

**L-3 COMMUNICATIONS HOLDINGS, INC.**  
**COMPENSATION**  
**COMMITTEE OF THE BOARD OF DIRECTORS**  
**CHARTER**

**I. PURPOSE**

The Compensation Committee (the “Committee”) shall provide assistance to the Board of Directors (the “Board of Directors”) of L-3 Communications Holdings, Inc. (the “Company”) in fulfilling its responsibility to the shareholders, potential shareholders and investment community by fulfilling the Committee’s responsibilities and duties as outlined in Section IV.

**II. STRUCTURE AND OPERATIONS**

Composition and Qualifications

The Committee shall comprise three or more members of the Board of Directors, each of whom is determined by the Board of Directors to be “independent” under the rules of the New York Stock Exchange, Inc. (the “NYSE”).

Appointment and Removal

The members of the Committee shall be appointed by the Board of Directors and shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation or removal. The members of the Committee may be removed, with or without cause, by a majority vote of the Board of Directors.

Chairman

Unless a Chairman is elected by the full Board of Directors, the members of the Committee shall designate a Chairman by majority vote of the full Committee membership. The Chairman shall be entitled to cast a vote to resolve any ties. The Chairman will chair all regular sessions of the Committee and set the agendas for Committee meetings.

Delegation to Subcommittees

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee of the Committee.

**III. MEETINGS**

The Committee shall meet as frequently as circumstances dictate. The Chairman of the Board or any member of the Committee may call meetings of the Committee. All meetings of the Committee may be held telephonically.

As part of its review and establishment of the performance criteria and compensation of designated key executives, the Committee may meet separately with the CEO, the Company’s principal human resources executive, and any other corporate officers, as it deems appropriate.

All non-management directors that are not members of the Committee may attend meetings of the Committee but may not vote. Additionally, the Committee may invite to its meetings any director, management of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities.

#### IV. RESPONSIBILITIES AND DUTIES

The following functions shall be the common recurring activities of the Committee in carrying out its responsibilities. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee shall also carry out any other responsibilities and duties delegated to it by the Board of Directors from time to time.

The Committee, in discharging its oversight role, is empowered to study or investigate any matter of interest or concern that the Committee deems appropriate and shall have the sole authority to retain outside counsel or other experts for this purpose, including the authority to approve the fees payable to such counsel or experts and any other terms of retention.

##### Setting Compensation for Executive Officers and Directors

1. Review and approve corporate goals and objectives relevant to CEO compensation.
2. Evaluate the performance of the CEO in light of these criteria and, either as a committee or together with other independent directors (as directed by the Board), determine and approve the annual salary, bonus, stock options and other benefits, direct and indirect, of the CEO based on such evaluation.
3. In connection with executive compensation programs:
  - (i) Review and recommend to the full Board of Directors, or approve, new compensation programs for executive officers;
  - (ii) Review on a periodic basis the operations of the Company's compensation programs for executive officers to determine whether they are properly coordinated and achieving their intended purpose(s);
  - (iii) Establish and periodically review policies for the administration of compensation programs for executive officers; and
  - (iv) Take steps to modify any compensation program for executive officers that yields payments and benefits that are not reasonably related to executive and corporate performance.
4. Establish and periodically review policies in the area of senior management perquisites.
5. Review and recommend to the full Board of Directors compensation of directors.
6. Review and make recommendations to the full Board of Directors, or approve, any contracts or other transactions with current or former executive officers of the Company,

including consulting arrangements, employment contracts, severance or termination arrangements and loans to employees made or guaranteed by the Company.

#### Monitoring Incentive and Equity-Based Compensation Plans

7. Review and make recommendations to the Board of Directors with respect to compensation of executive officers (other than the CEO), the Company's incentive-compensation plans and equity-based plans, and oversee the activities of the individuals responsible for administering those plans.
8. Review and approve all equity compensation plans of the Company that are not otherwise subject to the approval of the Company's shareholders.
9. Select, retain and/or replace, as needed, compensation and benefits consultants and other outside consultants to provide independent advice to the Committee. In that connection, in the event the Committee retains a compensation consultant, the Committee shall have the sole authority to approve such consultant's fees and other retention terms.

#### Reports

10. Prepare an annual report on executive compensation for inclusion in the Company's proxy statement, in accordance with applicable rules and regulations of the NYSE, Securities and Exchange Commission ("SEC") and other applicable regulatory bodies.
11. Oversee the preparation of a "Compensation Discussion and Analysis" (CD&A) for inclusion in the Company's annual proxy statement and annual report on Form 10-K, in accordance with the rules of the SEC. The Committee shall review and discuss the CD&A with management each year and, based on that review and discussion, determine whether or not to recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K.
12. Review the description of the Committee's processes and procedures for the consideration and determination of executive and director compensation to be included in the Company's annual proxy statement.
13. Report regularly to the Board of Directors (i) following meetings of the Committee, (ii) with respect to such other matters as are relevant to the Committee's discharge of its responsibilities and (iii) with respect to such recommendations as the Committee may deem appropriate. The report to the Board of Directors may take the form of an oral report by the Chairman or any other member of the Committee designated by the Committee to make such report.
14. Maintain minutes or other records of meetings and activities of the Committee.

#### V. ANNUAL PERFORMANCE EVALUATION

The Committee shall perform a review and evaluation, at least annually, of the performance of the Committee and its members, including by reviewing the compliance of the

Committee with this Charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Board of Directors any improvements to this Charter that the Committee considers necessary or valuable. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.