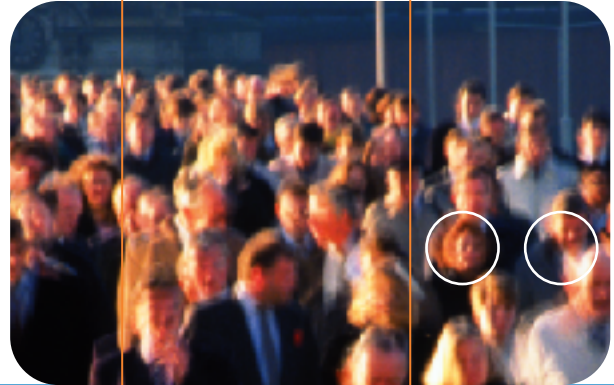
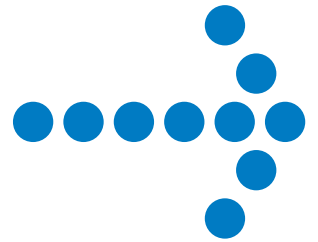


2001
2001



Benefits

at a Glance



ENRON Benefits
...keeping pace with your lifestyle

benefits.enron.com

Dear Enron Employee:

This brochure has been prepared in a quick reference format to summarize the many benefit programs and plans available to **eligible regular, full-time employees**. Please take time to read this information carefully. These plans and programs represent a sizable portion of your total compensation and are designed to provide protection and a measure of security for you and your family. A complete description of the plans is available in each primary governing document. Primary governing documents are the Summary Plan Description, Summary Material Modifications and related Plan Documents, whichever applies. In the case of a discrepancy between the primary governing document and this summary, the primary governing document will be controlling. Plan documents are controlling over other primary governing documents. Should the need arise, Corporate Benefits can supply you with copies of these documents and your HR representative can provide you with any forms or additional information which you may need. **Not all employees are eligible to participate in all of the plans or programs described in this booklet.** Please contact the Benefits Service Center at 800-332-7979, to speak to a representative in order to learn more about your employee benefits.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE (AD&D)

AD&D is available to you and your family at group rates. Coverage may be purchased in multiples of \$1,000 up to a maximum of \$500,000 plus 2 times annual base pay or \$1,500,000, whichever is less. If you elect family coverage, your spouse is covered for 50% and your children, if any, for 10% of your coverage amount. Annually during open enrollment, you may increase or decrease your AD&D election; there are no restrictions.

THE BODY SHOP

The Body Shop is a full fitness facility located on Level B1 and B2 of the Enron Building. Membership is \$25 per month and is payroll deducted. Amenities and services include a full line of cardiovascular and strength training equipment, locker and laundry service (at an additional charge), women's and men's sauna, steam room, variety of aerobic and exercise classes such as Tai Chi, Yoga, Pilates Mat class and group cycling, fitness evaluations, exercise and incentive programs. Individualized training and Massage Therapy services are also offered with additional charges.

Hours of Operation:

Monday - Thursday 5:00 a.m. - 10:00 p.m.
 Friday 5:00 a.m. - 8:00 p.m.
 Saturday 9:00 a.m. - 1:00 p.m.

BUSINESS TRAVEL ACCIDENT INSURANCE

The Business Travel Accident Plan is provided to you at no cost. It provides a benefit equal to 4 times your annual base pay, subject to a maximum coverage amount of \$1,200,000. The business travel accident insurance pays if you die or suffer certain injuries as a result of an accident while traveling on Company business. Coverage for injury sustained during the course of everyday travel to and from work is not included.

CASH BALANCE PLAN

You are eligible to participate in the Enron Corp. Cash Balance Plan on the January 1 following your hire date. Each year end Enron will allocate a contribution equal to 5% of your annual base pay on your behalf. Interest is credited monthly based on 10-year Treasury Bond yields. You are 100% vested in your account balance after you have completed 5 years of service; there is no partial vesting. If you leave Enron before completing five years of service, you will not receive any contributions made by the Company. You do not have to enroll, but you will need to complete a beneficiary designation form.

