SUMMARY PLAN DESCRIPTION

JANUARY 1, 2023

Plan Information

Plan Name:	L3Harris Technologies Consolidated Pension Plan
Plan Sponsor / Employer:	L3Harris Technologies, Inc. (formerly known as Harris Corporation) (**L3Harris** or **Company**) The Plan was previously sponsored by the following companies during the following time periods: • Exelis Inc. (October 31, 2011 to December 31, 2015); • ITT Corporation (Prior to December 19, 1995; July 1, 2006 to October 30, 2011); and • ITT Industries, Inc. (December 19, 1995 to June 30, 2006).
Corporate Address of Plan Sponsor:	L3Harris Technologies, Inc. 1025 West NASA Blvd. Melbourne, FL 32919
Employer Identification Number (**EIN**) of Plan Sponsor:	34-0276860
Plan Administrator:	The L3Harris Technologies, Inc. Employee Benefits Committee is the official administrator (**Administrator**) of the Plan. The Administrator has delegated certain plan administrative responsibilities to third parties and/or employees of the Company. To contact the Administrator: L3Harris Technologies, Inc. Employee Benefits Committee Mail Stop C-41l 1025 West NASA Blvd. Melbourne, FL 32919 PHONE: 1-800-225-4343
QDRO Administrator:	The Administrator has appointed Alight Solutions (**QDRO Administrator**) to review domestic relations orders and to determine whether they are qualified domestic relations orders (**QDROs**). To contact the QDRO Administrator: Alight Solutions Attn: L3Harris Qualified Order Center P.O. Box 1433 Lincolnshire, IL 60069-1433 Fax: 1-847-883-9313 Website: www.qocenter.com

Plan Information

Trustee:	Northern Trust 50 South LaSalle Street Chicago, IL 60603
Legal Matters:	If you have a legal question about your benefits under the Plan, you should contact the Corporate Legal Department: Corporate Legal Department L3Harris Technologies, Inc. 1025 West NASA Blvd. Melbourne, FL 32919 PHONE: 1-321-727-9100 L3Harris Technologies, Inc.'s agent for service of legal process on the Plan is Corporation Service Company: Corporation Service Company 251 Little Falls Drive Wilmington, DE 19808 PHONE: 1-800-927-9800 Legal process may also be served on the Administrator or the Trustee.
Service Center - Plan Correspondence and Questions:	If you wish to ask any questions about your Plan benefits, please contact the L3Harris Benefits Service Center: L3Harris Benefits Service Center DEPT 01762 PO Box 64116 The Woodlands, TX 77387-4116 1-844-786-6586 http://benefits.L3Harris.com
Plan Year:	January 1 – December 31
Plan Type:	Defined Benefit Plan
Plan Number:	023
Funding:	The Plan is funded by employer contributions in an actuarially determined amount.
PBGC Insurance:	The Plan is insured (subject to applicable limits) by the Pension Benefit Guaranty Corporation.

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Introduction

This Summary Plan Description (**SPD**) summarizes key features of the SRP Component Plan of the L3Harris Technologies Consolidated Pension Plan (**Plan**) as in effect on January 1, 2023.

The Plan was previously named the L3Harris Salaried Pension Plan.

Please read this SPD carefully and share it with your family. It contains important information about your participation in the Plan and the benefits that you may be entitled to under the terms of the Plan, including how your benefit is calculated and how your spouse or other beneficiary is protected if you die. Capitalized terms used in the SPD have the meanings set forth in the next section. (See Certain Defined Terms, page 3.) If you have questions that this SPD does not answer, you should read the official Plan document or contact the **Administrator**. You may obtain a copy of the official Plan document, at no cost, by contacting the L3Harris Benefits Service Center.

If there is any inconsistency or conflict between the official Plan document and this SPD, or any omission from or ambiguity in the terms of this SPD, the official Plan document will control.

L3Harris Technologies, Inc. (**L3Harris** or **Company**) became the sponsor of the Plan on January 1, 2016. Any reference to the "Company" throughout this SPD includes reference to prior sponsors during the time that they sponsored the Plan as well as participating units and divisions of L3Harris and prior sponsors, as applicable.

Highlights of the Plan

- The Company pays the full cost of the benefits under the Plan.
- If you worked for the Company or an applicable affiliate on or after January 1, 2008, you became vested in your pension benefit under the Plan (and such benefit became non-forfeitable) after 3 years of Eligibility Service. (If you terminated employment with the Company and its affiliates prior to January 1, 2008, the vesting rules in effect at the time of such termination will apply.)
- Generally, you will be eligible to retire and receive an unreduced pension benefit when you reach age 65. Depending on your length of service with the Company or an affiliated company and whether you are a Plan A, Plan B or Plan C Participant (see Determining Whether You Are a Plan A, Plan B or Plan C Participant, page 7), you may become eligible for an unreduced pension before age 65.
- Your legal spouse, **Registered Domestic Partner**, or, if applicable, your designated beneficiary may receive part of your pension benefit as a survivor benefit if you die after you are vested in your pension benefit, but before your pension benefit payments commence, even if you are no longer working for the Company (unless you waive this coverage). Benefits payable to your surviving spouse or other contingent annuitant upon your death after your pension benefit payments commence will depend on the form of payment that you elect for your pension benefit.
- Participation in the Plan was closed to new hires, rehires and transfers to salaried status within the Company on and after January 1, 2012.
- The Plan contains three types of benefit formulas:
    - Cash Balance Plan Formula – Effective January 1, 2017, you may have become eligible to accrue pay credits and interest credits under the Cash Balance Plan Formula. (See Cash Balance Plan Benefit, page 30.)
    - Traditional Pension Plan Formula - Prior to January 1, 2017, Plan participants accrued benefits under a Traditional Pension Plan formula. Benefits accrued under a Traditional

Pension Plan Formula were frozen as of December 31, 2016. (See Traditional Pension Plan Benefit, page 12.)

- Pension Equity Plan Formula - Prior to January 1, 2012, Plan participants may have elected to accrue benefits under the Pension Equity Plan Formula instead of a Traditional Pension Plan Formula. Benefits accrued under the Pension Equity Plan Formula were frozen as of December 31, 2011, but will continue to accrue interest until the participant's **Benefit Commencement Date**. (See Pension Equity Plan Benefit, page 28.)

Historical Notes

- If you accrued benefits in the Plan prior to January 1, 2000, you did so under a Traditional Pension Plan Formula. (See Traditional Pension Plan Benefit, page 12.)
- If you accrued benefits in the Plan between January 1, 2000 and December 31, 2011, you may have accrued benefits under a Traditional Pension Plan Formula or under the Pension Equity Plan Formula. During these years, participants were generally given an annual choice between the Traditional Pension Plan Formula and the Pension Equity Plan Formula. (See Your Pension Benefit, page 12.) Once you elected a pension formula, it remained in effect for all future years until you made another election (or until December 31, 2011, as described below). If you changed your pension formula election, your new election only affected the benefits earned after the effective date of the change.
- Any benefits that you accrued under the Pension Equity Plan Formula were frozen as of December 31, 2011 and such formula was no longer offered under the Plan after that date. Although your frozen Pension Equity Plan Benefit will not grow as a result of additional age, service or pay on or after January 1, 2012, it continues to earn interest until your Benefit Commencement Date. (See Pension Equity Plan Benefit, page 28.)
- Effective January 1, 2012, certain participants affirmatively and irrevocably elected to continue accruing Benefit Service under the Plan in lieu of receiving an enhanced benefit under the Company's defined contribution plan. If you made this affirmative election, you continued to accrue a benefit under the Traditional Pension Plan Formula. (See Traditional Pension Plan Formula, page 12.) If you did not make this affirmative election, you continued to accrue Eligibility Service (see Service – Eligibility Service, page 8) under the terms of the Plan, but your Benefit Service (see Service – Benefit Service, page 8) and Final Average Pay (see Certain Defined Terms – Final Average Pay, page 3) were frozen as of December 31, 2011.
- Effective January 1, 2017, you may have become eligible to accrue a Cash Balance Plan Benefit. The Cash Balance Plan Formula is the only formula that is currently active under the Plan. (See Cash Balance Plan Benefit, page 30.)
- The L3Harris Salaried Pension Plan was merged with the L3Harris Aviation Products Pension Plan on December 31, 2022 and such plan was subsequently renamed to be the L3Harris Technologies Consolidated Pension Plan.

Contacting the L3Harris Benefits Service Center

If you have questions about the Plan or any of the information described in this SPD, contact the L3Harris Benefits Service Center at 1-844-786-6586 (toll-free), Monday through Friday, 8:30 a.m. to 5:30 p.m., Eastern Time, except on holidays. If you are outside the United States, you may call 1-312-392-3782 (not toll-free). If you are deaf or hard of hearing or have a speech disability, please dial 7-1-1 to access telecommunications relay services. You may also submit a request in writing using the address for the L3Harris Benefits Service Center listed on page ii of this SPD.

Certain Defined Terms

Administrator means the L3Harris Technologies, Inc. Employee Benefits Committee, the official administrator of the Plan.

Associated Company generally means a division, subsidiary or affiliated company of the Company that is not participating in the Plan, and that is either (i) automatically considered an Associated Company under the terms of the Plan, or (ii) is designated as an Associated Company by the Administrator.

Benefit Commencement Date means the first day of the month in which payment of your benefits under the Plan begins as an annuity or any other form of payment. Subject to Plan rules, you may have different Benefit Commencement Dates for your Traditional Pension Plan and Pension Equity and/or Cash Balance Plan Benefits, in each case as applicable.

Benefit Commencement Package means the package of information and application materials sent to a participant who requests information about how to commence their pension benefit.

Benefit Service has the meaning set forth on page 8.

Break in Service has the meaning set forth on page 10.

Cash Balance Plan Participant has the meaning set forth on page 6.

Code means the Internal Revenue Code of 1986, as amended.

Company means L3Harris Technologies, Inc. (formerly known as Harris Corporation) and its designated divisions, subsidiaries, affiliates and units that participate in the Plan. Prior to January 1, 2016, Company referred to the following entities and their respective designated divisions, subsidiaries, affiliates and units that participated in the Plan:

- Exelis Inc. (October 31, 2011 to December 31, 2015);
- ITT Corporation (Prior to December 19, 1995; July 1, 2006 to October 30, 2011); and
- ITT Industries, Inc. (December 19. 1995 to June 30, 2006).

Early Retirement has the meaning set forth on page 25.

Eligibility Service has the meaning set forth on page 8.

Eligible Employee has the meaning set forth on page 6.

ERISA means the Employee Retirement Income Security Act of 1974, as amended.

Final Average Pay generally has the meaning set forth below, subject to the terms of the Plan including certain additional rules described below.

- <u>If you are a Plan A Participant or a Plan B Participant</u>, the average of your highest 5 calendar years of (i) annual base salary and (ii) all other pension eligible earnings, as determined pursuant to the terms of the Plan, in each case within your last 120 months of Eligibility Service (for calendar years ending prior to January 1, 2012) or Benefit Service (for calendar years beginning on and after January 1, 2012 and ending prior to January 1, 2017). You do not have to use the same 5 years to determine part (i) and part (ii) of the Final Average Pay formula.
- <u>If you are a Plan C Participant</u>, your highest 5 consecutive calendar years of pension eligible earnings, as determined pursuant to the terms of the Plan, within your last 120 months of Eligibility Service (for calendar years ending prior to January 1, 2012) or Benefit Service (for calendar years ending on and after January 1, 2012 and prior to January 1, 2017).

<u>However</u>, the calculation of your Final Average Pay may be subject to certain additional rules:

- Section 401(a)(17) of the Code limits the amount of your annual compensation that may be considered for purposes of the Plan. In 2016, the annual compensation limit was $265,000, but this limit was adjusted from time to time prior to 2016 by the U.S. Secretary of the Treasury.
- If the sum of (i) the number of years of Eligibility Service you accrued for calendar years ending prior to January 1, 2012, and (ii) the number of years of Benefit Service you accrued for calendar years beginning on and after January 1, 2012 and ending prior to January 1, 2017 is less than 5, then your Final Average Pay will be calculated using all of your years of service instead of your highest 5 years.
- If you were employed by an entity that the Company divested (for example, sold) and your pension benefits under this Plan were transferred to another pension plan as a result, or if you were employed by an entity that the Company acquired (for example, bought), special rules may apply to the calculation of your pension benefit under the Plan.
- Pay that you receive after your Severance Date will not be included in your Final Average Pay calculation.
- Final Average Pay was frozen as of December 31, 2011 with respect to the Pension Equity Plan Formula.
- Final Average Pay was frozen as of December 31, 2011 with respect to any Plan participant who did not irrevocably elect to continue accruing Benefit Service under the Traditional Pension Plan Formula in lieu of receiving an enhanced benefit under the Company's defined contribution plan.
- Final Average Pay was frozen as of December 31, 2016 with respect to participants who were still accruing a pension benefit under the Traditional Pension Plan Formula as of that date.

IRA has the meaning set forth on page 39.

IRS means the United States Internal Revenue Service.

Normal Retirement Date means the first day of the month coincident with or next following your 65th birthday.

PBGC means the Pension Benefit Guaranty Corporation.

Pension Equity Plan Percentages has the meaning set forth on page 28.

Plan means this SRP Component Plan of the L3Harris Technologies Consolidated Pension Plan, including all appendices thereto, in each case as amended from time to time.

Plan A Participant has the meaning set forth on page 7. Plan A Participants were previously referred to as "Pre-2000 Members."

Plan B Participant has the meaning set forth on page 7. Plan B Participants were previously referred to as "Post-1999 Members."

Plan C Participant has the meaning set forth on page 7. Plan C Participants were previously referred to as "Post-2004 Members."

Plan Parties has the meaning set forth on page 47.

Postponed Retirement Date means, if you work beyond your Normal Retirement Date, the first day of the month coincident with or next following your Severance Date.

QDRO means a qualified domestic relations order.

QDRO Administrator means Alight Solutions or its successor.

Registered Domestic Partner means a person with whom you are in a Spouse-like relationship, provided the following requirements are met for at least 12 consecutive months immediately preceding the date on which you register such person as your Domestic Partner on the form designated by the Administrator for this purpose.

- You intend to remain each other's domestic partner indefinitely.
- You reside together in the same permanent residence.
- Neither of you are legally married or separated, nor are you the domestic partner of anyone else.
- You are not related by blood closely enough to bar marriage under applicable law.
- You are both at least 18 years of age and mentally competent to enter into a legal contract.

Required Beginning Date has the meaning set forth on page 33.

Rule of 80 has the meaning set forth on page 19.

