you lose that other coverage. However, you must enroll within 31 days of loss of coverage and proof of loss of coverage may be required.

Retiree Medical Contributions

Contributions for retiree medical coverage are normally a multiple (e.g., from 1x to 4x) of a retiree base rate that depends on your coverage level and a combination of your age and service on your last day of NSP Plan payments. However, if you elect Option A under the NSP Plan and you are eligible for retiree medical coverage at the end of your Severance, you will be considered to have combined age and service of at least 80 years. This qualifies you for the lowest multiple (i.e., one times the retiree base rate) under the plan, therefore your retiree medical contributions will equal the retiree base rate for your elected level of coverage.

For 2017, the monthly Retiree Medical Plan base rates are shown in the chart below.

2017 Monthly Retiree Medical Base Rates (Billed Quarterly)		
Retiree Only	Retiree + One	Family
\$130.00	\$260.00	\$390.00

Retiree Dental Contributions

Retiree dental coverage is not subsidized, so retirees pay the full cost of coverage. Retiree Dental Plan rates are shown in the chart below. OxyLink will also provide information about *Vital Savings*, a dental discount alternative available for a monthly fee of \$4.00 for a single enrollment or \$7.00 for a family of two or more (for 2016).

2017 Monthly Retiree Dental Rates (Billed Quarterly)		
Retiree Only	Retiree + One	Family
\$52.00	\$105.00	\$158.00

Enrollment for Retiree Medical and Dental Coverage

To enroll in the Retiree Medical Plan and/or Retiree Dental Plan, you must complete and return the Retiree Medical Plan and/or Retiree Dental Plan enrollment form(s) to OxyLink. The only retiree medical option available is the nationwide Aetna option. The Retiree Dental Plan benefits mirror the dental plan benefits available to employees. Summary Plan Descriptions are posted at oxylink.oxy.com under Forms, Publications & Info > Summary Plan Descriptions > Medical – Retirees and Dental – Retirees.

As a reminder, the cost, continuation and terms of retiree coverage as provided under the Retiree Medical and Dental Plans are subject to change.

If you will be eligible for retiree medical and dental coverage immediately following your last payment under the NSP Plan, you will receive enrollment information from OxyLink approximately 4 weeks prior to the end of your NSP Plan payments (or prior to the end of Notice if you are eligible for Medicare).

Your Right to Elect Continuation Coverage (COBRA)

After your NSP Plan payments end, medical, dental and vision continuation of coverage is available for you and/or your covered dependents, generally for up to 18 months. Following the end of your Notice or Severance, as applicable, OxyLink will mail you a notice of your right to elect COBRA coverage and you will have 60 days during which to elect continuation coverage. COBRA rates and plans offered are subject to change annually.

COBRA notification is required by law, so you will receive a COBRA notice even if you are eligible for retiree medical and dental coverage. The COBRA rates (102% of the total cost of coverage) are shown below:

2017 Monthly COBRA Medical and Dental Rates				
Plan Option	Location	Employee Only	Employee + One	Family
Aetna Basic	All	\$650.81	\$1,301.61	\$1,952.42
Aetna HealthFund	All	546.69	1,093.38	1,640.07
Anthem Blue Cross	All	650.81	1,301.61	1,952.42
Traditional Blue POS	Niagara Falls	817.38	1,675.66	2,582.15
Independent Health	Niagara Falls	632.95	1,519.08	1,708.97
Aetna Dental	All	37.74	74.46	130.56

2017 Monthly COBRA Vision Rates					
Plan Option	Location	Employee Only	Employee + One	Employee + Children	Family
VSP Vision Care	All	\$7.19	\$14.41	\$15.39	\$24.63

Note: You should **not** elect COBRA medical coverage if you elect to participate in the Retiree Medical Plan, however, since retiree dental rates are more expensive than COBRA dental rates, you may wish to initially continue dental coverage through COBRA. If you elect COBRA dental coverage, you will be eligible to enroll in the Retiree Dental Plan immediately following the end of your COBRA dental coverage.

FLEXIBLE SPENDING ACCOUNTS

If you elected to contribute to a 2017 Health Care Spending Account or a 2017 Dependent Care Spending Account, or both, your participation will cease at the end of your Notice. Eligible expenses that may be submitted for reimbursement are limited to expenses **incurred** through the last day of your Notice. You may submit eligible dependent care expenses up to the balance in your account. In contrast, you may submit eligible health care expenses up to the amount you elected for the full plan year. All eligible expenses must be received by PayFlex for reimbursement by March 31, 2018.

