

**LOCKHEED MARTIN SPACE SYSTEMS COMPANY, MISSILES AND SPACE OPERATIONS - SUNNYVALE
2008 IAM NEGOTIATIONS
VISION 12 SUMMARY (ACTIVES)**

The Company will offer to the employees to which this Agreement applies the option to elect vision care coverage from either the Vision 24 Plan or the Vision 12 Plan for which the Company has contracted. The cost of the Vision 24 Plan shall be entirely company paid. The cost of the Vision 12 Plan shall be paid by the employee to the extent that the cost of such plan exceeds the company contribution for the Vision 24 Plan. The cost of the Vision 24 and Vision 12 Plans shall be established annually as of 1 January of each year of the Agreement based on past and estimated future experience as determined in accordance with accepted actuarial principles. This cost shall be applicable for the ensuing twelve (12) months until the next annual review.

VISION 12	Frequency	Plan Pays	
		Network provider	Non-network provider
Eye examination	Once every calendar year	Covered in full	Up to \$25
Corrective Prescription Lenses	Once every calendar year	Covered in full for standard lenses and/or frames, excluding additional costs for non-covered lens options (tints, coatings, progressive lenses, etc)	
Single vision			\$40
Bifocals			\$80
Trifocals			\$80
Lenticular			\$125
Frames	Once every two calendar years	Covered up to an established frame allowance for standard lenses and/or frames	Up to \$45
Contact lenses (in lieu of eyeglass frames and lenses):	Once every calendar year		
• Elective		Up to \$105	Up to \$85
• Medically necessary*		Covered in full	Up to \$170
*Medically necessary lenses are covered with advance approval from the vision plan claims administrator.			

The terms of the Plan will be summarized in a separate Summary Plan Description. The terms of the plan in the SPD will not be changed during the term of the agreement except for legally required changes or any mutually agreed to changes. Copies of the SPD will be furnished to the Union and to each employee eligible for the Plan.

This comparison of benefits is intended for use as a summary only. In the event any information contained in this document is inconsistent with the terms of the plan documents, the plan documents will govern. The terms of the Plan will be summarized in a separate Summary Plan Description.