Severance Date generally means the earlier of (i) the date you resign, are discharged or retire from the Company and all Associated Companies, (ii) your death, or (iii) the 1-year anniversary of the date you started a continuous absence from work (even though your employment with the Company and all Associated Companies has not been terminated).

Social Security Benefit is an amount calculated by the Plan (pursuant to Plan rules) to represent the Social Security benefit that you may have been, or may in the future be, eligible to receive. Your Social Security Benefit is generally calculated based on the following factors:

- your Severance Date;
- your complete earnings history with the Company and, if you so provide, any prior employer (or an estimate thereof calculated in accordance with federal regulations); and
- the Social Security law in effect as of the date that you stopped accruing Benefit Service.

Although the Plan's formula is based on the actual laws that would govern the calculation of your actual Social Security benefit, your Social Security Benefit under the Plan may differ from the actual Social Security benefit that you receive from the Social Security Administration (for example, your actual Social Security payment will be based on your actual earnings history and the Social Security law year in effect when you actually begin receiving a Social Security benefit from the Social Security Administration). When your Traditional Pension Plan Benefit is calculated, you will be told if your Social Security Benefit is based on your actual earnings history prior to the date you stopped accruing Benefit Service or on an estimate thereof. If an estimate was used, you will have the opportunity to request a recalculation of your Social Security Benefit based on your actual earnings history to the date you stopped accruing Benefit Service. Certain special rules may apply, including if you were covered by a foreign social security program while working for the Company.

Special Early Retirement has the meaning set forth on page 19.

Standard Early Retirement has the meaning set forth on page 16.

Social Security Offset has the meaning set forth on page 12.

SPD means this Summary Plan Description.

Total Accumulated Percentage has the meaning set forth on page 28.

Trust Fund has the meaning set forth on page 49.

Accruing a Benefit under the Plan

Eligibility

Cash Balance Plan Participation

Only active **Cash Balance Plan Participants** are currently eligible to accrue a benefit under the Plan.

You are an active Cash Balance Plan Participant if:

- you were accruing a benefit under a Traditional Pension Plan Formula on December 31, 2016; and
- as of January 1, 2017:
    - you continued to be an Eligible Employee under the terms of the Plan (as described below) (including if you were on an approved leave of absence other than long term disability);
    - you were not performing services as a Mission Sustainment Employee, CapRock Employee or Maritime Employee (each as defined under the terms of the Plan); and
    - you were not a Highly Compensated Employee (i.e., did not have remuneration from the Company or an **Associated Company** during calendar year 2015 in excess of $120,000 as shown on Box 5 of your Form W-2 for 2015).

You will permanently cease to be an active Cash Balance Plan Participant (i) if you transfer to an Associated Company or begin to perform services as a Mission Sustainment Employee, CapRock Employee or Maritime Employee; (ii) if you otherwise do not meet the definition of Eligible Employee (including as the result of a leave of absence due to long term disability); or (iii) as of your **Severance Date**.

Prior Participation in the Plan

Participation in the Plan was generally frozen to new hires, rehires and transfers to salaried status effective January 1, 2012.

Generally, the Plan provides that you are eligible to accrue a benefit under the Plan (**Eligible Employee**) if you are a regular salaried employee of the Company on its U.S. payroll (including Puerto Rico and the U.S. Virgin Islands).

However, even if you met the criteria listed above, you are not an Eligible Employee if:

- you are covered by a collective bargaining agreement that does not provide for benefit accruals under the Plan;
- you are a non-resident alien, leased employee, consultant or independent contractor, or are on the payroll of a third-party or in any relationship with the Company other than one characterized by the Company as an employment relationship;
- you are currently earning, or are eligible to earn, benefits with respect to your current service with the Company under any other qualified pension, retirement, qualified profit-sharing or similar plan of the Company or an Associated Company (other than the L3Harris Retirement Savings Plan or any other plan(s) specified by the Administrator from time to time);
- with respect to individuals hired by the Company on or after September 1, 2007, you are regularly employed in a permanent position and both your primary place of employment with the Company and your primary residence is located outside the United States; or
- you are otherwise designated as ineligible to accrue a benefit under the Plan.

Timing of Participation

If you met the eligibility requirements described above prior to January 1, 2012, you automatically became a Plan participant on the earlier of (i) the first day of the month coincident with or next following the date you both completed one year of Eligibility Service and attained age 21, or (ii) January 1, 2012, in each case provided that you were an Eligible Employee on such date. (See Service, page 8.)

Determining Whether You Are a Plan A, Plan B or Plan C Participant

For certain purposes under the Plan, you are considered to be either a Plan A Participant, a Plan B Participant or a Plan C Participant. You will need to know if you are a Plan A Participant, a Plan B Participant or a Plan C Participant to understand the Plan provisions applicable to you.

In general, you are a **Plan A Participant** if you became a Plan participant before January 1, 2005 and:

- you were first hired before January 1, 2000 by the Company or an Associated Company,
- you transferred from a non-U.S. location of the Company or an Associated Company to a U.S. location of the Company, and were first hired by the Company or an Associated Company before January 1, 2000, and
- you were employed on the date of acquisition at a company acquired before February 1, 1999 by the Company or one of its subsidiaries.

In general, you are a **Plan B Participant** if you became a Plan participant before January 1, 2005 and:

- you were first hired on or after January 1, 2000 but before January 1, 2005 by the Company or an Associated Company,
- you transferred from a non-U.S. location of the Company or an Associated Company to a U.S. location of the Company, and were first hired by the Company or an Associated Company on or after January 1, 2000 but before January 1, 2005, or
- you were employed on the date of acquisition at a company acquired on or after February 1, 1999 but before January 1, 2005 by the Company or one of its subsidiaries.

In general, you are a **Plan C Participant** if:

- you were first hired by the Company or an Associated Company on or after January 1, 2005,
- you first transferred to an eligible salaried position on or after January 1, 2005 (regardless of your original date of hire),
- you first transferred from a non-U.S. location of the Company or an Associated Company to a U.S. location of the Company, and were first hired by the Company or an Associated Company on or after January 1, 2005, or
- you were employed at a company that was acquired on or after January 1, 2005 by the Company or one of its subsidiaries.

Service

Eligibility Service

Your **Eligibility Service** is used to determine (i) whether you are entitled to receive a vested pension benefit (see Becoming Vested, page 11), (ii) your eligibility for early retirement under the Traditional Pension Plan Formula applicable to you (see Traditional Pension Plan Benefit at Early Retirement Date, page 16) and (iii) your eligibility for coverage under the Plan's provisions for survivor benefits (see Survivor Benefits, page 40). The Plan is now frozen to new participants, but Eligibility Service was also used in the past to determine when you became eligible to participate in the Plan.

Eligibility Service generally includes all your years, months and days of uninterrupted employment with the Company or an Associated Company prior to your Severance Date. (See Severance Date, page 5.) This means that if you transfer within the Company or an Associated Company, you will continue to earn Eligibility Service.

The Break in Service and Leave of Absence Rules (as described below) also apply to the calculation of Eligibility Service.

Benefit Service

Benefit Service is used to calculate the amount of your pension benefit under the Traditional Pension Plan Formula and under the Pension Equity Plan Formula.

Benefit Service generally includes all your years, months and days of uninterrupted employment as an Eligible Employee prior to your Severance Date. Your periods of employment with the Company or an Associated Company before you became an Eligible Employee are generally not considered Benefit Service.

The maximum number of years of Benefit Service that may be used to calculate your pension benefit is 40.

Benefit Service accruals are now frozen for all participants, which means you cannot earn any additional Benefit Service under the Plan. Generally, Benefit Service was frozen under the Pension Equity Plan Formula as of December 31, 2011 and under the Traditional Pension Plan Formula as of December 31, 2016. If you were on a leave of absence due to long-term disability, your Benefit Service stopped accruing as of the later of December 31, 2011 or your disability date.

The Break in Service and Leave of Absence Rules (as described below) also apply to the calculation of Benefit Service.

No Duplication of Service Credit

In no event will the crediting of Eligibility Service or Benefit Service result in any duplication of credit for the same period of service under this Plan.

Certain Special Service Rules; Service Rules under Prior Plans

The Plan contains certain special service rules that may apply to you. If you participated in a pension plan that was merged into the Plan (sometimes referred to as a former pension plan), accrued a benefit under the Plan at a time when the service rules were different, or if you were employed by an entity that was acquired (for example, bought) or divested (for example, sold) by the Company, your Eligibility Service and Benefit Service may have been calculated differently under the terms of your prior plan or the terms of the Plan that were in effect at that time.

The list below describes some of the most common special service rules, but it is not an exhaustive list and these rules may be subject to additional limitations.

Employment with Harris Corporation Prior to May 29, 2015

You will not receive Eligibility Service or Benefit Service for employment with Harris Corporation prior to May 29, 2015 (i.e., the date on which Harris Corporation acquired the prior Plan sponsor).

Certain Involuntary Terminations of Employment

For the purpose of determining your eligibility for early retirement, special rules may apply to the calculation of your Eligibility Service if (i) your employment with the Company or an affiliated company was involuntarily terminated on or after January 1, 2008, and (ii) you were entitled to severance payments under a policy or plan maintained by the Company or an affiliated company.

Former Pension Plans; Corporate Transactions

Special service rules may apply to you if you participated in a pension plan that was merged into the Plan or if you were employed by an entity that was acquired or divested by the Company as the result of a corporate transaction.

Employment as a Non-Salaried Employee

If you were employed by the Company or an Associated Company for a period of time immediately prior to becoming an Eligible Employee (for example, because you previously worked as an hourly-paid employee), and you became an Eligible Employee prior to January 1, 2005, you may have been eligible to receive Benefit Service with respect to your prior employment under the Traditional Pension Plan Formula. To be eligible for this treatment, you must have completed 36 consecutive months of Eligibility Service as an Eligible Employee and you must otherwise be eligible under the terms of the Plan. To avoid a duplication of benefits for a single period of service, your Traditional Pension Plan Benefits payable from the Plan will be offset by any pension benefit earned under any other Company plan during such prior employment.

Employment outside the U.S.

If you were employed by an Associated Company outside the U.S. before you became a Plan participant, and you became an Eligible Employee prior to January 1, 2005, you may have been eligible to receive Benefit Service with respect to your prior employment (subject to any special rules applicable to the Associated Company at which you worked). To be eligible for this treatment, you must have completed 36 consecutive months of Eligibility Service as an Eligible Employee and your participation in the Associated Company's pension plan was terminated or suspended no later than the date you became a Plan participant.

Employment before January 1, 1976

If you completed any employment with the Company or an Associated Company before January 1, 1976, that employment will be credited to you based on Plan provisions in effect before that date.

Break in Service

All absences from the Company other than those specified below will be considered breaks in Eligibility Service and Benefit Service (each, a **Break in Service**). However, if you incur a Severance Date, but are reemployed by the Company before the first anniversary of your Severance Date, the period between your Severance Date and reemployment will not be considered a break in Eligibility Service or Benefit Service.

Generally, you will be credited with Eligibility Service (but not Benefit Service) for a severance period described in the preceding paragraph. However, the Plan will not credit you with more than 12 months of Eligibility Service for non-work time, which includes (i) the severance period described in the preceding paragraph, and (ii) any periods of approved leave of absence immediately prior to your Severance Date (as described below).

If you are absent from work because of parental leave and are reemployed within 2 years of your Severance Date, you will not incur a break in Eligibility Service. If you are reemployed after 2 years have passed, you will have incurred a break in service, but the first 12 months of your parental leave will not be considered part of that break in service.

Special rules also apply if you are on a leave of absence under the Family Medical Leave Act (FMLA) or a covered military leave.

If you incur a break in Eligibility Service or Benefit Service but again become an employee of the Company or an Associated Company in a later year, the following rules apply:

- Your Eligibility Service and Benefit Service will be restored if:
  - you had a vested pension benefit prior to your break in service, or
  - you complete one year of Eligibility and Benefit Service following your resumption of employment and the length of your break in service is less than the greater of (i) 5 years or (ii) your Eligibility Service to the Company prior to your break in service.
- Your Eligibility Service and Benefit Service will generally not be restored if:
  - you did not have a vested pension benefit prior to your break in service, and
  - the length of your break in service equals or exceeds the greater of (i) 5 years or (ii) your Eligibility Service to the Company prior to your break in service.

However, the service that you rendered prior to your break in service will be included as Eligibility Service if, after your Break in Service, you complete a period of Eligibility Service equal to the lesser of the period of your break in service or 10 years.

Leave of Absence

You may be credited with Eligibility Service for certain periods of absence from employment due to (i) military service, (ii) leave granted in respect of service with an agency or department of the U.S. government (subject to certain limitations), (iii) disability, (iv) leave while sickness or accident benefits are payable to you, (v) approved leave of absence during which you are paid at least half of the base rate of pay that was in effect for you immediately prior to such leave, and (vi) approved unpaid leave of absence not in excess of 12 months.

Benefit Service accruals are frozen (i.e., you may not earn additional Benefit Service under the Plan). However, you may have been credited with Benefit Service for certain periods of absence from employment due to (i) military service, (ii) leave granted in respect of service with an agency of department of the U.S. government (subject to certain limitations), (iii) approved leave of absence during which you are paid at least half of the base rate of pay that was in effect for you immediately prior to such leave, and (iv) approved unpaid leave of absence not in excess of 12 months. Prior to January 1, 2012, you may have been credited with Benefit Service for certain periods of absence from employment due to (i) disability or (ii) leave while sickness or accident benefits were payable to you.

The leave of absence rules are complicated and subject to certain limitations. For example, if you do not return to active employment after certain leaves of absence, you may not receive Eligibility Service or Benefit Service with respect to such leave. If you would like more information about your specific situation, you may contact the L3Harris Benefits Service Center.

Becoming Vested

You must be vested in your Plan benefits in order to receive a benefit from the Plan. If you are vested, you have earned a right to, or ownership of, your Plan benefits and you are eligible for survivor coverage. (See Survivor Benefits, page 40.)

If you are not vested, you will not receive any benefits from the Plan when you leave the Company and all Associated Companies (or at any time thereafter).

Generally, you are vested in your Plan benefits on the earlier of the date you:

- Complete three years of Eligibility Service; or
- Reach age 65 while employed by the Company or an Associated Company.

If your employment with the Company and all Associated Companies ended before January 1, 2008 other vesting schedules may have applied.

Your Pension Benefit

The Plan is a defined benefit pension plan with three different benefit formulas:

- Traditional Pension Plan Formula (<u>see</u> Traditional Pension Plan Benefit, page 12);
- Pension Equity Plan Formula (<u>see</u> Pension Equity Plan Benefit, page 28); and
- Cash Balance Plan Formula (<u>see</u> Cash Balance Plan Benefit, page 30).