If you have not yet incurred the expenses you expected when you made your 2017 Health Care Spending Account election, you may continue your election after your Notice by making **after-tax** Health Care Spending Account contributions under COBRA. In this event, your health care expenses eligible for reimbursement will include those incurred through the period for which you make Health Care Spending Account COBRA contributions directly to Aetna (the COBRA administrator), but not beyond the end of the calendar year. You will receive a COBRA notice and election form from OxyLink. For additional information regarding COBRA, refer to the applicable sections in the Medical or Dental Plan summary plan descriptions.

HEALTH SAVINGS ACCOUNT

If you participate in the high deductible Aetna HealthFund medical option and you also elect to contribute to a Health Savings Account (HSA), your pretax HSA contributions will cease at the end of your Notice, unless you elect to stop your HSA contributions earlier.

You retain ownership of your HSA balance. However, you will be responsible for any administrative expenses (\$4.00 per month for 2016) for your account after your Notice, which will automatically be deducted from your PayFlex HSA account. **Alternatively, you can transfer your HSA balance to another banking institution (forms are available on the PayFlex website at www.payflexdirect.com under *my resources*).** Also, if your participation in the Medical Plan stops before the end of 2017 and you do not enroll in another high deductible health plan (HDHP), a portion your current year's HSA contribution may be taxable to you if you fail to remain in any HDHP for a 12-month testing period (as defined by the IRS) following enrollment in an HDHP.

If you do not satisfy the 12-month enrollment test, allowable HSA contributions are prorated according to the number of full months of the year in which you participated in an HDHP. If your contributions exceed your prorated contribution limit, the excess is subject to an excise tax if not withdrawn from your HSA before filing your tax return. If the contributions made exceed your prorated maximum allowed for the 2017 calendar year, contact PayFlex at 888-678-8242 to initiate a return of excess contributions from your HSA. You should consult your tax adviser for more complete information.

Maximum HSA Contributions

The maximum allowable 2017 HSA contributions (assuming a full calendar year of HDHP participation) by coverage level are as follows:

Employee Only	Employee + One	Family
\$3,400	\$6,750	\$6,750

In addition, if you are, or your spouse is, age 55 or older as of December 31, 2017, each of you are eligible to make an additional HSA catch-up contribution of up to \$1,000 in 2017.

Allowable contributions to your HSA must be made by April 15, 2018. Spousal catch-up contributions must also be made to a separate HSA by April 15, 2018; however, contributions will not be accepted by PayFlex if the spousal account is not opened prior to December 31, 2017.

LIFE AND DISABILITY

When Basic Life Coverage Ceases

Your coverage under the Basic Life Insurance Plan will cease on your last day of Notice. This includes any dependent life coverage you may have continued under this plan.

When AD&D Coverage Ceases

Coverage under the Accidental Death and Dismemberment Plan ("AD&D") will cease on your last day of Notice unless you earlier notify OxyLink to stop deductions.

Basic Life and AD&D Coverage Conversion to Individual Policy

You may convert Basic Life Insurance and AD&D coverages to individual policies, subject to certain state and other limitations. Application for conversion to an individual policy must be made to the insurance company within 31 days after your coverage terminates. Conversion forms may be requested from OxyLink. Although conversion of coverage is available with no evidence of insurability, *the conversion rates for these plans are typically very expensive*. Refer to the Basic Life Plan and Accidental Death and Dismemberment Plan Summary Plan Descriptions in the section entitled "When Coverage Ends" for further details.

Group Universal Life

Deductions for coverage under the Group Universal Life Insurance Plan ("GUL") will cease at the end of your Notice unless you earlier notify MetLife to stop deductions. This coverage is portable, so after your Notice, you have the option to continue participation in GUL through your individual policy with MetLife. If you are not eligible for retirement, the "ported" rates for terminated individuals are higher than rates for retirees. Contact MetLife at 800-756-0124 to notify them of your last day of Notice and discuss your options.

When STD, LTD and OAD&D Coverages Cease

Participation in the Short-Term Disability Program ("STD"), Long-Term Disability Plan ("LTD") and the Occupational Accidental Death and Dismemberment Plan ("OAD&D") will cease at the end of your Notice.

