Renée E. Becnel Assistant General Counsel

December 23, 2013

VIA ELECTRONIC MAIL

Securities and Exchange Commission Division of Corporation Finance Office of Chief Counsel 100 F Street, N.W. Washington, D. C. 20549

Re: Occidental Petroleum Corporation Omission of Stockholder Proposal

#### Ladies and Gentlemen:

Pursuant to Rule 14a-8(j) under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), Occidental Petroleum Corporation, a Delaware corporation ("Occidental" or the "Company"), requests your concurrence that the stockholder proposal received by the Company from Mr. John Chevedden, attached hereto as Exhibit A (the "Proposal"), may be omitted from the proxy materials for the Company's 2014 Annual Meeting of Stockholders (the "Annual Meeting"). The Proposal requests that the Company's Compensation Committee adopt a policy requiring senior executives to retain a significant percentage of shares acquired through equity pay programs until reaching normal retirement age and to report to shareholders regarding the policy before the next annual meeting.

Occidental believes the Proposal may be properly omitted from its Proxy Materials under Rule 14a-8(i)(10) because the Proposal has been substantially implemented.

## Rule 14a-8(i)(10)

Under Rule 14a-8(i)(10), a company may omit a proposal from its proxy statement when the company has already substantially implemented the proposal. See *Caterpillar Inc.* (March 11, 2008). The Commission has held that a proposal may be omitted when a company's policy "compares favorably with the guidelines of the proposal." See *ExxonMobil Corporation* (March 21, 2012).

The Proposal requests that, the Compensation Committee require senior executives to retain a "significant percentage" (defined as 50% of net after-tax shares) of shares acquired through equity pay programs until reaching normal retirement age (defined as an age of at least 60 and determined by the Compensation Committee).

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# Executive Compensation Program

Occidental has a long-standing commitment to basing the majority of executive compensation on the long-term performance of the Company. This is accomplished through granting long-term performance-based incentive awards that have been paid at least 50% in stock over the last several years, and, for awards granted in the last two years, 100% in stock. As reported in the Company's 2013 Proxy Statement, approximately 70% of compensation granted to named executive officers in 2012, based on target and grant date fair values, was based on long-term performance-based incentive awards which will be paid 100% in stock.

Under the executive compensation program, named executive officers are required to retain a number of shares equal to 50% of the net after-tax shares received pursuant to equity awards granted after 2008 for at least three years after the vesting date. These awards are subject to three to seven-year performance periods, with the holding period beginning no sooner than three years after the grant date of the award.

The combination of long performance periods and the post-vesting holding period results in aligning executives' interests with shareholder interests in the long-term performance of the Company. This also results in executives holding equity interests far into the future, without regard to any particular retirement date. With annual grants and payouts made each year with respect to awards granted at least 3 years prior, executives are continually holding shares and equity interests for long-term periods. The Company believes this should apply regardless of whether an executive is near retirement, as the proponent suggests. The Company's approach likely results in more shares held over a longer period than under the proposal.

# Stock Ownership Guidelines

Furthermore, Occidental has had minimum stock ownership guidelines for senior management since 1996. The Company's current policy, effective February 9, 2005, is that within four years of election as an executive officer, each executive officer is expected to hold stock having a value of a multiple of 2 to 10 times the executive's annual base salary. The Chief Executive Officer must hold 10 times his base salary; the remaining named executive officers must hold 5 times their base salary; executive vice presidents must hold 3 times their base salary; and other vice presidents must hold 2 times their base salary. Stock holdings include direct stock holdings (including those held in a living trust or by a family partnership or corporation controlled by the officer, unless expressly disclaimed by the officer), shares in the company's 401K plan, longterm stock awards, and restricted stock units. Occidental does not have a required retirement age, other than for the Chief Executive Officer (which was recently set at 68). This stock ownership policy applies to executives as long as they are employed by the Company, which may be beyond the age of 60. Six of the eight named executive officers listed in the 2013 Proxy Statement are over the age of 60. As disclosed in the Company's 2013 Proxy Statement, the named executive officers held between 6 and 553 times their base salaries in stock, which is significant by any standard.