Depending on the years in which you participated in the Plan, you may have accrued benefits under one, two, or all three of these benefit formulas. Your total pension benefit payable under the Plan is a combination of the amounts that you earned under each of the three benefit formulas.

Traditional Pension Plan Benefit

All Traditional Pension Plan Benefits were frozen as of December 31, 2016 and no one is currently accruing any additional benefit under a Traditional Pension Plan Formula.

The Traditional Pension Plan Benefit is based on (i) your **Final Average Pay** (<u>see</u> Final Average Pay, page 3), (ii) the Benefit Service that you accrued while covered under the Traditional Pension Plan Formula, and (iii) an amount calculated in accordance with a Plan formula applicable to Plan A, Plan B or Plan C Participants to represent the Social Security Benefit that may be payable to you (without regard to the actual Social Security benefit that you receive from the Social Security Administration, including whether you receive a Social Security benefit reduction for early retirement or whether you receive any Social Security benefit from the Social Security Administration at all).

<u>Traditional Pension Plan Benefit at Normal or Postponed Retirement Date</u>

Generally, the rules for retirement on your **Normal Retirement Date** are the same as those for retirement on your **Postponed Retirement Date**. The exact Traditional Pension Plan Formula applicable to you will depend on whether you are a Plan A, Plan B or Plan C Participant. (<u>See</u> Determining Whether You Are a Plan A, Plan B or Plan C Participant, page 7.)

<u>If you are a Plan A Participant</u>, your annual benefit under the Traditional Pension Plan Formula (expressed as a single life annuity as of your Normal or Postponed Retirement Date) is calculated as follows:

• 2% of Final Average Pay for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 25 years, <u>plus</u> • 1.5% of Final Average Pay for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 15 additional years (for a combined maximum of 40 years), <u>minus</u>	Gross Benefit
• 1.25% of your Social Security Benefit (as described above) for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 40 years (this is calculated pursuant to Plan rules without regard to your actual Social Security benefit and is sometimes referred to as the **Social Security Offset**), <u>equals</u>	Social Security Offset
• your annual benefit.	Net Benefit

Example (Plan A) - Traditional Pension Plan Benefit at Normal or Postponed Retirement Date

Steve is a Plan A Participant, who is planning to begin receiving their Traditional Pension Plan Benefit as of their Normal Retirement Date, July 1, 2024. To understand the calculation of Steve's Traditional Pension Plan Benefit, we need the following information about Steve:

- Final Average Pay – As of December 31, 2016 (the date on which Final Average Pay was frozen under the Traditional Pension Plan Formula), Steve's Final Average Pay was $100,000.
- Benefit Service – As of December 31, 2016 (the date on which Benefit Service accruals were frozen under the Plan), Steve had accrued 30 years of Benefit Service, all while participating under the Traditional Pension Plan Formula.
- Social Security Benefit – As of December 31, 2016, Steve's Social Security Benefit is calculated to be $19,980. This is true even though Steve is not planning to receive their actual Social Security benefit until age 69, this Social Security Benefit is calculated pursuant to Plan terms, without regard to Steve's actual Social Security benefit.

Under the Traditional Pension Plan Formula for Plan A Participants, Steve's benefit is calculated as follows:

								Annual Benefit Amount	**Monthly Benefit Amount**
	2%	**x**	**$100,000**	**x**	**25**	**=**		**$50,000**	**$4,166.67**
	(Plan A Factor)		*(Final Average Pay)*		*(Benefit Service Accrued under Traditional Pension Plan Formula, to a Maximum of 25)*			*(Annual Benefit with respect to first 25 years of Benefit Service, prior to Social Security Offset)*	*(Monthly Benefit with respect to first 25 years of Benefit Service, prior to Social Security Offset)*
	1.5%	**x**	**$100,000**	**x**	**5**	**=**		**$7,500**	**$625**
+	*(Plan A Factor)*		*(Final Average Pay)*		*(Benefit Service Accrued under Traditional Pension Plan Formula, to a Maximum of 15 Additional Years)*			*(Annual Benefit with respect to last 5 years of Benefit Service, prior to Social Security Offset)*	*(Monthly Benefit with respect to last 5 years of Benefit Service, prior to Social Security Offset)*
	Gross Traditional Pension Plan Benefit under Plan A prior to Social Security Offset:							**$57,500**	**$4,791.67**
-	**1.25%**	**x**	**$19,980**	**x**	**30**	**=**		**$7,493**	**$624.42**
	(Plan A Factor)		*(Social Security Benefit)*		*(Benefit Service Accrued under Traditional Pension Plan Formula)*			*(Annual Social Security Offset)*	*(Monthly Social Security Offset)*
	Net Traditional Pension Plan Benefit under Plan A:							**$50,007**	**$4,167.25**

Because Steve has reached their Normal Retirement Date, is single when their pension benefit payments begin, and does not choose an optional form of benefit, they will receive $4,167.25 per month during their lifetime.

Steve's benefit may be further adjusted if they choose an optional form of benefit (see Optional Forms of Benefit, page 35), is married at the time their pension benefits commence, or commences their pension benefit payments prior to their Normal Retirement Date.

If you are a Plan B Participant, your annual benefit under the Traditional Pension Plan Formula (expressed as a single life annuity as of your Normal or Postponed Retirement Date) is calculated as follows:

- 1.5% of Final Average Pay for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 40 years, minus — Gross Benefit
- 1.25% of your Social Security Benefit (as described above) for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 40 years (this is calculated pursuant to Plan rules without regard to your actual Social Security benefit), equals — Social Security Offset
- your annual benefit. — Net Benefit

Example (Plan B) - Traditional Pension Plan Benefit at Normal or Postponed Retirement Date

Margot is a Plan B Participant who is planning to begin receiving their Traditional Pension Plan Benefit as of their Postponed Retirement Date, January 1, 2025. To understand the calculation of Margot's Traditional Pension Plan Benefit, we need the following information about Margot:

- Final Average Pay – As of December 31, 2016 (the date on which Final Average Pay was frozen under the Traditional Pension Plan Formula), Margot's Final Average Pay was $100,000.
- Benefit Service – As of December 31, 2016 (the date on which Benefit Service accruals were frozen under the Plan), Margot had accrued 17 years of Benefit Service, all while participating under the Traditional Pension Plan Formula.
- Social Security Benefit – As of December 31, 2016, Margot's Social Security Benefit is calculated to be $20,496. The Social Security Benefit is calculated pursuant to Plan terms, without regard to Margot's actual Social Security benefit.

Under the Traditional Pension Plan Formula for Plan B Participants, Margot's benefit is calculated as follows:

							Annual Benefit Amount	**Monthly Benefit Amount**
	1.5%	**x**	**$100,000**	**x**	**17**	**=**	**$25,500**	**$2,125**
	(Plan B Factor)		(Final Average Pay)		(Benefit Service Accrued under Traditional Pension Plan Formula, to a Maximum of 40)		(Annual Benefit prior to Social Security Offset)	(Monthly Benefit prior to Social Security Offset)
	Gross Traditional Pension Plan Benefit under Plan A prior to Social Security Offset:						**$25,500**	**$2,125**
-	**1.25%**	**x**	**$20,496**	**x**	**17**	**=**	**$4,355**	**$362.92**
	(Plan B Factor)		(Social Security Benefit)		(Benefit Service Accrued under Traditional Pension Plan Formula)		(Annual Social Security Offset)	(Monthly Social Security Offset)
	Net Traditional Pension Plan Benefit under Plan B:						**$21,145**	**$1,762.08**

Because Margot has reached their Normal Retirement Date, is single when their pension benefit payments begin, and does not choose an optional form of benefit, they will receive $1,762.08 per month during their lifetime.

Margot's benefit may be further adjusted if they choose an optional form of benefit (see Optional Forms of Benefit, page 35), is married at the time their pension benefits commence, or commences their pension benefit payments prior to their Normal Retirement Date.

<u>If you are a Plan C Participant</u>, your annual benefit under the Traditional Pension Plan Formula (expressed as a single life annuity as of your Normal or Postponed Retirement Date) is calculated as follows:

• 1.5% of Final Average Pay for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 40 years, <u>minus</u>	Gross Benefit
• 1.25% of your Social Security Benefit (as described above) for each year of Benefit Service accrued under the Traditional Pension Plan Formula, to a maximum of 40 years (this is calculated pursuant to Plan rules without regard to your actual Social Security benefit), <u>equals</u>	Social Security Offset
• your annual benefit.	Net Benefit

Example (Plan C) - Traditional Pension Plan Benefit at Normal or Postponed Retirement Date

Phil is a Plan C Participant who is planning to begin receiving their Traditional Pension Plan Benefit as of their Normal Retirement Date, January 1, 2026. To understand the calculation of Phil's Traditional Pension Plan Benefit, we need the following information about Phil:

- Final Average Pay – As of December 31, 2016 (the date on which Final Average Pay was frozen under the Traditional Pension Plan Formula), Phil's Final Average Pay was $100,000.
- Benefit Service – As of December 31, 2016 (the date on which Benefit Service accruals were frozen under the Plan), Phil had accrued 5 years of Benefit Service, all while participating under the Traditional Pension Plan Formula.
- Social Security Benefit – As of December 31, 2016, Phil's Social Security Benefit is calculated to be $27,336. This is true even though Phil began receiving their Social Security at age 62 (and therefore actually receives a reduced Social Security payment). This Social Security Benefit is calculated pursuant to Plan terms, without regard to Phil's actual Social Security benefit.

Under the Traditional Pension Plan Formula for Plan C Participants, Phil's benefit is calculated as follows:

							<u>Annual Benefit Amount</u>	**<u>Monthly Benefit Amount</u>**
	1.5%	**x**	**$100,000**	**x**	**5**	**=**	**$7,500**	**$625**
	(Plan C Factor)		(Final Average Pay)		(Benefit Service Accrued under Traditional Pension Plan Formula, to a Maximum of 40)		(Annual Benefit prior to Social Security Offset)	(Monthly Benefit prior to Social Security Offset)
Gross Traditional Pension Plan Benefit under Plan A prior to Social Security Offset:							**$7,500**	**$625**
-	**1.25%**	**x**	**$27,336**	**x**	**5**	**=**	**$1,709**	**$142.42**
	(Plan C Factor)		(Social Security Benefit)		(Benefit Service Accrued under Traditional Pension Plan Formula)		(Annual Social Security Offset)	(Monthly Social Security Offset)
Net Traditional Pension Plan Benefit under Plan C:							**$5,791**	**$482.58**

Because Phil has reached their Normal Retirement Date, is single when their pension benefit payments begin, and does not choose an optional form of benefit, they will receive $482.58 per month during their lifetime.

Phil's benefit may be further adjusted if they choose an optional form of benefit (<u>see</u> Optional Forms of Benefit, page 35), is married at the time their pension benefits commence, or commences their pension benefit payments prior to their Normal Retirement Date.

Traditional Pension Plan Benefit at Early Retirement Date

You can retire and begin receiving your Traditional Pension Plan Benefit at an early retirement date if you meet certain age and service requirements. The early retirement benefits that may be available to you will depend on whether you are a Plan A, Plan B or Plan C Participant. (See Determining Whether You Are a Plan A, Plan B or Plan C Participant, page 7.)

Under the Traditional Pension Plan Formula, you can elect to receive your Traditional Pension Plan Benefit immediately upon your retirement if you meet certain age and service requirements, or you may defer starting your pension benefits until a later date, but not later than your Normal Retirement Date. If you receive your Traditional Pension Benefit as of an early retirement date, it may be reduced.

If you are a Plan A or B Participant, you may be eligible for Standard Early Retirement or Special Early Retirement (each as further described below).

If you are a Plan C Participant, you may be eligible for Early Retirement (as further described below).

Standard Early Retirement (Plans A and B)

If you are a Plan A or Plan B Participant, you are eligible for **Standard Early Retirement** if, as of your Severance Date:

- you are at least age 55; and
- you have completed at least 10 years of Eligibility Service. (See Eligibility Service, page 8.)

Under Standard Early Retirement, your Traditional Pension Plan Benefit is computed in the same way as your Traditional Pension Plan Benefit as of your Normal Retirement Date, but your payments are reduced to take into account that benefits begin earlier and, therefore, may be paid over a longer period. The amount of the reduction depends on your age when payments begin. An important feature of Standard Early Retirement is that the Social Security Offset is not applied until you reach age 62 (i.e., the earliest date that you can actually receive a Social Security benefit from the federal government). Note, however, that the Social Security Offset will begin at age 62 even if you do not actually elect to begin receiving a Social Security benefit from the federal government at that time.

The table below (**Standard Early Retirement Reduction Table – Plans A and B**) shows the percentage of your pension benefit that is payable (before the Social Security Offset has been applied) if you elect to begin payment of your Traditional Pension Plan Benefit before age 65 under Standard Early Retirement. The actual percentage used will be calculated based on your age to the nearest month.

Standard Early Retirement Reduction Table – Plans A and B

Age When Payment Starts	% of Traditional Pension Plan Benefit Payable*
64	97%
63	94%
62	91%
61	88%
60	85%
59	82%
58	79%
57	76%
56	73%
55	70%

*Percentages are interpolated for ages between the ages shown.

Example (Plan A) - Standard Early Retirement

Here is an example of a Traditional Pension Plan Benefit calculated under Standard Early Retirement.

Assume that Joe:

- is single;
- retires at age 55;
- has Final Average Pay equal to $75,000;
- earned 12 years of Benefit Service under the Traditional Pension Plan Formula;
- elects to start receiving a Traditional Pension Plan Benefit under Standard Early Retirement immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $19,296 per year.

Since Joe's payments begin at age 55, Joe will receive 70% of their gross Traditional Pension Plan Benefit (without Social Security Offset) until they reach age 62. (See Standard Early Retirement Reduction Table – Plans A and B, page 16.)

Once they reach age 62, Joe will receive 70% of their gross Traditional Pension Plan Benefit, as further reduced by the Social Security Offset. However, Joe is also eligible to receive a Social Security benefit from the federal government at age 62, which would further supplement their income.

Here is how Joe's net Traditional Pension Plan Benefit would be calculated under Standard Early Retirement for their lifetime only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (2% x $75,000 x 12 years)	$18,000
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 55	70%
Step 3:	Annual Traditional Pension Plan Benefit payable from age 55 up to age 62 (Step 1 x Step 2)	$12,600
Step 4:	Social Security Offset (1.25% x 12 years x $19,296)	$2,894
Step 5:	Net annual Traditional Pension Plan Benefit amount payable beginning at age 62 for life (Step 3 – Step 4)	$9,706

Example (Plan B) - Standard Early Retirement

Here is an example of a Traditional Pension Plan Benefit calculated under Standard Early Retirement.