You may not convert STD, LTD and OAD&D coverage to individual policies.

RETIREMENT AND SAVINGS PLANS

PERSONAL RETIREMENT ACCOUNT (PRA)

Company Contributions and Vesting

The Company will continue to credit contributions to your Personal Retirement Account ("PRA") under the OPC Retirement Plan through your last day of Notice.

If you have less than three years of service, you will be fully vested in your PRA at the end of your Notice as a result of your termination of employment and your eligibility to participate in the NSP Plan.

When You Can Request a PRA Distribution Payment

You will be eligible to request distribution of your PRA only after the end of your Notice. However, if you are age 60 or older you may be able to elect a withdrawal of all or a portion of your PRA account balance during your Notice. For current tax information, a description of distribution options or to request a distribution or a withdrawal, log on to OxyLink at oxylink.oxy.com, then select Employee Self Service > My PSA/PRA > Distributions or Resources and Tools. Tax and Investment information along with financial tools and education are also available at oxylink.oxy.com and under Forms, Publications & Info select Retirement and Savings.

Distribution Options

You may defer payment of your PRA balance, but not beyond the end of the year in which you attain age 70½. Alternatively, you may request distribution of your PRA from among the following payment options:

- Lump sum cash payment
- Partial cash distribution and defer balance
- Annuity (requires minimum vested balance of \$5,000)

Distributions are processed daily. Generally, your distribution request will be included for processing in the daily cycle in which it is received by OxyLink and approved by the plan administrator. Your distribution payment will be direct deposited, if applicable, or mailed 3-5 days following the end of the daily processing period in which it is received and approved.

PERSONAL SAVINGS ACCOUNT (PSA)

Contributions and Vesting

If you are contributing to your Personal Savings Account (“PSA”) under the OPC Savings Plan, your contributions and the Company’s match will continue during your Notice unless you elect to stop your contributions.

You are always 100% vested in the PSA Company contributions.

When You Can Request a PSA Distribution Payment

You will be eligible to request distribution of your PSA only after the end of your Notice. For current tax information, a description of the distribution options or to request a distribution or withdrawal, log on to OxyLink at oxylink.oxy.com and select Employee Self Service > My PSA/PRA > Distributions or Resources and Tools. Tax and Investment information along with financial tools and education are also available at oxylink.oxy.com and under Forms, Publications & Info select Retirement and Savings.

Distribution Options

You may defer payment of your PSA balance, but not beyond the end of the year in which you attain age 70½. Alternatively, you may request distribution of your PSA from among the following payment options:

- Lump sum payment. You may elect to receive the portion of your account invested in the Oxy/CRC Stock Fund in cash or in kind (stock). All other funds are paid in cash.
- Partial cash distribution and defer balance.
- Annuity (requires minimum vested balance of \$5,000).

Distributions are processed daily. Generally, your distribution request will be included for processing in the daily cycle in which it is received by OxyLink and approved by the plan administrator. Your distribution payment will be direct deposited, if applicable, or mailed 3-5 days following the end of the daily processing period in which it is received and approved.

If You Have an Outstanding PSA Loan

If you have an outstanding PSA loan at the beginning of your Notice, payroll deductions for loan repayments will continue to be made during your Notice. Your outstanding PSA loan balance is due and payable on the last day of your Notice.

If you request distribution of your entire PSA within two months of the end of your Notice and your PSA loan becomes due and payable, any outstanding loan balance will be treated for tax purposes as though it were part of your PSA distribution. If the balance has not been paid within this two-month period, the outstanding balance will be treated as a partial distribution, and may be subject to an early distribution penalty if you are

under age 59-1/2. You will receive a statement of taxable income in January of the year following your distribution.

SUPPLEMENTAL RETIREMENT PLAN II (SRP II)

Company Contributions

Because of Internal Revenue Code limitations, some employees participate in the non-qualified OPC Supplemental Retirement Plan II ("SRP II"). If your annualized Base Earnings are higher than \$150,000 (for 2017) and you are eligible to participate in the PRA, the Company credits your retirement contributions to SRP II instead of the PRA. Such contribution credits will continue through your Notice.

You may also have a balance in SRP II if you were eligible to participate in both the Modified Deferred Compensation Plan (MDCP) and the PRA.

Vesting

If you have less than three years of service, your SRP II balance, if any, will become fully vested at the end of your Notice as a result of your termination of employment and your eligibility to participate in the NSP Plan.