CREDIT UNION

The Enron Federal Credit Union (EFCU) is a full-service financial institution, located on the third floor of the Enron Building. Membership is open to all employees, retirees and their family members for a \$1 membership fee, and a \$25 minimum share balance. Financial services available include savings, checking, 24-hour Anytime Loans, VISA Check Card, e-statements, credit cards, Direct Deposit, QuickLink Internet Account Access, ATM cards, QuickTeller-automated phone account access, four conveniently located branches, as well as a variety of investment type accounts. EFCU also offers numerous other services including travelers cheques, money orders, entertainment tickets and much more. Teller Services at the Credit Union are open Monday-Friday, 7:30 a.m. – 5:00 p.m., and the Financial Services and Loan Departments are open Monday – Friday, 9:00 a.m. – 5:00 p.m.

DENTAL PLAN

The Dental Plan is optional. If you elect to enroll, your dental coverage is effective on your hire date after your enrollment has been received, provided it is received within 31 days of your hire date.

Preferred Dentist Program: Although you may seek treatment from any dentist, Enron offers a Preferred Dentist Program (PDP) through the Dental Plan which is designed to reduce your out-of-pocket costs for dental treatment. By using a participating dentist you will receive dental services at a reduced rate, generally 15-30% lower than customary. The list of participating dentists is located on the Enron Intranet under benefits.enron.com, click on **Health** and **Group Plans**.

The Dental Plan covers four types of dental services:

DENTAL INSURANCE

Types of Service	Coinsurance
Preventive/Diagnostic	100%
Basic	80%
Major	50%
Orthodontia	50%

DENTAL PLAN DEDUCTIBLE & LIMITS

Annual Deductible (Basic, Major, & Orthodontia)	\$50 per participant
Annual Plan Maximum (Basic, Major)	\$1,500 per participant
Orthodontia Lifetime Maximum	\$1,500 per participant

THE DOCTOR'S OFFICE

All active Enron employees who are enrolled in any of the Enron Medical Plan options (except the "No Coverage" or any "HMO" option) are eligible to receive medical services at The Doctor's Office located on the 3rd floor of the Enron Building. Dependents of employees or contractors are not eligible to receive these services.

Hours of Operation:

Monday - Friday 7:30 a.m. - 12:30 p.m.*
 1:30 p.m. - 2:30 p.m.

*Closed for lunch from 12:30 - 1:30 p.m.

Patients who are more than 15 minutes late for their appointment may be asked to reschedule. Walk-ins are accepted, but you may experience a wait before being seen by the physician.

To arrange an appointment time or if you have additional questions, please call The Doctor's Office at 713-750-7074.

Co-pays are required for each visit at The Doctor's Office. You pay only \$10 for each office visit regardless of your Medical Plan option. Personal checks or cash are accepted. Additional charges for treatment not provided in the office visit will be paid according to the plan option in which you enrolled. This would include laboratory tests, x-rays and other ancillary testing.

There are no claims to be filed when you receive care from The Doctor's Office. You simply pay your co-pay and receive the medical services.

Should the physician prescribe medications, they can be ordered through an affiliated pharmacy which is part of the Merck-Medco pharmacy network. Prescriptions are delivered to The Doctor's Office twice daily. A credit card, check or cash may be used to pay your pharmacy co-pay for medications.

EDUCATIONAL ASSISTANCE PROGRAM

You are eligible for Company assistance to help pay for work-related courses taken at colleges, universities, technical business schools and other accredited institutions. Approved courses must increase your skills for present duties or prepare you for future development within the company. The program reimburses 90% of tuition and 75% of required text book costs upon satisfactory completion. Funds contributed by Enron toward education programs may be subject to federal withholding.

THE ENERGIZER & ENERGIZER EXPRESS

The Energizer, located on the 2nd of the Enron Building, is open for breakfast from 6:30 a.m. to 9:00 a.m. and for lunch from 11:15 a.m. to 1:30 p.m. The Energizer offers a wide variety of dining options in a food court format. The Energizer Express is a gift shop/convenience store where you can purchase magazines, small gift items, beverages and snacks. It is open 7:00 a.m. to 7:00 p.m. Monday - Thursday and until 6:00 p.m. Friday.

ENRONASSISTANCE

EnronAssistance provides emergency assistance for Enron employees who travel internationally on Company business. EnronAssistance contracts with International SOS for global emergency assistance coverage. Covered under the program is medical assistance including referrals to physicians and hospitals; personal assistance including emergency cash and lost document assistance; and travel assistance including vaccination recommendations, telephone interpretation and emergency family travel arrangements. The services are available 24 hours a day, 365 days a year.

For travel information, International SOS city profiles, on planet.enron.com, contain information regarding hospital and emergency care, dental care, pharmaceuticals, and food and water precautions for major cities globally.

