

Lockheed Martin Corporation
Silicon Valley Regional Recruiting Center
1111 Lockheed Martin Way Sunnyvale, CA 94089-3504

LOCKHEED MARTIN



June 23, 2011

Jeremy Kent
2452 Stacey Lane
Sedalia, MO 65301

Dear Mr. Kent,

Congratulations! Lockheed Martin Corporation is pleased to offer you the position of Technician Field Specialist within Information Services & Global Systems, reporting to Ryan Arnett at our Alexandria, VA facility. Your starting salary will be \$1,373.08 weekly, which equates to an annualized rate of \$71,400.00 annually

In addition to your salary, the total value of a Lockheed Martin career includes a world-class benefits package, an inclusive work environment, the potential for exciting career development, and rewards and recognition for outstanding performance. Full benefits information will be provided at your orientation.

All offers are contingent upon your satisfactory completion of our pre-employment screening process that includes drug testing and/or security processing as required for your position, as well as a client approval. Please carefully review the requirements included with this letter as they contain important information, some of the conditions of employment and other possible contingencies. While we are confident that we will have a satisfactory employment relationship, Lockheed Martin is an at-will employer. This means that either you or Lockheed Martin may end the employment relationship for any or no reason and without advance notice.

Please let me know your decision about this offer of employment by three days from receipt of this letter. Whatever you decide, the Lockheed Martin team wishes you all the best in your career. If I can answer any questions or provide additional information, please call me at the number listed below. I look forward to hearing from you!

Sincerely,

Mary-Anne Mendoza
Recruiter
Talent Acquisition, ISGS Civil Team
T: 408-742-6493
F: 877-278-5955
E: Mary-Anne.T.Mendoza@lmco.com

Should you choose to accept our employment offer, please complete and fax both pages of this signed offer letter back to me at 877-278-5955.

JEREMY A. KENT
Jeremy A. Kent
28 JUNE 2011

Offer Acceptance: YES

JEREMY A. KENT
Candidate Name (please print)

Jeremy A. Kent
Acceptance Signature

28 JUNE 2011
Date

Pre-Employment Screening Process Requirements and Contingencies

Please carefully review the requirements below as they contain important information, some of the conditions of employment and other possible contingencies.

All Lockheed Martin offers are contingent upon the verification of the information you provided in your employment application, as well as drug testing and security processing (as required for your position). Upon your acceptance, you must complete the drug test within 3 business days, absent any extraordinary facts or circumstances. Your failure to participate in the drug test within this designated time period may result in rescission of this offer. Please give consideration to not giving notice to your current employer until we confirm that you have passed the pre-employment screening process. At that time, a member of our team will contact you to schedule your first day of work.

Additionally, U.S. immigration law requires you to complete the U. S. Government Employment Eligibility verification form (I-9) and verify your identity and employment eligibility on your first day of employment.

This offer specifically is contingent upon the following conditions:

- All offers are contingent upon your satisfactory completion of our pre-employment screening process. This process includes, but is not limited to, drug testing, security processing (if required for your job) and verification of the information you provided in your employment application.
- All new hires by Lockheed Martin IS&GS, including transfers into IS&GS from other Lockheed Martin business lines, or organizations, must execute an arbitration agreement prior to commencement of employment or work with Lockheed Martin. Enclosed is a copy of the Arbitration Agreement you are required to sign as a condition of employment. Please bring your signed agreement with you on your first day or one will be provided for you to sign.
- This position requires a U.S. Government Security Clearance. Failure to timely secure and maintain a required U.S. Government clearance or access may result in reassignment or termination.

Benefits enrollment information will be sent to you shortly after your start date with Lockheed Martin. If you have any questions regarding benefits before you receive your enrollment package, please contact your HR representative.