

## PPA Impact on ExxonMobil U. S. Pension Plan Lump Sum Calculation

Company management has made the following decisions associated with the PPA:

### *If You Are Considering Taking Your Pension Plan Benefit as a Monthly Annuity*

For Pension Plan benefits taken in the form of a monthly annuity, there are no changes; a monthly annuity payable for the lifetime of the participant is the basic form of plan payment.

### *If You Are Retirement Eligible (at least age 55 with at least 15 years of benefit service) and Are Considering Taking Your Pension Plan Benefit as a Lump Sum*

For employees who are already eligible to retire or will be by the end of 2007, there are no changes in the methodology used to calculate your lump sum under the Pension Plan provided you are a retiree at the time your employment ends. Your lump sum will continue to be calculated using 95% of the 30-year Treasury bond interest rate and ExxonMobil 2000 Mortality. **This means that you do not have to retire before the end of 2007 to preserve the current interest rate assumptions and mortality factors for your lump sum calculation.** Your lump sum will be calculated using the current methodology **even if you retire in 2008 or later.**

*If You Are Close to Retirement Eligibility* – If you are within five years of retirement eligibility by the end of 2007, there are no changes in the methodology used to calculate your lump sum option under the Pension Plan provided you are a retiree when your employment ends. Your lump sum will continue to be calculated using 95% of the 30-year Treasury bond interest rate and ExxonMobil 2000 Mortality.

### *Who is eligible to receive a lump sum using the current methodology?*

To be eligible for this treatment you must be within five years of retirement eligibility by the end of 2007. In other words, you must be at least 50 years of age by the end of 2007 (i.e., your date of birth must be before January 1, 1958) and you must have at least 10 years of benefit service before January 1, 2008.

### *If You Are More Than Five Years Away from Retirement Eligibility at Year-End 2007 and Are Considering Taking Your Pension Plan Benefit as a Lump Sum*

For employees who are more than five years from retirement eligibility at the end of 2007, the Pension Plan will be amended effective January 1, 2008 to use the new minimum lump sum methodology and its assumptions as prescribed by the government in calculating your lump sum option. There are no changes to how your monthly annuity options are calculated.

Because employees in this category are more than five years away from being eligible to retire, the new minimum lump sum assumptions will not be used to calculate lump sum distributions for them under the Pension Plan until 2013 at the earliest.

As a reminder, the new lump sum assumptions consist of an interest rate that is based on a yield curve of high-quality corporate bonds and an IRS-prescribed mortality table. The IRS has not released details about either of these factors, so we cannot describe them more fully. We will provide additional information about the new lump sum factors when available, although these assumptions will not affect Pension Plan participants in this category until after 2012.

*Who is eligible to receive a lump sum using these assumptions?*

You are an employee who falls into this category if you are not yet 50 years old by the end of 2007 (i.e., your date of birth is on or after January 1, 1958) or you have less than 10 years of benefit service as of December 31, 2007.