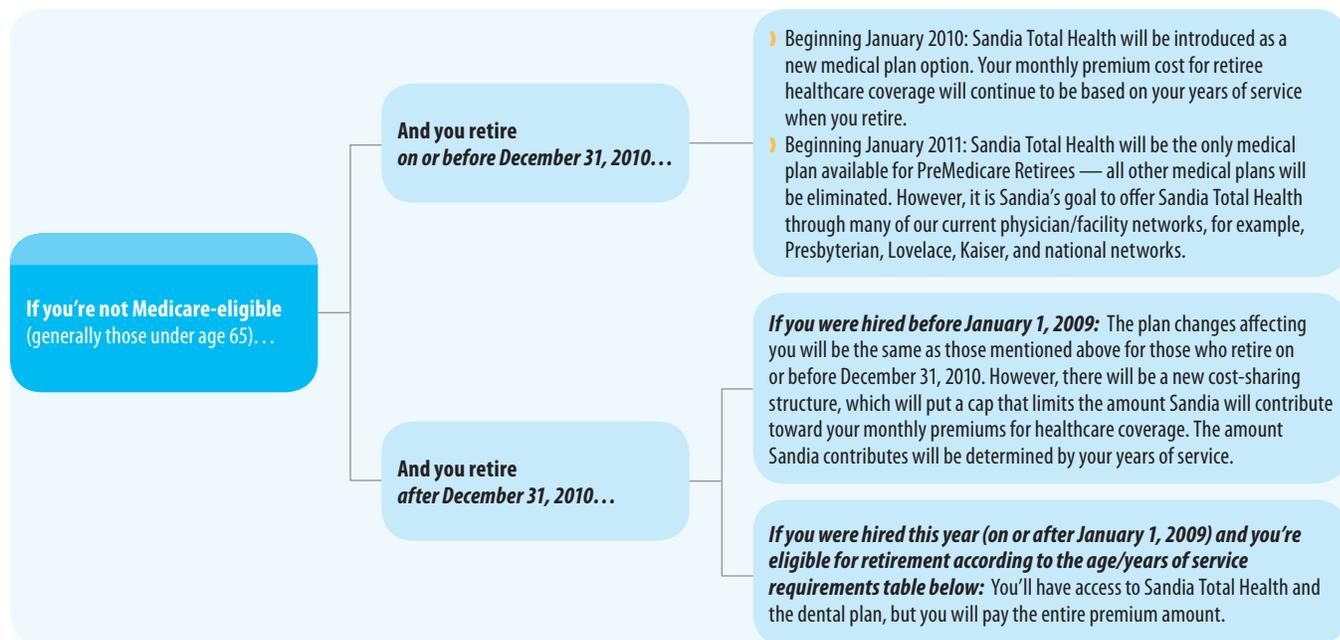


Retiree Healthcare Benefits Changes Overview

For active non-represented employees considering retirement (and who are retirement-eligible based on age and years of service, which is required for retiree healthcare coverage):

Below is an overview of the retiree healthcare benefits changes taking place over the next couple of years. If you are planning to retire, please review the age/years of service chart at the bottom to make sure you will meet the definition of retiree on the date you plan to retire.



Age/Years of Service Requirements for Retiree Benefits	
Age	Years of Service
Any age	30 years
50	25 years
55	20 years
60	15 years
65	10 years

Sandia Corporation's benefit plans are maintained at the discretion of Sandia. They do not create a contract of employment. The plans may be suspended, modified, or discontinued at any time and without prior notice, subject to applicable collective bargaining agreements and except as otherwise provided by applicable law.