Assume that Esther:

- is single;
- retires at age 58;
- has Final Average Pay equal to $60,000;
- earned 10 years of Benefit Service under the Traditional Pension Plan Formula;
- elects to start receiving a Traditional Pension Plan Benefit under Standard Early Retirement immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $17,640 per year.

Since Esther's payments begin at age 58, Esther will receive 79% of their gross Traditional Pension Plan Benefit (without Social Security Offset) until they reach age 62. (See Standard Early Retirement Reduction Table – Plans A and B, page 16.)

Once they reach age 62, Esther will receive 79% of their gross Traditional Pension Plan Benefit, as further reduced by the Social Security Offset. However, Esther is also eligible to receive a Social Security benefit from the federal government at age 62, which would further supplement their income.

Here is how Esther's net Traditional Pension Plan Benefit would be calculated under Standard Early Retirement for their lifetime only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (1.5% x $60,000 x 10 years)	$9,000
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 58	79%
Step 3:	Annual Traditional Pension Plan Benefit payable from age 58 up to age 62 (Step 1 x Step 2)	$7110
Step 4:	Social Security Offset (1.25% x 10 years x $17,640)	$2,205
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 for life (Step 3 – Step 4)	$4,905

Special Early Retirement Benefit (Plan A)

If you are a Plan A Participant, you are eligible for a **Special Early Retirement** if, as of your Severance Date:

- you are at least age 55 and have completed at least 15 years of Eligibility Service; or
- you are at least age 50 (but you have not reached age 55) and the sum of your age plus your years of Eligibility Service is greater than or equal to 80. This is called the **Rule of 80**.

Under Special Early Retirement, your Traditional Pension Plan Benefit is computed in the same way as your Traditional Pension Plan Benefit as of your Normal Retirement Date, but if you begin receiving your payments before you reach age 60, your payments are reduced to take into account that benefits begin earlier and, therefore, may be paid over a longer period. The amount of the reduction depends on your age when payments begin. An important feature of Special Early Retirement is that the amount of your Traditional Pension Plan Benefit will not be reduced if you are age 60 or older as of your Benefit Commencement Date.

The table below (**Special Early Retirement Reduction Table – Plan A**) shows the percentage of your pension benefit that is payable (before the Social Security Offset has been applied) if you elect to begin payment of your Traditional Pension Plan Benefit before age 65 under Special Early Retirement (Plan A). The actual percentage used will be calculated based on your age to the nearest month. Also, your Social Security Offset is not applied to your Traditional Pension Plan Benefit until you reach age 62.

Special Early Retirement Reduction Table - Plan A

Age When Payment Starts	% of Traditional Pension Plan Benefit Payable*
60-64	100%
59	95%
58	90%
57	85%
56	80%
50-55	75%

*Percentages are interpolated for ages between the ages shown.

Example (Plan A) - Special Early Retirement

Here is an example of a Traditional Pension Plan Benefit calculated under Special Early Retirement (Plan A).

Assume that Celeste:

- is single;
- retires at age 62;
- has Final Average Pay equal to $100,000;
- earned 25 years of Benefit Service under the Traditional Pension Plan Formula;
- elects to start receiving a Traditional Pension Plan Benefit under Special Early Retirement immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $19,380 per year.

Since Celeste's payments begin at age 62, Celeste will receive 100% of their gross Traditional Pension Plan Benefit and the Social Security Offset will apply immediately. (See Special Early Retirement Reduction Table – Plan A, page 19.) However, Celeste is also eligible to receive a Social Security benefit from the federal government immediately, which would further supplement their income.

Here is how Celeste's net Traditional Pension Plan Benefit under Special Early Retirement would be calculated for their life only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (2% x $100,000 x 25 years)	$50,000
	plus	
	1.5% x $100,000 x 0 years	+$0
	Total	**$50,000**
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 62	100%
Step 3:	Gross annual Traditional Pension Plan Benefit beginning at age 62 (Step 1 x Step 2)	$50,000
Step 4:	Social Security Offset (1.25% x 25years x $19,380)	$6,056
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 for life (Step 3 – Step 4)	$43,944

Example (Plan A) - Special Early Retirement (Rule of 80)

Here is an example of a Traditional Pension Plan Benefit calculated under Special Early Retirement (Plan A) using the Rule of 80.

Assume that Maria:

- retires at age 52;
- has Final Average Pay equal to $75,000;
- earned 24 years of Benefit Service under the Traditional Pension Plan Formula;
- elects to start receiving a Traditional Pension Plan Benefit under Special Early Retirement (Rule of 80) immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $19,332 per year.

Since Maria's payments begin at age 52, Maria will receive 75% of their gross Traditional Pension Plan Benefit (without Social Security Offset) until they reach age 62. (See Special Early Retirement Reduction Table – Plan A, page 19.)

Once they reach age 62, Maria will receive 75% of their gross Traditional Pension Plan Benefit, as further reduced by the Social Security Offset. However, Maria is also eligible to receive a Social Security benefit from the federal government at age 62, which would further supplement their income.

Here is how Maria's net Traditional Pension Plan Benefit under Special Early Retirement (Rule of 80) would be calculated for their life only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (2% x $75,000 x 24 years)	$36,000
	plus	
	1.5% x $75,000 x 0 years	$0
	Total	**$36,000**
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 52	75%
Step 3:	Annual Traditional Pension Plan Benefit payable from age 52 up to age 62 (Step 1 x Step 2)	$27,000
Step 4:	Social Security Offset (1.25% x 24 years x $19,332)	$5,800
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 for life (Step 3 – Step 4)	$21,200

Special Early Retirement (Plan B)

If you are a Plan B Participant, you are eligible for a Special Early Retirement if, as of your Severance Date:

- you are at least age 55; and
- have completed at least 15 years of Eligibility Service.

Under Special Early Retirement, your Traditional Pension Plan Benefit is computed in the same way as your Traditional Pension Plan Benefit as of your Normal Retirement Date, but if you begin receiving your payments before you reach age 62, your payments are reduced to take into account that benefits begin earlier and, therefore, may be paid over a longer period. The amount of the reduction depends on your age when payments begin. An important feature of Special Early Retirement is that the amount of your Traditional Pension Plan Benefit will not be reduced if you are age 62 or older as of your Benefit Commencement Date.

The table below (**Special Early Retirement Reduction Table – Plan B**) shows the percentage of your pension benefit that is payable (before the Social Security Offset has been applied) if you elect to begin payment of your Traditional Pension Plan Benefit before age 65 under Special Early Retirement (Plan B). The actual percentage used will be calculated based on your age to the nearest month. Also, your Social Security Offset is not applied to your Traditional Pension Plan Benefit until you reach age 62.

Special Early Retirement Reduction Table - Plan B

Age When Payment Starts	% of Traditional Pension Plan Benefit Payable*
62-64	100%
61	95%
60	90%
59	85%
58	80%
57	76%
56	73%
55	70%

*Percentages are interpolated for ages between the ages shown.

Example (Plan B) - Special Early Retirement after Age 62

Here is an example of a Traditional Pension Plan Benefit calculated under Special Early Retirement (Plan B).

Assume that Larry:

- is single;
- retires at age 62;
- has Final Average Pay equal to $75,000;
- earned 7 years of Benefit Service under the Traditional Pension Plan Formula and has 20 years of Eligibility Service under the Plan;
- elects to start receiving a Traditional Pension Plan Benefit under Special Early Retirement (Plan B) immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $18,876 per year.

Since Larry's payments begin at age 62, Larry will receive 100% of their gross Traditional Pension Plan Benefit and the Social Security Offset will apply immediately. (See Special Early Retirement Reduction Table – Plan B, page 22.) However, Larry is also eligible to receive a Social Security benefit from the federal government immediately, which would further supplement their income.

Here is how Larry's net Traditional Pension Plan Benefit under Special Early Retirement (Plan B) would be calculated for their life only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (1.5% x $75,000 x 7 years)	$7,350
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 62	100%
Step 3:	Gross annual Traditional Pension Plan Benefit beginning at age 62 (Step 1 x Step 2)	$7,350
Step 4:	Social Security Offset (1.25% x 7 years x $18,876)	$1,652
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 for life (Step 3 – Step 4)	$5,698

Example (Plan B) - Special Early Retirement before Age 62

Here is another example of a Traditional Pension Plan Benefit calculated under Special Early Retirement (Plan B).

Assume Tom:

- retires at age 55;
- has Final Average Pay equal to $87,500;
- earned 15 years of Benefit Service under the Traditional Pension Plan Formula and has 25 years of Eligibility Service under the Plan;
- elects to start receiving Traditional Pension Plan Benefit under Special Early Retirement (Plan B) immediately upon retirement; and
- has a reduced Social Security Benefit at age 62 of $20,784 a year.

Since Tom's payments begin at age 55, Tom will receive 70% of their gross Traditional Pension Plan Benefit (without Social Security Offset) until they reach age 62. (See Special Early Retirement Reduction Table – Plan B, page 22.)

Once they reach age 62, Tom will receive 70% of their gross Traditional Pension Plan Benefit, as further reduced by the Social Security Offset. However, Tom is also eligible to receive a Social Security benefit from the federal government at age 62, which would further supplement their income.

Here is how Tom's net Traditional Pension Plan Benefit under Special Early Retirement (Plan B) would be calculated for their life only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date 1.5% x $87,500 x 15 years	$19,688
Step 2:	Percentage of Traditional Pension Plan Benefit payable beginning at age 55	70%
Step 3:	Annual Traditional Pension Plan Benefit payable from age 55 up to age 62 (Step 1 x Step 2)	$13,782
Step 4:	Social Security Offset (1.25% x 15 years x $20,784)	$3,897
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 for life (Step 3 – Step 4)	$9,885

Early Retirement (Plan C)

If you are a Plan C Participant, you are eligible for **Early Retirement** if, as of your Severance Date:

- you are at least age 55; and
- have completed at least 10 years of Eligibility Service.

Under Early Retirement, your Traditional Pension Plan Benefit is computed in the same way as your Traditional Pension Plan Benefit as of your Normal Retirement Date, but if you begin receiving your payments before you reach age 65, your payments are reduced to take into account that benefits begin earlier and, therefore, may be paid over a longer period. The amount of the reduction depends on your age when payments begin.

The table below (**Early Retirement Reduction Table – Plan C**) shows the percentage of your Traditional Pension Plan Benefit that is payable if you elect to begin payment of your Traditional Pension Plan Benefit before age 65 under Early Retirement (Plan C). The actual percentage used will be calculated based on your age to the nearest month.

Early Retirement Reduction Table - Plan C

Age When Payment Starts	% of Traditional Pension Plan Benefit Payable*
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	63.33%
58	60.00%
57	56.67%
56	53.33%
55	50.00%

*Percentages are interpolated for ages between the ages shown.

Example (Plan C) - Early Retirement

Here is an example of a Traditional Pension Plan Benefit calculated under Early Retirement (Plan C).

Assume that Susan:

- is single;
- retires at age 62;
- has Final Average Pay equal to $65,000;
- earned 12 years of Benefit Service under the Traditional Pension Plan Formula and has 15 years of Eligibility Service under the Plan;
- elects to start receiving a Traditional Pension Plan Benefit under Early Retirement (Plan C) immediately upon retirement; and
- has a Social Security Benefit at age 65 of $23,304 per year.

Since Susan's payments begin at age 62, Susan will receive 80% of their gross Traditional Pension Plan Benefit and the Social Security Offset will apply immediately. (See Early Retirement Reduction Table – Plan C, page 25.) However, Susan is also eligible to receive a Social Security benefit from the federal government immediately, which would further supplement their income.

Here is how Susan's net Traditional Pension Plan Benefit under Early Retirement (Plan C) would be calculated for their life only:

Step 1:	Gross annual Traditional Pension Plan Benefit payable at Normal Retirement Date (1.5% x $65,000 x 12 years)	$11,700
Step 2:	Social Security Offset (1.25% x 12 years x $23,304)	$3,496
Step 3:	Net annual Traditional Pension Plan Benefit payable at Normal Retirement Date (Step 1 minus Step 2)	$8,204
Step 4:	Percentage of Traditional Pension Plan Benefit payable beginning at age 62	80.00%
Step 5:	Net annual Traditional Pension Plan Benefit payable beginning at age 62 (Step 3 times Step 4)	$6,563

Vested Traditional Pension Plan Benefit

If you are vested when you leave the Company and all Associated Companies, but you are not eligible for early or normal (including postponed) retirement, you will receive a vested Traditional Pension Plan Benefit. Your vested Traditional Pension Plan Benefit is based on your Benefit Service and Final Average Pay as of your Severance Date or, if earlier, the date that you stop accruing Benefit Service.

Payment of your vested Traditional Pension Plan Benefit typically begins as of your Normal Retirement Date. If you choose to delay payment of your benefit until Normal Retirement Date, it will not be reduced.

You may request to have payment of your vested Pension Benefit begin any time after you reach age 55, but if you choose to begin receiving payments of your vested Traditional Pension Plan Benefit prior to your Normal Retirement Date, your Traditional Pension Plan Benefit will be reduced to take into account that benefits begin earlier and, therefore, may be paid over a longer period. The amount of the reduction depends on your age when payments begin.

The following table (**Vested Traditional Pension Plan Benefit Reduction Table**) illustrates how this reduction will affect your vested pension benefit based on your age when payments begin. The reduction is taken after the Social Security Offset has been applied. The actual percentage used will be calculated based on your age to the nearest month.

Vested Traditional Pension Plan Benefit Reduction Table

Age When Payment Starts	% of Traditional Pension Benefit Payable*
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	63.33%
58	60.00%
57	56.67%
56	53.33%
55	50.00%

*Percentages are interpolated for ages between the ages shown.

Pension Equity Plan Benefit

Benefit accruals under the Pension Equity Plan Formula were frozen as of December 31, 2011 and no one is currently accruing any additional benefit under this formula. The **Total Accumulated Percentage** (described below) used to determine the Pension Equity Plan Benefit does not recognize increases in your age, Benefit Service or Final Average Pay after December 31, 2011. However, you will continue to earn interest on your Pension Equity Plan Benefit as further described below. (See Interest on your Pension Equity Plan Benefit, page 28.)

Pension Equity Plan Benefit – Lump Sum Value

The Pension Equity Plan Benefit is calculated as a single sum benefit payable when you leave the Company and all Associated Companies (regardless of your age), and is equal to:

- Total Accumulated Percentage (as described below), multiplied by
- Final Average Pay (see Final Average Pay, page 3).

