

Summary of Savings and Pension Plan

INTRODUCTION

The Company offers two qualified retirement plans: 401(k)/401(a) Defined Contribution "Savings Plan" and Defined Benefit Pension Plan.

SAVINGS PLAN

Employees can contribute up to 50% of base pay on a pre-tax or after-tax basis or combination of the two for non-highly compensated employees. The Company makes a matching contribution of up to 4% of base pay depending on the amount the employee saves. Employee and Company contributions can be invested into any of a number of funds. The plan also includes a loan provision.

PENSION PLAN

This is a non-contributory retirement plan that will pay a monthly or lump sum benefit to vested participants. These benefits are in addition to any Social Security benefits for which the participant may be eligible. Pension benefits are based on average pensionable earnings during the highest 60 of the last 120 months of employment and years of benefit service.

Participants in the Hanford Operations and Engineering Pension, HAMTC and HGU Plans are 100% vested with three vesting years.