

## When Your Employment Ends – Summary of LandAmerica Benefits

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You will find answers to general questions about your benefits below. For answers to more specific questions, please email [customerservice@landam.com](mailto:customerservice@landam.com). You may also call Human Resources Customer Service at 866-LandAm1 (526-3261 or 267-8600). A representative is available between 9:00 AM and 6:00 PM ET, Monday through Friday.

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### Health Coverage

- Your medical/prescription drug, dental and vision coverage continues through the end of the month in which your employment ends.
- After your last day of work, you will receive by mail:
  - A Certificate of Health Coverage (HIPAA), which provides evidence of your health coverage in the last 18 months, which you may use to obtain new health coverage without exclusions for any pre-existing health conditions.
  - You will not have the option to extend health care benefits under COBRA as the LandAmerica health plan terminates on July 31, 2009.

### Life Insurance

- All life insurance (Basic, AD&D and Supplemental) will continue through the end of the month in which your employment ends.
- You will not have the option to continue your life insurance as an individual policy since the LandAmerica life insurance plans terminate on July 31, 2009.

### Health and Dependent Care Flex Spending Accounts

- You may file for reimbursement after your employment ends, as long as your expenses were incurred before your termination date or the date you stopped participation in the plan. Be sure to request reimbursement for eligible expenses no later than September 30, 2009, as no FSA reimbursements will be processed after that date.
- You will not have the option to extend health FSA benefits under COBRA as the LandAmerica health plan terminates on July 31, 2009.

### 401(k) Plan

- Approximately six weeks after your employment ends, you may withdraw any vested 401(k) balance by calling Merrill Lynch directly at 800-228-401K to discuss your options.
- You are required to withdraw balances that are \$1,000 or less.
- If you have a loan against your 401(k) account as of your last day of work, contact Merrill Lynch at the number above to either:
  - Repay the entire loan balance
  - Have the amount of the outstanding loan balance reported as taxable income.
- If you are invested in the Merrill Lynch Retirement Preservation Trust (RPT), only a prorated portion of your balance in this fund will be distributed each month, due to new restrictions on this fund. It

may take up to nine months for your RPT funds to be distributed or rolled over. Call Merrill Lynch for more information about the restriction they have placed on distributions from this fund.

**Cash Balance Plan**

- If you were hired as a salaried employee before December 2, 2003, and you have a vested account in the Cash Balance Plan, and Human Resources will send you information about your benefits within 90 days of your last work day. *No action is required* on your part to request a calculation of your benefits.
- At any time after your last day of work, if you have an address change, email your new address and LandAmerica employee number to [customerservice@landam.com](mailto:customerservice@landam.com) to ensure you receive your Cash Balance distribution package.
- When you receive your package, you will be given options for distribution based on your account balance, including all interest credits. If your account balance is:
  - Less than \$5,000, you may elect to receive a lump sum withdrawal.
  - Greater than \$5,000, your benefit may be paid as a lump sum or monthly annuity. Your package will provide details about these options.
- With respect to the bankruptcy of LandAmerica, federal laws require that the assets in the Cash Balance Plan be used for the benefit of plan participants only; they cannot be accessed by LandAmerica creditors or anyone else. In addition, a federal agency known as the Pension Benefits Guarantee Corporation (PBGC) insures the benefits under our plan. LandAmerica is making plans for continued administration of the Plan and will notify you in advance of any changes to the administrative contacts.

**Severance Pay**

- As a result of the bankruptcy filing by LandAmerica Financial Group, Inc., the company is unable to pay any severance benefits.

**Paid Time Off (PTO)**

- You accrue PTO hours through the end of your last full pay period of work. The accrual table is included below, for your convenience.
- Your manager will submit your accrued but unused PTO hours (and PLA hours for California employees) to Human Resources for payment of those hours.
- Accrued, but unused PTO (and PLA hours for California employees) will be paid out on your last day of employment or in the payroll period following your last day of employment, depending on state requirements.

Your Scheduled Weekly Hours	Your Years of Service		
	0 - 4 Years	5 - 14 Years	15 Years or More
39-40 hours (100%)	5.333 hours	7.00 hours	8.667 hours
37-38 hours (95%)	5.066 hours	6.65 hours	8.234 hours
35-36 hours (90%)	4.800 hours	6.30 hours	7.800 hours
33-34 hours (85%)	4.533 hours	5.95 hours	7.367 hours
31-32 hours (80%)	4.266 hours	5.60 hours	6.934 hours

Your Scheduled Weekly Hours	Your Years of Service		
	0 - 4 Years	5 - 14 Years	15 Years or More
30 hours (75%)	4.000 hours	5.25 hours	6.500 hours

### Direct Deposit

While you may have elected direct deposit of your pay, your final pay may be in the form of a check.

### Unemployment

If you are applying for unemployment benefits on your own, you can expedite the processing by providing the unemployment office with the phone number of the vendor who handles our unemployment claims, Dunn Corporate Resources, Inc., 856-596-5510 as well as the mailing address of the Shared Resources Center: LandAmerica Human Resources Department, P.O. Box 27567, Richmond, VA 23261. You must also provide the exact name of your employer, which you will find on the paper copy of your pay check stub. You may be ineligible for unemployment benefits for various periods in some states as a result of any payment for unused accrued PTO that you receive.

**If you signed a Non-Competition, Employment or Non-Solicitation Agreement with LandAmerica,** discuss any questions about your agreement with your manager or with a member of Human Resources Employee Relations staff (call 866-LandAm1). You should make prospective employers aware of your agreement with LandAmerica, to avoid violations of the terms agreement.

*Email [customerservice@landam.com](mailto:customerservice@landam.com) should you have a change of address so that your W-2 and benefit continuation information reaches you safely. Please include your 5-digit employee number and your name as it appears on your paycheck stub.*

*As new information becomes available, it will be posted to [www.landam.com](http://www.landam.com).*

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*Given the LandAmerica Financial Group, Inc. bankruptcy, the information above is subject to change without notice.*