Both your Total Accumulated Percentage and your Final Average Pay were calculated as of the earlier of (i) your Severance Date (see Severance Date, page 5) or (ii) December 31, 2011.

Determining Your Total Accumulated Percentage

Your Total Accumulated Percentage is equal to the sum of the **Pension Equity Plan Percentages** (described below) that you earned for each year of Benefit Service you completed while you were covered under the Pension Equity Plan Formula.

The Pension Equity Plan Percentage that you earned in a given year ranged from 3% to 6% depending on your age, as set forth in the table (**Pension Equity Plan Percentage Table**) below (with changes taking prospective effect on the first day of the month after your birthday, if applicable).

If you completed less than a full year of Benefit Service in a calendar year, the Pension Equity Plan percentage you earn for that year was prorated to reflect the actual months (and partial months) of Benefit Service you completed. This means that you earned partial credit even if you did not complete a full year of Benefit Service during a calendar year.

Pension Equity Plan Percentage Table

Age	Pension Equity Plan Percentage (Percentage of Final Average Pay)
Under 30	3% per year of Benefit Service
30-39	4% per year of Benefit Service
40-49	5% per year of Benefit Service
50 and over	6% per year of Benefit Service

Interest on Your Pension Equity Plan Benefit

Although your Pension Equity Plan Benefit was frozen as of December 31, 2011, it continues to earn interest until the end of the month prior to the date on which payment of your Pension Equity Plan Benefit will start (whether in the form of a lump sum or an annuity).

- If your Severance Date was before October 31, 2011, your Pension Equity Plan Benefit will earn interest at the rate of 1.55% per annum until you begin receiving the portion of your pension benefit attributable to your Pension Equity Plan Benefit.
- If you were employed by the Company on October 31, 2011, for Plan years beginning on and after January 1, 2012, the interest rate that will be applied to your Pension Equity Plan Benefit for any year thereafter is the greater of (i) the 10-year Treasury bond rate in effect on December 31 of the prior year, or (ii) 3.25%.

Example – Calculating the Lump Sum Value of Your Pension Equity Plan Benefit

On January 1, 2003, Joaquín began working for the Company as an Eligible Employee. Their birthdate is December 10, 1968, so they were 34 years old at the time. They chose to be covered under the Pension Equity Plan Formula from the time they began participating in the Plan until their Severance Date on March 31, 2011. Joaquín's Final Average Pay was $50,000.

Joaquín is entitled to a Pension Equity Plan Benefit with respect to their Benefit Service from January 1, 2003 to March 31, 2011. They earn the following Pension Equity Plan Percentages for such years:

Step 1 – Determine Joaquín's Total Accumulated Percentage

Calendar Year (Full or Partial)	Joaquín's Age	Pension Equity Plan Percentage
January 1 − December 31, 2003	34	4%
January 1 − December 31, 2004	35	4%
January 1 − December 31, 2005	36	4%
January 1 − December 31, 2006	37	4%
January 1 − December 31, 2007	38	4%
January 1 − December 31, 2008	39	4%
January 1 − December 31, 2009	40	5%
January 1 − December 31, 2010	41	5%
January 1 − March 31, 2011	42	1.25% (3/12 of 5%)
Total Accumulated Percentage		**35.25%**

Step 2 – Multiply Joaquín's Total Accumulated Percentage by their Final Average Pay to Determine their Single Sum Pension Equity Plan Benefit

To determine Joaquín's single sum Pension Equity Plan Benefit as of their Severance Date, we multiply their Total Accumulated Percentage by their Final Average Pay.

35.25%	x	$50,000	=	$17,625
(Total Accumulated Percentage)		*(Final Average Pay)*		*(Single Sum Pension Equity Plan Benefit at Severance Date)*

Pension Equity Plan Benefit Prior to Normal Retirement Date

Your Pension Equity Plan Benefit is designed to be taken in the form of a single sum as of your Severance Date (regardless of your age). However, you may elect to take your Pension Equity Plan Benefit in an optional form of benefit such as an annuity, in which case your benefit will be converted to an annuity and reduced based on your age as of your Benefit Commencement Date.

Note that there are special rules regarding your eligibility to commence if you were covered under more than one pension formula. (See Special Rules Regarding Your Eligibility to Commence if You Were Covered under Multiple Pension Formulas, page 31.)

Cash Balance Plan Benefit

Effective January 1, 2017, a notional "cash balance account" with a $0 beginning balance was established in the name of each eligible Cash Balance Plan Participant (see Cash Balance Plan Participation, page 6) under the Plan. If you are an eligible Cash Balance Plan Participant, your cash balance account grows in value on and after January 1, 2017 through two types of credits: pay credits and interest credits.

Pay Credits

At the end of each calendar month during which you are an eligible Cash Balance Plan Participant, a pay credit is allocated to your cash balance account. Your pay credit for any given calendar month is a dollar amount equal to 1% of your Plan-eligible compensation.

Interest Credits

For each calendar month until your Benefit Commencement Date, your cash balance account will be credited with interest equal to 1/12th of the yield on 30-year Treasury Constant Maturities for the month of November of the prior Plan Year. Your final interest credit will be made as of the last day of the month before your Benefit Commencement Date and prior to the crediting of a pay credit for such month. Your cash balance account will not be credited with interest credits after your Benefit Commencement Date.

Example – How Your Cash Balance Account Grows

Let's assume that Kyle's Plan-eligible compensation was $63,000 for 2017 (i.e., $5,250 per month) and is $65,400 for 2018 (i.e., $5,450 per month). Kyle's Benefit Commencement Date was July 1, 2018. Kyle's cash balance account would have grown in value in 2017 and the first half of 2018 as follows:

Month	Account Balance on 1st of Month	Pay Credit	Interest Credit	Account Balance at End of Month
January 2017	$0	$52.50	$0	$52.50
February 2017	$52.50	$52.50	$0.13	$105.13
March 2017	$105.13	$52.50	$0.25	$157.88
April 2017	$157.88	$52.50	$0.38	$210.76
May 2017	$210.76	$52.50	$0.50	$263.76
June 2017	$263.76	$52.50	$0.63	$316.89
July 2017	$316.89	$52.50	$0.76	$370.15
August 2017	$370.15	$52.50	$0.88	$423.53
September 2017	$423.53	$52.50	$1.01	$477.04
October 2017	$477.04	$52.50	$1.14	$530.68
November 2017	$530.68	$52.50	$1.26	$584.44
December 2017	$584.44	$52.50	$1.39	$638.33
January 2018	$638.33	$54.50	$1.49	$694.32
February 2018	$694.32	$54.50	$1.62	$750.44
March 2018	$750.44	$54.50	$1.75	$806.69
April 2018	$806.69	$54.50	$1.88	$863.07
May 2018	$863.07	$54.50	$2.01	$919.58
June 2018	$919.58	$54.50	$2.15	$976.23

Cash Balance Plan Benefit Prior to Normal Retirement Date

Your Cash Balance Plan Benefit is designed to be taken in the form of a single sum as of your Severance Date (regardless of your age). However, you may elect to take your Cash Balance Plan Benefit in an optional form of benefit such as an annuity, in which case your benefit will be converted to an annuity and reduced based on your age as of your Benefit Commencement Date.

Note that there are special rules regarding your eligibility to commence if you were covered under more than one pension formula. (See Special Rules Regarding Your Eligibility to Commence if You Were Covered under Multiple Pension Formulas, page 31.)

Commencing Your Pension Benefit

Eligibility to Commence Pension Benefits

You are not eligible to receive payment of your pension benefits until you have terminated employment with the Company and all Associated Companies (i.e., after your Severance Date). When you become eligible will depend on a number of factors including (i) whether you have a Traditional Pension Plan Benefit, a Pension Equity Plan Benefit and/or a Cash Balance Benefit, (ii) your age and service on your Severance Date, and (iii) your current age.

If you were not vested in your pension benefit as of your Severance Date, you are not eligible to receive any payments under the Plan. (See Becoming Vested, page 11.)

Eligibility to Commence Traditional Pension Plan Benefit

You can generally elect to begin receiving a reduced Traditional Pension Plan Benefit as early as age 55. However, if you are a Plan A Participant who is eligible for Special Early Retirement (Rule of 80), you can begin receiving a reduced benefit as early as age 50. For information about when you may elect to begin receiving an unreduced Traditional Pension Plan Benefit, see Traditional Pension Plan Benefit, page 12.

Eligibility to Commence Pension Equity and/or Cash Balance Plan Benefit

Both the Pension Equity Plan Benefit and the Cash Balance Plan Benefit are designed to be taken as a single lump sum as of your Severance Date. You may elect to receive payment in that form when you leave the Company and all Associated Companies, regardless of your age.

You may also choose to take your Pension Equity and/or Cash Balance Plan Benefit as a monthly annuity (see Optional Forms of Benefit, page 35), in which case the applicable lump sum will be converted to a monthly annuity based on your age as of your Benefit Commencement Date.

Special Rules Regarding Your Eligibility to Commence if You Were Covered under Multiple Pension Formulas

If you accrued a benefit under the Traditional Pension Plan formula as well as the Pension Equity and/or Cash Balance Plan formula, one or more of the special rules listed below may apply to you:

- Generally, if you are eligible to commence your Traditional Pension Plan Benefit, you must commence your Pension Equity Plan Benefit and/or Cash Balance Plan Benefit at the same time that you commence your Traditional Pension Plan Benefit. The exception to this is that you may elect to receive your Pension Equity Plan Benefit and/or Cash Balance Plan Benefit as a single sum payment within 90 days after your Severance Date and defer receipt of your Traditional Pension Plan Benefit.
- The Pension Equity and the Cash Balance Plan Benefits are designed to be paid as a single sum payment. However, you can choose to receive such benefits in the form of a monthly annuity. (See Optional Forms of Benefit, page 35.) If you are eligible to commence your Traditional Pension Plan Benefit and you choose to take your Pension Equity Plan Benefit in the form of a monthly annuity, it must be paid in the same form as your Traditional Pension Plan Benefit. Your Pension Equity Plan Benefit and your Cash Balance Plan Benefit must be paid at the same time and in the same form.

How to Commence Your Pension Benefit

Step 1: Contact the L3Harris Benefits Service Center

You should contact the L3Harris Benefits Service Center (using the phone number listed on page ii or following the online retirement process via http://benefits.L3Harris.com from the Retirement Hub page) at least 30, but no more than 90, days prior to your desired Benefit Commencement Date to request a **Benefit Commencement Package** and start the process of commencing your pension benefit payments. You will be asked to provide certain demographic information (for example, marital status, spouse's or other contingent annuitant's date of birth) that will affect the calculation of your benefit. If you do not make your request at least 30 days before your Benefit Commencement Date, there may be a delay in receipt of your first pension check and certain additional spousal consent requirements may apply.

The Plan generally cannot honor a request for a Benefit Commencement Date that is before the date of the request.

If you are considering more than one Benefit Commencement Date, you should request estimates of your pension benefits for the dates that you are considering before requesting a Benefit Commencement Package.

Step 2: Notify Company

If you are planning to commence your pension benefits as soon as possible after your Severance Date, you should notify your supervisor and Human Resources and provide them with your last planned date of work in advance. For your pension payments to begin, the Company must properly process your retirement through the payroll system. Therefore, if you do not notify your supervisor and Human Resources of your planned retirement date, your pension payments may be delayed.

Step 3: Review and Complete Your Application

Carefully review the Benefit Commencement Package and complete and sign the appropriate forms. Your package will include a list of forms to be returned as well as additional required information (for example, birth certificate, contingent annuitant's birth certificate, marriage certificate, QDRO (in each case, as applicable)), before your pension benefit can be paid in the form that you elect.

Remember, if you are married, and do not elect an optional form of payment that provides at least 50% survivor benefits to your spouse, you must obtain your spouse's written, notarized, irrevocable consent to choose another form of payment. (See Spousal Consent Requirements, page 38.)

Promptly return all forms and documentation to the L3Harris Benefits Service Center as indicated in your Benefit Commencement Package. You should submit your forms as soon as possible, and no later than 30 days before your Benefit Commencement Date, to ensure that your first pension check will arrive on time. In general, if your application to commence payment is not complete and received by the L3Harris Benefits Service Center within 90 days, you must request a new Benefit Commencement Package with a future Benefit Commencement Date.

Required Beginning Date; Default Commencement

The Plan provides that your pension benefits commence no later than your Normal or Postponed Retirement Date. However, if you do not consent to the commencement of your pension benefits by completing a Benefit Commencement Package, you will be deemed to have deferred your commencement to a later date. In this case, your pension benefits will begin after you have contacted the L3Harris Benefits Service Center and completed the Benefit Commencement Package as described above (but in all cases prior to your Required Beginning Date, described below).

Even if you defer commencement of your pension benefit to a date after your Normal or Postponed Retirement Date, you are required to commence your benefit no later than your legally required beginning date under the Code (**Required Beginning Date**). Generally, your Required Beginning Date is the April 1 of the calendar year following the later of the year in which you terminate employment with the Company and all Associated Companies or the year in which you attain your **Applicable Age**.

Your Applicable Age is determined under the Code based on your birth date. Currently:

- If you were born before July 1, 1949, your Applicable Age is age 70 ½,
- If you were born in July – December, 1949 or in 1950, your Applicable Age is age 72, and
- If you were born in 1951-1958, your Applicable Age is age 73.

The Applicable Age for individuals who were born in 1959 or a later year will be communicated at a later date based on forthcoming legislative guidance, but will not be earlier than age 73.

If you fail to timely elect to commence your payments by your Required Beginning Date, the Plan may commence your pension benefit in the normal form by default. (See Normal Forms of Benefit, page 35.) This means that after the Plan provides you notice of your legal obligation to begin receiving your pension benefit and sets a default payment date, if you do not take the steps required, you may receive default payments and, as a result, lose the opportunity to elect your form of pension benefit.

The Company has instituted this default commencement to help ensure that you meet your legal obligations to commence payments by your Required Beginning Date. If you do not begin receiving your pension benefit as of your Required Beginning Date, you will be required by the **IRS** to pay an excise tax equal to as much as 25% of the minimum distribution required under the Code. While the Plan may take actions that will help you avoid paying this excise tax, it is your legal responsibility to commence your pension benefit on or prior to your Required Beginning Date. The Plan's default payment of your benefits does not change your legal obligations and any excise tax that you incur will remain solely your obligation.

