

# 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%**

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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](http://www.lockheedmartin.com/retirement).

**LOCKHEED MARTIN RETIREMENT SAVINGS PROGRAM**