Distribution Options

Unless your SRP II balance is less than the minimum amount noted below, your SRP II distribution will be paid pursuant to one of the following distribution elections you may have submitted when you became eligible to participate in the SRP II:

- **Total Cash Payment:** One cash payment of your entire account balance payable during the first 90 days in the year following the year in which your Notice ends, or
- **Annual Installment Payments:** 5, 10, 15 or 20 annual installment payments beginning in the first 90 days of the year following the year in which your Notice ends, and thereafter in the first 90 days of each year for the number of annual installment payments remaining.

If you have already received a payment(s) as an active employee under a "specified age election," you will continue to earn interest on any contributions and earnings credited to your account since your last payment. The final payment of your account will be made in the first 70 days of the year following the year in which your Notice ends.

Under SRP II, your distribution election must generally have been submitted within 30 days of your SRP II plan entry date. If you did not submit a Distribution Election within this time frame, **or** if your SRP II balance is **\$50,000 or less** as of the end of the month before your first payment is to be made, you automatically will receive a total cash payment of your SRP II balance in the first 90 days of the year following the year in which your Notice ends. (If you have two sub-accounts under the SRP II with different distribution elections, the \$50,000 requirement will apply separately to your SRP sub-account under SRP II.)

Tax Considerations

Because the SRP II is not a tax-qualified plan, all payments you receive will be taxable to you as ordinary income and are not eligible to be rolled over to an Individual Retirement Arrangement (IRA) or to another employer's qualified or nonqualified plan. SRP II payments are subject to all applicable federal, state and local income taxes.

Interest Allocations

If you are a participant in the SRP II plan, your SRP II balance, including any balance remaining after each annual installment payment, will continue to accrue monthly interest at the prevailing rate of return specified in the SRP II (currently 5-year Treasury Bills plus 2%) through the end of the processing month prior to the month in which a payment is processed.

OTHER RETIREMENT BENEFITS

Other retirement benefits may apply if you joined Oxy through an acquisition that resulted in Oxy sponsorship of your former employer's pension plan (e.g., INDSPEC and Altura). You may also have accrued benefits under other Oxy-sponsored retirement plans if you were formerly a union-represented hourly or field classified employee.

If you have accrued benefits under another Oxy-sponsored retirement plan and you have not been provided the necessary information about that benefit, contact OxyLink for assistance.

Employees who joined Oxy through an acquisition who have a vested benefit in a prior employer pension plan **not** sponsored by Oxy should contact their prior employer or the plan administrator regarding the benefit. Contact information should be included on your annual statement from that employer.

SOURCES OF ADDITIONAL INFORMATION

OxyLink Employee Service Center

Inquiries about your Oxy benefit plans may be directed to:

OxyLink Employee Service Center
oxylink.oxy.com
800-699-6903
(from outside the U.S. or Canada 918-610-1990)

OxyLink representatives are available (Central time):

Monday through Friday
(except holidays)
8:30 a.m. to 5 p.m.
or by email to oxylink@oxy.com

Inquiries about other matters such as severance and vacation should be directed to your Human Resources representative.

Forms and Correspondence

During your Notice, you will receive correspondence from OxyLink that provides information about life insurance continuation options and how to request savings and retirement plan distributions once your Notice ends. As applicable, your OxyLink packet also will include retiree medical and dental information and a COBRA notice of your right to elect medical, dental and FSA continuation coverage. If you elect NSP Plan Option A, your medical and dental plan COBRA continuation information will typically be provided in a separate communication at the end of your Severance.

Summary Plan Descriptions

The summary plan descriptions for the applicable plans and subsequent issues of *The Source* and *Benefits News* provide additional information about Oxy's employee benefit plans and are available at oxylink.oxy.com under Forms, Publications & Info.

This document contains only a partial summary of Oxy's benefit plans. For more complete descriptions of the plans, please refer to the applicable summary plan descriptions (SPDs). The plans are administered according to plan documents, trust agreements and/or contracts. With the exception of changes announced in subsequent issues of The Source and Benefits News or other publications, if any discrepancy arises between this information, the SPDs and the plan documents, the plan documents, contracts or trust agreements will apply. Benefits are provided at Oxy's discretion and do not create a contract of employment. Oxy reserves the right to revise, amend or discontinue these benefits at any time.