Reemployment; Suspension of Benefits

If you are reemployed in a full-time role by L3Harris or an Associated Company after you begin to receive monthly benefit payments under the Plan, your benefit payments will generally be suspended during your period of employment. However, if you are reemployed on a part-time basis or, as of your date of reemployment you have attained normal retirement age (age 65), your payments will not be suspended. Special rules may apply if you are reemployed on a temporary basis, and reengagement as a contractor will not generally trigger a suspension of pension benefits. Any election that you made to receive an optional form of benefit will be void and, if you are married, you will automatically receive spouse's benefit coverage. (See Survivor Benefits, page 40.)

When you retire again, your benefits will be based on service earned before and after your original retirement, but your pension will be reduced to take into account the value of any payments that you received before attaining age 65. If you were reemployed after January 1, 2012, the Plan was frozen as of your date of rehire. As a result, you will not accrue additional benefits under any Plan formula (but you will accrue additional Eligibility Service).

However, the pension benefits you earned before your Break in Service will not be recalculated (if applicable) until you again complete one year of Eligibility Service after you return to work.

You will be required to make a new election with respect to the form of payment in which you will receive your pension benefit payments once payments resume. It is your responsibility to contact the L3Harris Benefits Service Center to resume payments after your final retirement.

If you received a lump sum payment equal to the value of your pension benefit when you first terminated employment with the Company, you will not be eligible for any additional benefits under the Plan.

In addition, your monthly benefit payments will be suspended if your termination of employment was not bona fide. Reengagement as a service provider (such as an independent contractor or a consultant) to L3Harris or an affiliated company shortly after your termination of employment may render your termination of employment "not bona fide." In this circumstance, your benefit payments will generally be suspended during the period of your service to the Company, and you will not be eligible to accrue benefits under the Plan during this period.

Postponed Retirement; Suspension of Benefits

Your pension benefit payments will also be "suspended" if you continue to work past your Normal Retirement Date. You will continue to be eligible to accrue Eligibility Service and, to the extent that you are covered by a benefit formula that is not frozen (i.e., the Cash Balance Plan Formula), you will continue to accrue benefits, but in general, no actuarial adjustment for late commencement will be made to your pension. (If you work less than 40 hours in any month after you attain age 65, the benefit payments you receive when you retire can never be less than what you were entitled to at age 65, increased to reflect the value of the payments you would have received for those months.)

If you work past age 70 ½, the amount of your postponed retirement pension will not be less than the actuarial equivalent of your pension for the period beginning April 1 following the calendar year in which you attained age 70 ½ and ending on the date that you begin receiving a pension benefit.

The Company will notify you if any of the suspension of benefits provisions described above apply to you.

Any survivor protection that was in effect before your re-employment will stop when you are re-employed. Instead, you will be covered by the survivor protection for which you are eligible as an active employee.

Form of Pension Benefit

The Plan offers several methods or "forms" for payment of your pension benefit. You should review each of the forms listed below to determine which you are eligible to choose, and then choose the form that best suits your needs. Once payment of your pension benefits commences, you may not change the form of payment that you are receiving.

In certain cases, you may be permitted to make a separate election for the form of payment of your Traditional Pension Plan Benefit, your Pension Equity Plan Benefit and/or your Cash Balance Benefit.

If you are married and you would like to elect an optional form of payment, you may need your spouse's consent to do so. (See Spousal Consent Requirements, page 38.)

Normal Forms of Benefit

Your normal form of benefit is the form of payment in which each of your Traditional Pension Plan Benefit, your Pension Equity Plan Benefit and your Cash Balance Benefit (in each case, if applicable) must be paid unless you are eligible for, and elect, an optional form of payment.

Your normal form of payment under the Plan is based on (i) whether you are a Plan A, Plan B or Plan C Participant, (ii) your marital status at the time that your pension benefit payments begin, and (iii) whether you are eligible for normal (including postponed) or early retirement.

- If you are single, the normal form of benefit is the Life Annuity. (See Option 1 – Life Annuity, below.)
- If you are married or have a Registered Domestic Partner, you are a Plan A or Plan B Participant, and you are eligible for normal (including postponed) or early retirement, the normal form of benefit is the 90/50 Spouse's Annuity with your spouse or Registered Domestic Partner as your contingent annuitant. (See Option 2 – 90/50 Spouse's Annuity, below.)
- If you are married or have a Registered Domestic Partner, you are a Plan A or Plan B Participant, and you are not eligible for normal (including postponed) or early retirement, the normal form of benefit is the 50% Contingent Annuity with your spouse or Registered Domestic Partner as your contingent annuitant. (See Option 3 – 50% Contingent Annuity with Spouse or Registered Domestic Partner as Contingent Annuitant, below.)
- If you are married or have a Registered Domestic Partner, and you are a Plan C Participant, the normal form of benefit is the 50% Contingent Annuity with your spouse or Registered Domestic Partner as your contingent annuitant. (See Option 3 – 50% Contingent Annuity with Spouse or Registered Domestic Partner as Contingent Annuitant, below.)

Optional Forms of Benefit

If you do not wish to take your pension benefit in the normal form of benefit applicable to you (as described above), you may elect an optional form of benefit from the list below.

Whether you are eligible to elect a certain optional form of benefit under the Plan is based on (i) whether you are a Plan A, Plan B or Plan C Participant, (ii) your marital status at the time that your pension benefit payments begin, (iii) whether you are eligible for normal (including postponed) or early retirement, and (iv) whether you have a vested Pension Equity Plan and/or Cash Balance Benefit.

In certain cases, you may be permitted to designate a beneficiary or contingent annuitant other than your spouse or Registered Domestic Partner. Except for certain limited circumstances described below, after you commence your pension benefit payments, you may not change any such designation.

Option 1 – Life Annuity

You will receive a monthly pension benefit for your lifetime and no pension payments will be made after your death. If you are married, you will need your spouse's notarized consent to elect this option.

Option 2 – 90/50 Spouse's Annuity

The 90/50 Spouse's Annuity is only available to you if you are a Plan A or Plan B Participant, you are married or have a Registered Domestic Partner as of your Benefit Commencement Date, and you are eligible for early or normal (including postponed) retirement.

You will receive a monthly pension benefit equal to approximately 90% of the value of the Life Annuity that would have been payable to you under Option 1 for your lifetime and, after your death, your surviving spouse or Registered Domestic Partner will receive a monthly payment equal to 50% of the value of such Life Annuity for the rest of their life.

If you are 5 or more years older than your spouse or Registered Domestic Partner, your benefit will be further reduced by a 1/2 of 1% for each year of difference.

If you are 5 or more years younger than your spouse or Registered Domestic Partner, your benefit will be increased by a 1/2 of 1% for each year of difference greater than 5 years, to a maximum of 20 years.

You may not designate a beneficiary other than your spouse or Registered Domestic Partner.

Option 3 - 50% Contingent Annuity with Spouse or Registered Domestic Partner as Contingent Annuitant

The 50% Contingent Annuity with Spouse or Registered Domestic Partner as Contingent Annuitant is only available to you if you are married or have a Registered Domestic Partner as of your Benefit Commencement Date.

You will receive a monthly pension benefit for your lifetime and, after your death, your surviving spouse or Registered Domestic Partner will receive a monthly payment equal to 50% of the pension payment that you were receiving for the rest of their life.

Because this optional form is payable for two lifetimes (yours and your spouse's or Registered Domestic Partner's), your pension will be actuarially reduced, based on your age and the age of your contingent annuitant as of your Benefit Commencement Date.

You may not designate a beneficiary other than your spouse or Registered Domestic Partner.

Option 4 – 50% Contingent Annuity

You will receive a monthly pension benefit for your lifetime and, after your death, your contingent annuitant will receive a monthly pension benefit equal to 50% of the pension benefit payment that you were receiving for the rest of their life. If you are married and designate a person other than your spouse as your contingent annuitant, you will need your spouse's notarized consent to elect this option.

Because this optional form is payable for two lifetimes (yours and your contingent annuitant's), your pension will be actuarially reduced, based on your age and the age of your contingent annuitant as of the date that your pension benefit payments commence.

Your monthly benefit will be greater than the monthly benefit that you would receive if you elected the 75% Contingent Annuity (Option 5) or the 100% Contingent Annuity (Option 6).

Option 5 – 75% Contingent Annuity

You will receive a monthly pension benefit for your lifetime and, after your death, your contingent annuitant will receive a monthly pension benefit equal to 75% of the pension benefit payment that you were receiving for the rest of their life. If you are married and designate a person other than your spouse as your contingent annuitant, you will need your spouse's notarized consent to elect this option.

Because this optional form is payable for two lifetimes (yours and your contingent annuitant's), your pension will be actuarially reduced, based on your age and the age of your contingent annuitant as of the date that your pension benefit payments commence.

Your contingent annuitant will receive a greater monthly payment under this 75% Contingent Annuity (Option 5) than under the 50% Contingent Annuity (Option 4). As a result, your monthly pension benefit will be lower than the monthly benefit that you would have received if you elected the 50% Contingent Annuity. However, your monthly benefit will be greater than the monthly benefit that you would have received if you elected the 100% Contingent Annuity (Option 6).

Option 6 – 100% Contingent Annuity

You will receive a monthly pension benefit for your lifetime and, after your death, your contingent annuitant will receive a monthly pension benefit equal to 100% of the pension benefit payment that you were receiving for the rest of their life. If you are married and designate a person other than your spouse as your contingent annuitant, you will need your spouse's notarized consent to elect this option.

Because this optional form is payable for two lifetimes (yours and your contingent annuitant's), your pension will be actuarially reduced, based on your age and the age of your contingent annuitant as of the date that your pension benefit payments commence.

Your contingent annuitant will receive a greater monthly payment under this 100% Contingent Annuity (Option 6) than under the 50% Contingent Annuity (Option 4) or the 75% Contingent Annuity (Option 5). As a result, your monthly pension benefit will be lower than the monthly benefit that you would have received if you elected the 50% or 75% Contingent Annuity.

Option 7 – 10-Year Certain and Life Annuity

You will receive a reduced monthly pension benefit for your lifetime and, if you die before receiving payments for 10 years, your beneficiary receives the same reduced monthly pension benefit for the remainder of the 10-year period. If you die after you have received 10 years of monthly pension benefit payments, no further payments will be made in respect of your pension benefit after your death. If you are married, you will need your spouse's notarized consent to elect this option.

The amount of the reduction is based on your age as of your Benefit Commencement Date.

You cannot change your beneficiary after your Benefit Commencement Date unless your beneficiary dies before the end of the 10-year period. Your beneficiary may be a person, your estate, or a trust.

Option 8 – 80/80 Spouse's Annuity

The 80/80 Spouse's Annuity is only available to you if you are a Plan A or Plan B Participant, you are married or have a Registered Domestic Partner as of your Benefit Commencement Date, and you are eligible for early or normal (including postponed) retirement.

You will receive a monthly pension benefit equal to approximately 80% of your unreduced pension benefit for your lifetime and, after your death, your surviving spouse or Registered Domestic Partner will receive a monthly payment equal to 100% of the pension benefit payment that you were receiving for the rest of their life.

If you are 5 or more years older than your spouse or Registered Domestic Partner, your benefit will be further reduced by 1% for each year of difference.

If you are 5 or more years younger than your spouse or Registered Domestic Partner, your benefit will be increased by 1% for each year of difference greater than 5 years, to a maximum of 20 years.

You may not designate a beneficiary other than your spouse or Registered Domestic Partner.

Option 9 – Single Sum

The Single Sum payment is only available to you if you have a Pension Equity Plan Benefit or a Cash Balance Plan Benefit.

You will receive a single, lump sum cash payment and no pension payments will be made after your death. If you are married, you will need your spouse's notarized consent to elect this option.

Electing an Optional Form; Changes to Election of Optional Form

To commence payment of your pension benefit, elect a form of pension benefit and designate your contingent annuitant (if applicable), you must complete the application that is included in the Benefit Commencement Package that you request from the L3Harris Benefits Service Center and provide all required information and documents. (See How to Commence Your Pension Benefit, page 32.)

You may revoke or change your election prior to your Benefit Commencement Date, but generally you may not make changes after that date. This is true even if your relationship status changes after your Benefit Commencement Date. Notwithstanding this general rule, if you commence your pension benefit and your benefit is suspended because you are later reemployed by L3Harris or an Associated Company, your election will be void and you must make a new election at the time of your subsequent retirement. (See Reemployment; Suspension of Benefits, page 33.) In addition, if you elect the 10-Year Certain and Life Annuity (Option 7) and your beneficiary predeceases you before the end of the 10-year period, you can name another beneficiary.

Generally, if you elect an optional form of benefit but die before your Benefit Commencement Date, your election will be void. However, if you are married and you elected the 50%, 75% or 100% Contingent Annuity Option (Option 4, 5 or 6) or the 80/80 Spouse's Annuity Option (Option 8) with your spouse as the contingent annuitant, but you die within 90 days after election and prior to your Benefit Commencement Date, your election will be honored and your surviving spouse will receive the annuity that they would have been entitled to if you had died immediately after commencing your benefit in the elected form.

Spousal Consent Requirements

If you are married and want to elect a form of benefit that would not provide your surviving spouse with a benefit that is at least equal to 50% of the benefit that you will receive, your spouse must provide written, notarized consent to such election. Your spouse must consent not only to the form of payment, but also to the specific individual named as your contingent annuitant (if applicable).

The waiver by your spouse of the 50% Contingent Annuity with Spouse or Registered Domestic Partner as Contingent Annuitant (Option 3) may be made only during the 90-day period before your pension benefit payments commence, and may be revoked by your spouse any time before your Benefit Commencement Date. The waiver may not be revoked after your pension benefit payments commence.

Small Amount Lump Sum Payments

Automatic Form of Payment

If the lump sum value of the pension benefit payable to you at the time of your termination from employment is $5,000 or less, you will automatically receive a lump sum cash distribution of your benefit instead of monthly income from the Plan.

You will be given the opportunity to choose whether you would like to initiate a rollover or receive the lump sum distribution in cash. If you do not make an election:

- benefits with a lump sum value of $1,000 or less will be paid to you in cash (this will trigger Federal income tax withholding as described below), and
- benefits with a lump sum value greater than $1,000 but less than or equal to $5,000 will be transferred to an Individual Retirement Account (**IRA**) in your name (this will not trigger current Federal income tax withholding). The Plan currently uses Millennium Trust Company, LLC as the IRA provider, but this is subject to change in the discretion of the Administrator.

Taxation of Lump Sum

Lump sum payments are generally taxable to you in the year received, but you may defer your tax obligation by rolling the lump sum over to an IRA or other eligible retirement (tax-qualified) plan.

