

EMPLOYEES IN THE SALARIED PENSION PLAN

Retirement Transition Plan

TODAY

2016 – 2019

BEGINNING JANUARY 1, 2016

2020

BEGINNING JANUARY 1, 2020

PENSION PLAN

Annuity based on average pay and years of service

PENSION PLAN

Pay as of January 1, 2016, service accrual continues

PENSION PLAN

Pay as of January 1, 2016, service as of January 1, 2020

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

up to
4%

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

up to
4%

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

up to
4%

LOCKHEED MARTIN RETIREMENT SAVINGS PROGRAM
automatic company contributions

2%

LOCKHEED MARTIN RETIREMENT SAVINGS PROGRAM
automatic company contributions

6%



Lockheed Martin contributes up to

10%

of your salary for retirement

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

LOCKHEED MARTIN RETIREMENT SAVINGS PROGRAM