

## **Leidos, Inc. Retirement Plan Overview**

*The following information is a brief summary of certain Plan provisions of the Leidos, Inc. Retirement Plan. Please refer to the Summary Plan Description for full details of the Plan. Union represented employees are covered under the terms of their collective bargaining agreements.*

- You may contribute any amount of your base pay on a pre-tax, Roth after-tax, and/or traditional after-tax basis up to the IRS limits.
- Company Match – the standard Leidos match is 100% of the first 5% you contribute to the Plan on a pre-tax and/or Roth after-tax basis. (Traditional after-tax contributions are not eligible for match.) Company match is provided in pre-tax dollars.
  - Please note that company match is calculated on a per-paycheck basis. Therefore, it is to your advantage to spread out your contributions over all paychecks during the calendar year in order to maximize the amount of company match you receive. Every paycheck that you have a pretax and/or Roth deduction, the company match will be calculated and applied. If you stop your contributions, or they automatically stop because you maxed out your contributions at one of the IRS limits (the pre-tax/Roth limit OR the overall defined contribution limit that also includes traditional after-tax and company contributions) prior to year-end, company match contributions will stop. A 401(k) quick calculator is available under Tools on the Leidos Retirement Plan Prism page that can help you with spreading out your contributions over all paychecks.
  - In support of business requirements, certain fringe codes may provide a 50% company match on the first 6% of your combined pre-tax and Roth after-tax contributions; other fringe codes may be ineligible for a company match. More information about match eligibility is posted on the Leidos Retirement Plan page on Prism, under Quick Links, entitled “Company Match by Fringe”.
- Vesting Schedule - Company contributions vest over 3 years.

<b>Years of Service</b>	<b>Portion of Company Contributions Vested</b>
One year	25%
Two years	50%
Three years	100%

  - You will receive one year of vesting service for each calendar year during which you complete 850 or more hours of service. Full vesting also occurs at age 59-1/2, total disability or death while employed by Leidos. Prior service with Leidos is counted towards vesting for rehires.
- Rollovers are accepted from a previous employer’s 401(k) or other qualified plan, 403(b) plan or 457 plan. You can also rollover assets from a conduit IRA account.
- Multiple investment options including core and supplemental options, Leidos common stock and Target Date funds. To review the current investment platform, visit:  
<https://retirementplans.vanguard.com/PubFundChart/leidos/7381>

Visit the [Leidos Retirement Page](#) on Prism or the [Online Retirement Guide](#) for more detailed information. Access the interactive Retirement counselor [ALEX](#) that will guide you through decisions and Plan features.

Contact Vanguard Participant Services at 800-523-1188 Monday through Friday from 8:30 a.m. to 9:00 p.m., ET, or log in at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans)