

# EMPLOYEES IN THE CAPITAL ACCUMULATION PLAN (CAP)

## Retirement Transition Plan

LOCKHEED MARTIN 

### TODAY

CAP  
automatic company  
contributions

**3-4%**  
based on years  
of service

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

up to  
**4%**

### 2016 – 2019

BEGINNING JANUARY 1, 2016

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%**



Lockheed Martin contributes up to

**10%**

of your salary for retirement

### 2020

BEGINNING JANUARY 1, 2020

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%**



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# Capital Accumulation Plan Guidelines

**Bruce R. Ellig**



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compensation programs become an integral part of every company's strategic business plan. The Complete Guide to Executive Compensation provides in-depth coverage of current issues and trends in designing and administering executive compensation packages that are strategically, economically, and culturally sound. Renowned compensation and benefit expert Bruce Ellicott begins by providing guidance for board members and company executives on defining a company's organization, culture, and business strategy in order to establish a framework for executive compensation. He then discusses the often difficult but essential issues within that framework, including: Pay positioning relative to the competitive environment; Risk profile; the mix of salary, incentive compensation, and benefits; Leverage; the relationship between incentive plan payouts and performance; Timing; the mix of short versus long-term incentive programs; Incentive plan design; objectives; performance measures; and participation.

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