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### Conclusion

The Company believes that the terms of its equity awards and long-standing stock ownership policy address Mr. Chevedden's concerns regarding retention of stock over the long term. These awards and the: (1) require that 50% of net after-tax shares received be held for at least three years after vesting, including awards vested for executives over 60 years of age, (2) require the ownership of a significant number of shares, (3) require stock ownership for the duration of the officer's service, not for a period ending at a defined "retirement age", and (4) require stock ownership by more than just the "senior officers" mentioned in the proposal. All of this information is available on the Company's website and in its public filings.

Our executive compensation program and stock ownership guidelines meet the requests contained in the proposal and address the underlying concerns and objectives of the proposal, and, in several respects, may exceed its objectives. Therefore, the Company respectfully requests that the Commission staff confirm that Occidental may properly omit the proposal from its 2014 proxy materials under Rule 14a-8.

In accordance with Rule 14a-8(j), a copy of this letter is being sent to Mr. Chevedden, with a letter from the Company notifying him of Occidental's intention to omit the Proposal from its proxy materials. A copy of that letter is attached as Exhibit B.

Occidental plans to begin mailing its proxy materials on or about March 20, 2014. Accordingly, we would appreciate receiving your response no later than March 1, 2014, to meet our printing schedule. If you have any questions concerning the Proposal or this request, please call the undersigned at (310) 443-6187.

Very truly yours,

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Renée E. Becnel

**Enclosures** 

cc: John Chevedden

#### JOHN CHEVEDDEN

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

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Mr. Stephen Chazen Chairman and CEO Occidental Petroleum Corp. (OXY) 10889 Wilshire Boulevard Los Angeles, CA 90024 PH: 310-208-8800 FX: 310-443-6690, 443-6195

Dear Mr. Chazen,

I purchased stock and hold stock in our company because I believed our company has unrealized potential. I believe some of this unrealized potential can be unlocked by making our corporate governance more competitive. And this will be virtually cost-free and not require lay-offs.

This Rule 14a-8 proposal is respectfully submitted in support of the long-term performance of our company. This proposal is submitted for the next annual shareholder meeting. Rule 14a-8 requirements will be met including the continuous ownership of the required stock value until after the date of the respective shareholder meeting and presentation of the proposal at the annual meeting. This submitted format, with the shareholder-supplied emphasis, is intended to be used for definitive proxy publication.

In the interest of company cost savings and improving the efficiency of the rule 14a-8 process please communicate via email to \*\*\*FISMA & OMB Memorandum M-07-16\*\*\* Your consideration and the consideration of the Board of Directors is appreciated in support of the long-term performance of our company. Please acknowledge receipt of this proposal promptly by emails to a & OMB Memorandum M-07-16\*\*\*

-le 10, 2013

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

Sincerely,

John Chevedden

Date

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

cc: Donald de Brier Corporate Secretary

Linda Peterson < linda\_peterson@oxy.com>

Associate General Counsel

PH: 310-443-6189 FX: 310-443-6737

# [OXY: Rule 14a-8 Proposal, November 5, 2013] Proposal 4\* — Executives To Retain Significant Stock

Resolved: Shareholders urge that our executive pay committee adopt a policy requiring senior executives to retain a significant percentage of shares acquired through equity pay programs until reaching normal retirement age and to report to shareholders regarding the policy before our Company's next annual meeting. For the purpose of this policy, normal retirement age would be an age of at least 60 and determined by our executive pay committee. Shareholders recommend that the committee adopt a share retention percentage requirement of 50% of net after-tax shares.

This single unified policy shall prohibit hedging transactions for shares subject to this policy which are not sales but reduce the risk of loss to the executive. Otherwise our directors would be able to avoid the impact of this proposal. This policy shall supplement any other share ownership requirements that have been established for senior executives, and should be implemented so as not to violate our Company's existing contractual obligations or the terms of any pay or benefit plan currently in effect.