- If you arrange for a direct rollover of your lump sum from the Company to an IRA provider or other eligible retirement (tax-qualified) plan, no Federal income tax will be withheld or payable in the current year.
- If you receive the lump sum in cash, the Company is required to withhold 20% in respect of Federal income tax.
- If you receive a cash payment but later decide to roll the full amount of your benefit (the lump sum that you received and an amount equal to the 20% tax that the Company withheld) over to an IRA or other tax-qualified plan within 60 days, you will not owe tax on the payment during the current year even though the Company was required to withhold an amount in respect of such obligations. The income tax that the Company withheld will be credited to your other tax obligations and, if you overpaid for the year, will be returned to you in a tax refund.

Survivor Benefits

If you die after your Benefit Commencement Date, your remaining pension benefit, if any, will be distributed to your spouse, Registered Domestic Partner or other contingent annuitant under the normal or optional form of payment that you elected when you commenced payment of your benefits. (See Form of Pension Benefit, page 35.)

The Plan also provides protection for your beneficiaries if you die after you are vested in your pension benefit, but before your Benefit Commencement Date.

- If you die before you become eligible for early or normal (including postponed) retirement, your spouse or Registered Domestic Partner will receive an Automatic Vested Spouse's Benefit.
- If you die after you become eligible for early or normal (including postponed) retirement, your spouse, Registered Domestic Partner, or other properly elected beneficiary will receive an Automatic Pre-Retirement Survivor Benefit and may receive a Supplemental Pre-Retirement Survivor Benefit according to your prior election.

Automatic Vested Spouse's Benefit

Your surviving spouse or Registered Domestic Partner is automatically entitled to an Automatic Vested Spouse's Benefit for their lifetime if you die:

- while in active service with the Company or an Associated Company, after earning a vested pension benefit, but before you are eligible for early or normal (including postponed) retirement,
- after termination of service with entitlement to a vested pension benefit, but before payments of your pension benefit have commenced, or
- in the performance of qualified military service.

In certain circumstances, you may waive this benefit as further described below.

Coverage under the Automatic Vested Spouse's Benefit ends if:

- you waive coverage, with your spouse's consent,
- you and your spouse divorce or you and your Registered Domestic Partner terminate your domestic partnership,
- your spouse or Registered Domestic Partner predeceases you, or
- you become eligible for early or normal (including postponed) retirement (whether or not you actually retire and begin receiving payment of your pension benefits).

Automatic Vested Spouse’s Benefit under the Traditional Pension Plan Formula

Calculation

Generally, your spouse or Registered Domestic Partner will receive the amount to which they would have been entitled if you had elected the 50% Contingent Annuity Option (Option 4) for the payment of your Traditional Pension Plan Benefit (and, if applicable your benefit under any former pension plan), terminated employment as of your date of death, survived to Normal Retirement Date and commenced your pension benefit in the normal form. This will be payable as a life annuity for the life of your spouse or Registered Domestic Partner.

If your spouse or Registered Domestic Partner elects to begin payments before you would have reached age 65, the Automatic Vested Spouse’s Benefit under the Traditional Pension Plan Formula will be reduced to reflect the longer period of time during which your spouse is likely to receive payments of the survivor benefit.

Timing of Payment

Payments to your spouse will begin on your Normal Retirement Date (provided your spouse has elected in writing to commence their survivor benefit). However, your spouse can elect to receive a reduced benefit as early as the first day of the month coincident with or next following what would have been your 55th birthday (or upon your death if you die after age 55).

Payments to your Registered Domestic Partner will begin as of the first day of the month coincident with or next following the date on which the Administrator is notified of your death (and in any event, within one year following the date of your death).

Cost of Coverage

The Plan automatically provides this survivor benefit to your spouse or Registered Domestic Partner at no cost to you while you are employed by the Company or an Associated Company. However, after your Severance Date, the Traditional Pension Plan Benefit payable to you and/or your spouse or Registered Domestic Partner will be automatically and permanently reduced for each year prior to the date on which you reach age 65 during which you had coverage under the Automatic Vested Spouse’s Benefit (with such charge prorated for partial years).

If you do not wish to maintain the coverage, you may consider waiving it as further described below.

Automatic Vested Spouse’s Benefit Coverage Reduction

Age Coverage Is In Effect	Amount Traditional Pension Plan Benefit Reduced for Each Year Coverage Is In Effect
Under 40	1/10 of 1% per year
40 but less than 50	2/10 of 1% per year
50 but less than 55	3/10 of 1% per year
55 but less than 60	5/10 of 1% per year
60 but less than 65	1% per year

Waiver of Coverage

You may waive the Automatic Vested Spouse’s Benefit after your Severance Date. If you wish to waive coverage, contact the L3Harris Benefits Service Center. If you are married, you will need your spouse’s consent to waive coverage. You do not need the consent of your Registered Domestic Partner to waive coverage.

If you waive coverage, you may elect to be covered again at any time before payment of your Traditional Pension Plan Benefit commences. If you elect to be covered again, your benefit at retirement (or your spouse's, Registered Domestic Partner's or other beneficiary's benefit) will be reduced only for the time that your spouse or Registered Domestic Partner was covered.

Automatic Vested Spouse's Benefit under the Pension Equity and/or Cash Balance Plan Formulas

Calculation

Your spouse or Registered Domestic Partner receives the full value of your vested Pension Equity and/or Cash Balance Plan Benefit, which is automatically converted to a life annuity payable for their life, unless your spouse or Registered Domestic Partner elects a single sum payment.

There is no reduction for payment prior to what would have been your Normal Retirement Date. However, if your spouse or Registered Domestic Partner elects to receive your benefit in the form of a life annuity, the payment amount will be adjusted to reflect the age of your spouse or Registered Domestic Partner as of the Benefit Commencement Date.

Timing of Payment

Payments may begin as soon as administratively possible after your death. If your spouse or Registered Domestic Partner elects to defer payment to a later date, the benefit amount will earn interest annually until your Benefit Commencement Date. Your spouse can defer payment up until the date you would have reached your Normal Retirement Date. Your Registered Domestic Partner can defer payment for up to one year after your death.

Cost of Coverage

There is no cost for coverage.

Waiver of Coverage

Coverage for the Automatic Vested Spouse's Benefit under the Pension Equity and/or Cash Balance Plan Formula is automatic if you are married or have a Registered Domestic Partner. Because there is no charge, you cannot waive coverage.

Automatic and Supplemental Pre-Retirement Survivor Benefits

Your surviving spouse, Registered Domestic Partner or other designated beneficiary is automatically entitled to an Automatic Pre-Retirement Survivor Benefit for their lifetime if you die:

- while in active service with the Company or an Associated Company after becoming eligible for early or normal (including postponed) retirement, or
- after termination of service with entitlement to an early or normal (including postponed) retirement allowance, but before payments of your pension benefit have commenced.

In addition, if you are eligible for coverage under the Automatic Pre-Retirement Survivor Benefit as described above, you may elect optional, additional coverage under a Supplemental Pre-Retirement Survivor Benefit.

Automatic Pre-Retirement Survivor Benefit under the Traditional Pension Plan Formula

Calculation

Generally, your spouse, Registered Domestic Partner or other designated beneficiary will receive 50% of your Traditional Pension Plan accrued benefit as of your date of death. This will be payable as a life annuity for the life of your spouse or Registered Domestic Partner.

If your beneficiary is more than 5 years younger than you are, your benefit will be reduced by ½ of 1% for each year of difference greater than 5. However, there is no reduction if the Benefit Commencement Date for your beneficiary is earlier than what would have been your Normal Retirement Date.

Timing of Payment

Payments to your spouse will begin on your Normal Retirement Date (provided your spouse has elected in writing to commence their survivor benefit). However, your spouse can elect to receive a benefit as early as the first day of the month coincident with or next following your death with no reduction for early commencement.

Payments to your Registered Domestic Partner or other beneficiary will begin as of the first day of the month coincident with or next following the date on which the Administrator is notified of your death (and in any event, within one year following the date of your death).

Cost of Coverage

There is no charge associated with this coverage.

<u>Supplemental Pre-Retirement Survivor Benefit under the Traditional Pension Plan Formula</u>

Calculation

The Supplemental Pre-Retirement Survivor Benefit under the Traditional Pension Plan Formula is equal to an additional 25% of the participant's accrued Traditional Pension Plan Benefit (after reduction for cost of coverage as described below) and is payable in the form of a life annuity for the life of the beneficiary. When combined with the Automatic Pre-Retirement Survivor Benefit under the Traditional Pension Plan Benefit, the beneficiary will receive an annuity equal to approximately 75% of the participant's accrued Traditional Pension Plan Benefit.

If the beneficiary is more than five years younger than the participant, your benefit will be reduced by ½ of 1% for each year of difference greater than 5. However, there is no reduction if the Benefit Commencement Date for the beneficiary is earlier than the date of the participant's Normal Retirement Date.

Timing of Payment

Any payments to your surviving beneficiary will begin and end when payments are made under the Automatic Pre-Retirement Survivor's Benefit.

Cost of Coverage

There is a charge associated with this supplemental coverage - a participant that elects such coverage will experience a permanent reduction in their Traditional Pension Plan Benefit equal to 1/2 of 1% for each year that the optional protection is in place for their beneficiary (prorated to the nearest month).

Election of Coverage

If the Supplemental Pre-Retirement Survivor Benefit under the Traditional Pension Plan Formula is elected when the participant is first eligible for survivor coverage, it will be effective when the Automatic Pre-Retirement Survivor Benefit under the Traditional Pension Plan Formula becomes effective. If a participant does not elect such coverage initially, they may do so at a later date, but it will not be effective until the first day of the month next following the 1-year anniversary of such election.

Designation of Beneficiary under Automatic and Supplemental Pre-Retirement Survivor Benefits

If you are married or have a Registered Domestic Partner, your spouse or Registered Domestic Partner is automatically your beneficiary for purposes of the Automatic Pre-Retirement Survivor Benefit and the Supplemental Pre-Retirement Survivor Benefit (if elected). If you do not have a spouse or Registered Domestic Partner and you have not designated a beneficiary as described below, any payment of a survivor benefit will be made to your estate.

You may designate a beneficiary other than your spouse or Registered Domestic Partner to receive the Automatic and Supplemental Pre-Retirement Survivor Benefits under the Plan. In addition, you may designate an estate or a trust as your beneficiary. In this case, payment of the Automatic or Supplemental Pre-Retirement Survivor Benefit will be made in the form of a single sum.

You must make such designation on the form required by the Administrator and, if you are married, you will need your spouse's written, notarized consent to such designation. The designation will become effective on the first day of the month coincident with or next following the date on which the Administrator receives and approves the completed form. You must name the same beneficiary for the Automatic Pre-Retirement Survivor Benefit and the Supplemental Pre-Retirement Survivor Benefit.

Revocation of Beneficiary other than Spouse or Registered Domestic Partner

You may revoke your designation of a beneficiary upon written notice to the Administrator that is received before your death. If your beneficiary dies before you, your designation will be deemed to be revoked and any Automatic or Supplemental Pre-Retirement Survivor Benefit would be paid to your surviving spouse or Registered Domestic Partner (if applicable).

If your spouse or Registered Domestic Partner has been designated your beneficiary, this designation will not be automatically canceled because you get divorced, your marriage is annulled or your relationship with your Registered Domestic Partner terminates. If you wish to change your beneficiary, you will need to file a new beneficiary designation or revoke your existing beneficiary designation.

Automatic Pre-Retirement Survivor Benefit under the Pension Equity and/or Cash Balance Plan Formulas

Calculation

Your spouse, Registered Domestic Partner or other properly designated beneficiary will receive the full value of your Pension Equity and/or Cash Balance Plan Benefit, payable in the form of a life annuity for the life of the beneficiary, unless they elect to receive the benefit in the form of a single sum payment. If the beneficiary elects to defer payment of the Pension Equity and/or Cash Balance Plan Benefit, it will continue to earn interest annually until the Benefit Commencement Date. Your spouse can defer payment up until the date you would have reached your Normal Retirement Date. Payment to a beneficiary other than your spouse will be made as soon as practicable following your death and in no event later than one year after your date of death.

Charge for Coverage

There is no charge associated with this coverage.

Claims for Benefits

If you believe you are entitled to benefits under the Plan in an amount greater than those that you are receiving or have received, you or your representative may utilize the procedures set forth below to file a claim for benefits. Under these procedures, the Administrator or other reviewer will consider all relevant facts and circumstances, including, without limitation, governing Plan documents, consistent application of Plan provisions, and any comments, documents, records and other information that you submit.

- ✓ A claim for benefits, as further described below, should be made in writing on the Plan's Claim Initiation Form. To receive a Claim Initiation Form, call the L3Harris Benefits Service Center at 1-844-786-6586. Your claim should state the nature of your claim, the facts supporting your claim, the amount claimed and your address. You may file a claim for benefits at the address below:

  Claims and Appeals Management
  Attn: L3Harris Technologies
  PO Box 1407 Lincolnshire, IL 60069-1407

- ✓ An appeal of an adverse claim determination, as further described below, should be filed, in writing, with the Administrator at the address listed for the Administrator on page i.

You are entitled to receive, on request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim for benefits.

Claim for Benefits

The reviewer will generally review your claim for benefits and provide you with written or electronic notice of its decision regarding such claim within 90 days after the receipt of your properly submitted claim for benefits. If special circumstances require an extension of time for processing your claim for benefits, the reviewer will provide you with written or electronic notice within the initial 90-day period indicating the special circumstances and providing a date by which the reviewer expects to render a decision. In no event will the extension exceed 90 days.

The notice of the reviewer's decision regarding your claim for benefits will be written in a manner calculated to be understood by you. In addition, if your claim for benefits is wholly or partially denied, the notice will set forth:

- the specific reasons for the denial;
- specific references to pertinent Plan provisions on which the denial is based;
- a description of any additional material or information necessary for you to perfect the appeal and an explanation of why such material or information is necessary; and
- an explanation of the appeal procedure under the Plan and the time limits applicable to such procedure, each as further described below, including a statement of your right to bring a civil action under Section 502(a) of ERISA following a final denial of your appeal.

Appeal of Adverse Claim Determination

Within 60 days after you receive notice of a denial of your claim for benefits, you may file a written appeal with the Administrator requesting the review of such adverse benefit determination. You may also submit written comments, documents, records and other information relating to your claim during this 60-day period, and upon request and free of charge you may have reasonable access to, and copies of, documents, records and other information relevant to your claim.

If you file an appeal, the Administrator will generally conduct its review and provide you with written or electronic notice of its final decision within 60 days after receipt of such appeal. If special circumstances require an extension of time for processing your appeal, the Administrator will provide you with written or electronic notice within the initial 60-day period indicating the special circumstances and providing a date by which the Administrator expects to render a decision. In no event will the extension exceed 60 days.

