

EDUCATIONAL ASSISTANCE EXPENSE REPAYMENT AGREEMENT

To receive educational assistance expense reimbursement payments, the employee must sign and return this Agreement to Human Resources prior to any reimbursement by the Company.

This Agreement is effective as of the date it is signed. It is between you, _____, (Employee) and California Resources Corporation (Company).

- 1. In accordance with the Educational Assistance Policy, the Company has agreed to provide educational assistance to the Employee.
- 2. Should the Employee terminate employment with the Company voluntarily (or involuntarily for cause), the Employee agrees to repay educational assistance reimbursements based on the table below.

Time Elapsed from Reimbursement Date(s) to Termination Date	Percentage of Repayment Applicable to Reimbursement Amounts Received During Last 2 Years
1 year or less	100%
More than 1 year, but less than 2 years	50%
2 years or more	0%

- 3. The Company may withhold from the Employee's final paycheck (including base salary, bonus, vacation pay, and/or expense reimbursements) monies up to the amount due the Company for educational assistance reimbursement paid, based on the table above. Any balance owed must be paid back to the Company within two years.
- 4. Further, the Employee confirms that he/she is not receiving educational benefits from any other company or source. The Employee also acknowledges that educational benefits paid by the Company will be subject to reduction if benefits were also paid by another source.
- 5. Any unpaid amounts will be included as taxable income to a terminated Employee.

Employee Signature

Date