

EMPLOYEES IN THE CAPITAL ACCUMULATION PLAN (CAP)

Retirement Transition Plan

TODAY

2016 – 2019

BEGINNING JANUARY 1, 2016

2020

BEGINNING JANUARY 1, 2020

CAP
automatic company
contributions

3-4%
based on years
of service

SALARIED SAVINGS
PLAN — 401(k) PLAN
company-matched
contributions

up to
4%

CAP
automatic company
contributions

4%

SALARIED SAVINGS
PLAN — 401(k) PLAN
company-matched
contributions

up to
4%

LOCKHEED MARTIN
RETIREMENT
SAVINGS PROGRAM
automatic company
contributions

2%

CAP
contribution
transitions to
**LOCKHEED MARTIN
RETIREMENT
SAVINGS PROGRAM**

SALARIED SAVINGS
PLAN — 401(k) PLAN
company-matched
contributions

up to
4%

LOCKHEED MARTIN
RETIREMENT
SAVINGS PROGRAM
automatic company
contributions

6%



Lockheed Martin contributes up to

10%

of your salary for retirement

LOCKHEED MARTIN RETIREMENT SAVINGS PROGRAM

For more information, go to
www.lockheedmartin.com/retirement.