The notice of the Administrator's decision regarding your appeal will be written in a manner calculated to be understood by you. In addition, if your appeal is wholly or partially denied, the notice will set forth:

- the specific reasons for the denial;
- specific references to pertinent Plan provisions on which the denial is based;
- a statement that you are entitled, upon request and free of charge, to reasonable access to, and copies of, all documents, records and other information relevant to the claim; and
- information regarding your right to bring a civil action under Section 502(a) of ERISA.

Importance of Exhausting Administrative Remedies

No lawsuit may be brought with respect to Plan benefits until all administrative claim and appeal procedures under the Plan have been exhausted.

Failure to file a claim and an appeal in the manner and within the time limits described above will be considered a failure to exhaust your administrative remedies and will constitute a waiver of the rights or benefits sought to be established under the Plan. You must raise all issues and present all theories relating to your claim during the claim and appeal process. You will be deemed to have abandoned all issues and theories not raised and presented during the claim and appeal process.

Statute of Limitations

Unless otherwise legally required, no legal or equitable action relating to a claim for benefits under the Plan may be brought later than one year after you or your authorized representative receives a final decision from the Administrator in response to a request for review of the denied claim. No other legal or equitable action involving the Plan may be commenced later than two years from the time the person bringing an action knew, or had reason to know, of the circumstances giving rise to the action.

This provision will not bar the Plan or its fiduciaries from recovering overpayments or benefits or other amounts incorrectly paid to any person under the Plan at any time or bringing any legal or equitable action against any party. Furthermore, no legal or equitable action under ERISA may start prior to exhaustion of the claim and appeal process described above.

You will permanently forfeit your right to file a lawsuit if you fail to file by the deadline described in this section.

Construction; Venue

The Plan will be construed, regulated and administered under ERISA. Where ERISA does not control, the Plan will be construed, regulated and administered under the laws of the State of Florida, without regard to principles of conflicts of law. Any legal action involving or related to the Plan, including but not limited to any legal action to recover any benefit under the Plan, must be brought in the federal district court with jurisdiction over Brevard County, Florida.

Legal Fees

Any award of legal fees in connection with an action involving the Plan must be calculated pursuant to the method that results in the lowest amount of fees being paid (and will not be enhanced for any risk or be subject to a multiplier).

Legal fees will not be awarded for work related to administrative proceedings under the Plan, unsuccessful claims, or actions that are not brought under ERISA.

If you or any other person brings an action against the Plan or its fiduciaries, the Administrator, your employer, the Company or any affiliated company or any of their respective affiliates (or their or their affiliates' respective officers, directors, trustees, employees or agents) (**Plan Parties**), the legal fees of the Plan Parties in connection with such action will be paid by you or the other person bringing the action unless a court specifically finds that the action had a reasonable basis.

Other Provisions

Company/Administrator Rights

The Administrator has discretionary authority to administer and interpret the terms of the Plan, to determine eligibility and entitlement to Plan benefits in accordance with those terms, and to make factual determinations relevant to claims. The Administrator makes decisions and resolves conflicts regarding claims for benefits, the operation of the Plan and the interpretation of Plan terms. The Administrator may delegate some or all of these responsibilities and authorities to another committee, one or more employees or one or more third parties. When this happens, the delegate assumes the full extent of the Administrator's delegated discretionary authority as the administrator of the Plan, including but not limited to all matters of plan interpretation and determinations of eligibility and entitlement to Plan benefits that may be relevant to the exercise of that delegate's delegated authority.

Any interpretation or determination of the Administrator or its delegate, including any third-party administrator, is final and binding on all parties and is to be given full force and effect. The Administrator or its delegate, as the case may be, has discretionary authority to grant or deny benefits under the Plan. Benefits under the Plan will be paid only if the Administrator or its delegate decides in its discretion that the applicant is entitled to them.

The Company has the authority to make decisions regarding the design of the Plan. In addition, the Company may determine in its discretion to authorize the transfer of specified assets and liabilities from the Plan to one or more insurers providing an annuity policy or contract in satisfaction of such obligations. Any such transferred Plan obligations would be fully guaranteed and paid by the insurer and would preserve any legally protected benefits, rights and features related thereto. The Plan will have no further obligations with respect to any such transferred benefit.

Plan Amendment or Termination

The Company or its delegate may at any time and for any reason amend or modify this Plan in any manner deemed to be necessary or desirable without prior notice to any employee, former employee or other person (except to the extent required by law).

Although the Company expects to continue the Plan indefinitely, it reserves the right to terminate the Plan at any time and for any reason. Upon such termination or upon any partial termination of the Plan, the rights of affected Plan participants to benefits accrued to the date of such termination or partial termination will, to the extent funded as of such date or protected by law (if greater), become nonforfeitable to the extent required by Section 411(d)(3) of the Code.

Assignment/Alienation of Benefits; QDROs

In general, your benefit from the Plan cannot be assigned, alienated or seized to pay debts, except to the extent allowed by law.

Exceptions to this general rule exist in the event of a federal tax levy or when there is a court order entered with respect to your pension benefits in a domestic relations proceeding (e.g., a court order dividing marital property in connection with a divorce). In the last instance, all or a portion of your pension benefit may be assigned to an alternate payee (e.g., a spouse, former spouse or dependent). Under the law, the Plan cannot honor such a court order unless it is determined to be a QDRO.

If you plan to submit a draft or executed order to the **QDRO Administrator** for determination, you should be aware of the following:

- A copy of the Plan's QDRO procedures are available at no cost to you by contacting the QDRO Administrator.
- An order must be submitted to the QDRO Administrator for approval before it can be implemented.
- Upon receipt of a draft or executed order (and in certain other circumstances), the QDRO Administrator will place an administrative hold on your pension benefit pending approval of the QDRO. While the administrative hold is in place, all or a portion of your pension benefit payments may be suspended (if you are in pay status), or you may be prevented from making an election to commence benefit payments (if you are not yet in pay status), as applicable. Additional information about administrative holds, including the circumstances under which an administrative hold may be lifted, can be found in the QDRO procedures.

Finally, your pension benefit may be offset by any amount that you are required to pay to the Plan pursuant to a judgment, order, decree, or settlement relating to certain crimes, or actual or alleged breaches of fiduciary responsibility involving the Plan.

Qualified Military Service

If you are absent from employment because of your service in the uniformed services of the United States and you return to employment, you may be entitled to certain reemployment rights and benefits under the Uniformed Services Employment and Reemployment Rights Act of 1994. You should contact the L3Harris Benefits Service Center if you think this may apply to you.

Employment Rights

Nothing contained in this Plan will be construed as a contract of employment between the Company or any Associated Company and you, nor will the Plan be deemed to give you the right to be retained in the employ of the Company or an Associated Company, or limit the right of the Company or an Associated Company to discharge or discipline you or to alter the terms of your employment.

Guarantees under Plan

All benefits provided under the Plan will be paid solely from the assets of the **Trust Fund** (as described below). Nothing in the Plan or in the Trust Fund will constitute a guarantee by the Plan sponsor, the Company or any Associated Company that the assets of the Trust Fund will be sufficient to pay any benefit to any person. Nothing in the Plan will give you or your beneficiary an interest in any assets of the Company or any Associated Company or any other interest except the right to receive benefits out of the assets of the Trust Fund in accordance with the provisions of the Plan and the Trust Fund and applicable law.

Mergers, Consolidations or Transfers

If the Plan is merged or consolidated with another plan or the assets and liabilities attributable to your accrued benefits are transferred to another plan, your benefits in the surviving plan will equal at least the amount to which you would have been entitled if this Plan had been terminated just before the change.

Maximum Retirement Benefits

The Code limits the benefits payable and the earnings that may be considered under a qualified defined benefit plan. These limitations normally apply only to the highest paid employees. Specific information about this matter is available from the L3Harris Benefits Service Center.

In addition, federal law may limit the payment options available to you or may restrict benefit accruals, depending on the funded status of the Plan. If any of these restrictions become applicable, you will be notified by the Administrator.

Top-Heavy Rules

The Plan is subject to "top-heavy" limits that go into effect if 60% or more of the value of all Plan benefits are allocated to a small group of highly compensated employees. If the Plan becomes top-heavy, you may be entitled to additional benefit accruals under the Plan. A more detailed explanation will be provided if and when the Plan becomes top-heavy.

Right to Recover Excess Payments

The Plan reserves the right to recover any payments made in error or which exceed the amount due under the terms of the Plan, plus earnings and costs. To recover the overpayment from you or your beneficiary, the Plan will have the right to reduce future payments to you or your beneficiary partially or entirely until the total amount of erroneous or excess payments (as adjusted for earnings and costs) is recovered. In addition, the Plan may recover the erroneous or excess payments (as adjusted for earnings and costs) in any other manner (including, without limitation, legal action) from the person to whom or for whom the payment was made.

Current Address; Missing Participants

Participants, former participants, spouses, beneficiaries and other individuals who are receiving or may receive benefits under the Plan must keep the Administrator (or its designee) advised of their current address so that benefits can be paid and notices provided properly. Any pension benefit payments and notices regarding the Plan will be sent by first-class mail to the most current address the Administrator has on file, or by such other means (including electronic means) permitted under Federal law.

If the Administrator cannot locate you or another person entitled to receive a portion of your pension benefit after a reasonable search, the missing person's pension benefit may be forfeited. If the person later files a claim for a benefit before any termination of the Plan, any forfeited benefit would be reinstated and paid.

Duty to Furnish Information and Documents

You and your beneficiary must furnish to the Administrator and its agents such information as the Administrator considers necessary or desirable for the purpose of administering the Plan. All parties to, or claiming any interest under, the Plan must perform any and all acts, and execute any and all documents and papers, necessary or desirable for carrying out the Plan.

The Administrator may request proof that you or your beneficiary are eligible (or continue to be eligible) for a pension benefit. If you or your beneficiary do not respond to a request for proof with satisfactory evidence within 30 days, benefit payments may be suspended until an adequate response is received. Once adequate proof has been provided, any payment that was not received because of the suspension will be paid.

No Advice

The Company or its representatives cannot advise you regarding tax, investment or legal considerations relating to the Plan or any distribution of your pension benefit. If you have questions regarding retirement planning, you should seek advice from a personal advisor.

Plan Cost and Trust Fund

The Company pays the full cost of the Plan. It makes contributions in amounts sufficient to meet the standards prescribed by ERISA. The contributions are kept in a Trust Fund held by The Northern Trust Company, the Trustee of the Plan.

Certain administrative expenses relating to the Plan are paid from the Trust Fund.

The Company has no right to, or interest in, the contributions made to the Trust Fund, other than as provided under the Plan in the event of the termination of the Plan. These funds are used only for the benefit of Plan participants and beneficiaries and to pay administrative expenses. However, if a contribution is made by a mistake of fact, the contribution may be returned within one year after payment of the contribution. In addition, to the extent that part or all of a contribution is disallowed as a deduction under Section 404 of the Code, it may be returned within one year after the disallowance.

Conflict with Plan

This SPD is written in nontechnical language as a summary of certain important provisions of the Plan. All rights and benefits under the Plan will be determined by the terms of the official Plan document. Accordingly, you should look to the official Plan document to fully understand your rights and benefits.

If the terms of the official Plan document are inconsistent with this SPD, the terms of the official Plan document will control. You may request a copy of the official Plan document by contacting the L3Harris Benefits Service Center.

Pension Benefit Guaranty Corporation

Your pension benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (**PBGC**), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all of the pension benefits, the PBGC will step in to pay such benefits. If this occurs, most people will receive all of the pension benefits that they would receive under the Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers:

- Normal and early retirement benefits,
- Disability benefits if you become disabled before the Plan terminates, and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates,
- Some or all of the benefit increases and new benefits based on Plan provisions that have been in place for fewer than 5 years at the time that the Plan terminates,
- Benefits that are not vested because you have not worked long enough for the Company,
- Benefits for which you have not met all of the requirements at the time the Plan terminates,
- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement benefit greater than your monthly benefit at the Plan’s normal retirement age, and
- Non-pension benefits such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed, you may still receive some of those benefits from the PBGC depending on how much money the Plan has and how much the PBGC collects from employers. However, if there are any Plan benefits above the limitations described above which are not provided because of insufficient Plan assets or lack of PBGC guarantees, such benefits may not be payable by the Plan, the Company or the PBGC.

For more information about the PBGC and the benefits it guarantees, ask the Administrator or the PBGC. Inquiries to the PBGC should be addressed to:

PBGC
Technical Assistance Division
445 12th Street, S.W.
Washington, D.C. 20024-2101

The PBGC can also be reached by calling 1-202-326-4000. If you are deaf or hard of hearing or have a speech disability, please dial 7-1-1 to access telecommunications relay services. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at http://www.pbgc.gov.

ERISA Statement of Rights

According to regulations published by the Department of Labor, the following statement must be included in all SPDs for plans that are subject to ERISA.

As a participant in the Plan, you have certain rights and are entitled to certain protections under ERISA. ERISA provides that all Plan participants shall be entitled to:

Disclosure of Plan Information

- Receive information about your plan and benefits.
- Examine, without charge, at the Administrator's office and at certain other specified locations, such as worksites and union halls, all documents governing the Plan, including collective bargaining agreements and a copy of the latest annual report (Form 5500 series) filed by the Plan with the Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration (**EBSA**).
- Obtain copies of documents governing the Plan, including collective bargaining agreements and copies of the latest Form 5500 annual report and updated SPD upon written request to the Administrator. The Administrator may make a reasonable charge for the copies.
- Receive a copy of the Plan's Annual Funding Notice, which the Administrator is required by law to furnish to each Plan participant annually.
- Upon written request, obtain a statement once during any 12 month period free of charge telling you whether you have a right to receive a pension at normal retirement age (age 65) and, if so, what your pension would be at normal retirement age if you stop working under the Plan now. If you do not have a vested right to a pension benefit, the statement will tell you how many more years you have to work to get a vested right to a pension. The Administrator must either automatically provide this statement to you once every three years, or, alternatively, notify you each year that you have the right to make a written request for such a statement once in any twelve-month period.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforcement of Your Rights

If your claim for benefits is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce your rights. For instance:

- If you request a copy of the Plan document or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.
- If you have a claim for benefits which is denied or ignored, in whole or part, you may file suit in a state or federal court, but only after you have exhausted the Plan's claims and appeals procedure as described in.
- If you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, after you have exhausted the Plan's claims and appeals procedure, you may file suit in a federal court.
- If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court.
- If you file suit against the Plan or its fiduciaries or other agents, the court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or by writing to:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at
1-866-444-3272.