

SUMMARY OF AMENDMENT NO. 2
TO THE
LANS 401(k) SAVINGS PLAN

Purpose of Amendment:

To adopt the changes described below which would then be incorporated into the amendment and restatement of the plan and submitted to the IRS for final approval.

Action Needed:

Signature of Laboratory Director is required prior to May 1, 2008 to address change in eligibility and avoid unintended coverage of undergraduate students who usually start summer employment in early May.

Amendment Provisions:

<u>Plan Section No.</u>	<u>Explanation of Changes Made by Amendment No. 2</u>
2.08(b)	The Amendment adds a domestic partner as a potential beneficiary if the Participant does not name a beneficiary or if the current beneficiary designation of beneficiary is no longer effective.
2.13	“Considered Compensation” defines the types of pay that are included for plan benefit purposes. This Amendment clarifies that Considered Compensation includes “pay in lieu of notice” in the event of a severance from employment, but that a lump sum cash out of unused vacation is not included in Considered Compensation.
2.15, 2.41	Permits retired Laboratory Associates and Laboratory Fellows to participate in the Plan upon rehire regardless of the number of hours they work or whether they elected TCP1 or TCP2.