Requiring senior executives to hold a significant portion of stock obtained through executive pay plans would focus our executives on our company's long-term success. A Conference Board Task Force report stated that hold-to-retirement requirements give executives "an ever-growing incentive to focus on long-term stock price performance."

This proposal should also be more favorably evaluated due to our Company's clearly improvable environmental, social and corporate governance performance as reported in 2013:

GMI Ratings, an independent investment research firm, rated our company D for executive pay with \$28 million for Stephen Chazen and \$800,000 in CEO perks. Shareholders responded with a 37% vote against executive pay. OXY could give long-term incentive pay to Mr. Chazen for below-median performance. There were no links between incentive pay policies for executives and the effective management of OXY's social and environmental impacts. Plus 5 directors each received 16% to 25% in negative votes. Not one independent director had expertise in risk management.

In other news Colombia's largest oil pipeline (operated by OXY) was hit by an explosion causing a significant oil spill in a July 2013 attack blamed on leftist guerrillas claiming they aim to prevent the exploitation of the country's natural resources by foreign companies. OXY wrote down the value of certain gas properties by \$1 billion in January 2013.

OXY did not report on its sustainability policies and practices via the Global Reporting Initiative, a commonly used and highly effective standard for such reporting, nor has it become a voluntary signatory of the UN Global Compact, yet another commonly employed global standard for achieving and maintaining more effective sustainability practices. In the area of workplace safety OXY had not implemented OSHAS 18001 as its occupational health and safety management system.

Returning to the core topic of this proposal from the context of our clearly improvable corporate performance, please vote to protect shareholder value:

Executives To Retain Significant Stock - Proposal 4\*

Notes: John Chevedden proposal.

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

sponsored this

Please note that the title of the proposal is part of the proposal.

If the company thinks that any part of the above proposal, other than the first line in brackets, can be omitted from proxy publication based on its own discretion, please obtain a written agreement from the proponent.

\*Number to be assigned by the company.

Asterisk to be removed for publication.

This proposal is believed to conform with Staff Legal Bulletin No. 14B (CF), September 15, 2004 including (emphasis added):

Accordingly, going forward, we believe that it would not be appropriate for companies to exclude supporting statement language and/or an entire proposal in reliance on rule 14a-8(I)(3) in the following circumstances:

- the company objects to factual assertions because they are not supported;
- the company objects to factual assertions that, while not materially false or misleading, may be disputed or countered;
- the company objects to factual assertions because those assertions may be interpreted by shareholders in a manner that is unfavorable to the company, its directors, or its officers; and/or
- the company objects to statements because they represent the opinion of the shareholder proponent or a referenced source, but the statements are not identified specifically as such.

We believe that it is appropriate under rule 14a-8 for companies to address these objections in their statements of opposition.

See also: Sun Microsystems, Inc. (July 21, 2005).

Stock will be held until after the annual meeting and the proposal will be presented at the annual meeting. Please acknowledge this proposal promptly by email \*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

10889 Wilshire Boulevard, Los Angeles, California 90024 Phone 310.443.6187 • Fax 310.443.6737

Renée E. Becnel
Assistant General Counsel

December 23, 2013

VIA FEDERAL EXPRESS VIA EMAIL -

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\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

Mr. John Chevedden

\*\*\*FISMA & OMB Memorandum M-07-16\*\*\*

Re: Stockholder Proposal for 2014 Annual Meeting

Dear Mr. Chevedden:

Pursuant to Rule 14a-8(j)(i) of the Securities Exchange Act of 1934, as amended, Occidental Petroleum Corporation is hereby notifying you of its intention to omit the proposal you submitted from management's proxy materials with respect to the 2014 Annual Meeting of Stockholders. The Corporation's reasons for omitting your proposal are set forth in the Corporation's letter of even date herewith to the Securities and Exchange Commission, a copy of which is attached hereto.

Very truly yours,

Renée E. Becnel

Enclosure