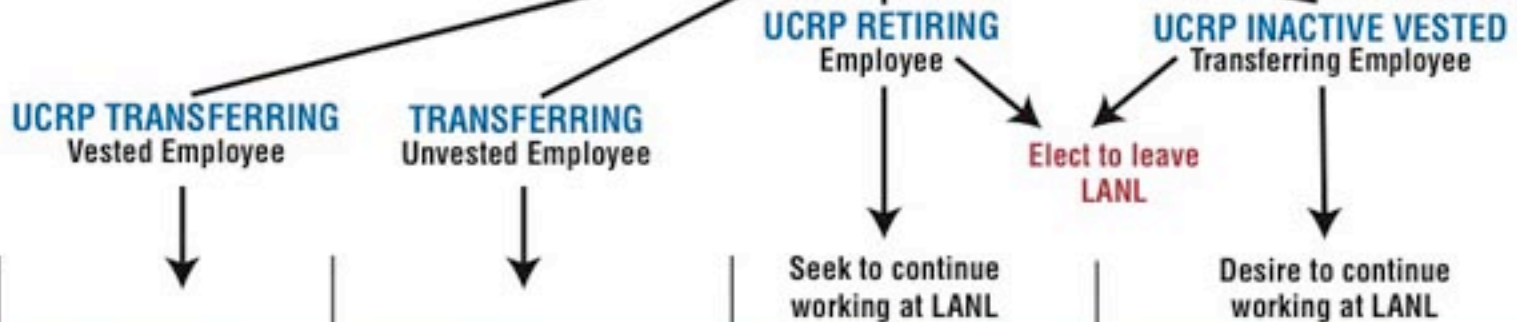


# CURRENT LANL Employee



<b>Employment status with LANS</b>	Automatically hired by LANS at current salary	Automatically hired by LANS at current salary	If rehired by LANS, become "new employee"	Automatically hired by LANS at current salary
<b>Status of sick leave</b>	Balance carried over and UC service used for accrual rate	Balance carried over and UC service used for accrual rate	Sick leave counted toward UCRP service credit, starts new with LANS	100% Carried over to LANS or left with UC and eligible for conversion to UCRP service credit but lost if employee does not retire within 120 days of separation. UC service used for accrual rate
<b>Status of vacation</b>	<b>Vacation balance elections:</b> <ul style="list-style-type: none"> <li>• Cash out entire vacation balance</li> <li>• Cash out vacation balance exceeding maximum limits</li> <li>• Roll into 403(b) or 457 accounts</li> <li>• Carry over entire balance to LANS, LLC</li> </ul> <i>See specifics options in the All Employee memo dated 3/21/2006. Employees who do not return the election form by 4/14/2006 will be cashed out with no deferral option.</i>		Used or cashed out upon retiring from UC. Starts new with LANS	<b>Vacation balance elections:</b> <ul style="list-style-type: none"> <li>• Cash out entire vacation balance</li> <li>• Cash out vacation balance exceeding max. limits</li> <li>• Roll into 403(b) or 457 accounts</li> <li>• Carry over entire balance to LANS, LLC</li> </ul> <i>See specifics for options in the All Employee memo dated 3/21/2006. Employees who do not return the election form by 4/14/2006 will be cashed out with no deferral option.</i>
<b>Status of accrued service credit</b>	Carried over	Carried over	Starts new with LANS	Carried over to TCP2 for TCP2 benefits
<b>Retirement plan</b>	TCP1 pension plan and 401K (employee only contribution)	Employee can choose TCP1 or TCP2 plan	TCP2 - 401K plan with employee and employer contribution	TCP2 - 401K plan with employee and employer contribution
<b>Retiree Medical</b>	TCP1 retiree medical coverage provided by LANS. Contribution depends on years of service	TCP1 retiree medical coverage provided by LANS. Contribution depends on years of service. TCP2 "Access Only" provided by LANS with service years requirement	Upon hire by LANS, retiree medical suspended, covered by active employee medical plan, when employee retires from LANS retiree medical re-activated under TCP1	Employee may elect TCP1 retiree medical based on UCRP service credit frozen on June 1, 2006. Service credit will be used to determine contribution toward medical and dental premiums
<b>Employee's status in UCRP</b>	Transfer to TCP1 Pension Plan	TCP1 - Transfer to Pension Plan TCP2 - Not vested in UCRP	Employee receives UCRP benefits	Employee is an inactive member of UCRP and can retire after reaching age 50 with monthly pension or lump sum