In addition, if you travel to the Asia/Pacific region on company business, you have access to 24 hour medical clinics staffed by physicians and nurses qualified to provide an international standard of care. The International SOS clinics are located in Almaty, Baku, Beijing, Guangzhou, Jakarta, Hanoi, Ho Chi Minh, Hong Kong, Phnom Penh, Point Noire, Port Harcourt, Sydney, Vung Tau, Warri, and Yangon.

You will be issued a wallet I.D. card containing the contact numbers for International SOS and a brochure detailing the EnronAssistance program and services.

ENRON OPTIONS

The Compensation and Management Development Committee of the Enron Corp. Board of Directors ("Committee") approved a broad-based employee stock option program for 2001-2005. The new program (EnronOptions - Your Stock Option Program) design is as follows:

- EnronOptions - Your Stock Option Program will grant stock options to purchase shares of Enron Corp. common stock to eligible regular full-time and part-time employees in domestic and international companies/locations. *The Committee will determine which employees and employers are eligible to participate in the Program.*
- The one time up-front grant of non-qualified stock options under the Program to eligible employees will be equal to 5% of annual base salary for each year of the 5-year program as follows:

If you are hired in...	Then you would receive options worth this percentage of your salary...
2000 or earlier	25%
2001	20%
2002	15%
2003	10%
2004	5%

- We expect the grants to be made on or about the last business day in December of each year. (Salary calculation and value may vary in some international locations.)

- The grants will be subject to vesting in equal percentages beginning June 30, 2001 until June 30, 2005. *For example, grants made in December 2000 will vest in five annual twenty percent segments beginning June 30, 2001 and grants made in December 2001 will vest in four annual twenty-five percent segments beginning June 30, 2002.* The number of options will be determined using a valuation methodology utilized by the Committee in making such awards.

Awards will be governed by the terms and provisions of the applicable Stock Plan and Program as approved by the Committee in its final form. Granting of options will be subject to New York Stock Exchange and applicable state and federal regulatory requirements. Should you become an employee of Enron Corp. or one of its affiliated companies whose employees are determined to be eligible to participate in the Program, you will receive more information about this grant throughout your year of hire.

FLEXIBLE COMPENSATION PLAN

Enron recognizes employees have differing benefit needs and has a benefit plan which allows you flexibility in choosing comprehensive benefits. "Flexdollars" are provided by the Company to be used to pay for medical, dental, vision, employee life and accidental death and dismemberment coverage on a before-tax basis where permitted by tax law. Flexdollars not used to purchase benefits may be deposited before-tax into the Health Care or Dependent Day Care spending accounts and/or may be taken in cash up to a maximum of \$1,500 annually (\$125 per month). *Note: This amount is applicable for full-time employees only. Those working reduced hours have reduced amounts.* Flexdollars received as cash are fully taxable. *Your benefit elections must be made within 31 days of your hire date or you will be assigned minimum required coverage consisting of employee medical coverage with a \$1,250 annual deductible, \$20,000 of employee life insurance coverage and long term disability coverage of 40% of your monthly base pay.* Benefit elections under the Flexible Compensation Plan are for the entire calendar year unless you have a qualifying change in family status.

HEALTH CENTER

The Enron Health Center is located on the 3rd Floor of the Enron Building (EB307). Services include nursing care for day-to-day illness/injuries, occupational illness and injuries, blood pressure checks, Lactation Support Program, seasonal flu immunization, health screenings, and a resource for International Travel Medicine. The Health & Wellness Resource Library is located within the Health Center and has videos, books and informational material available for check-out. The Health Center is open Monday through Friday 7:30 a.m. - 5:00 p.m.

HEALTH INFO LINES

This health information service is offered through the Medical Plan and is available to you 24 hours a day. You can call toll free to receive information about virtually any health-related topic. When illness or injury occurs at home or when you are traveling, registered nurses are available to listen carefully to your concerns and respond with sound information on which you can base your decisions. The nurse can also refer you to a network provider if you are traveling and are outside of your local network area.

If you are enrolled in the United Healthcare network option or the EPO, you can call [Nurseline](#) at 1-800-846-4678. If you are enrolled in the deductible options or the CIGNA Network, you can call [CIGNA Healthcare](#) at 1-800-251-0669.

HOLIDAYS

There are 11 paid holidays per year. A holiday schedule is published and distributed prior to each year so employees can make appropriate plans. Included in the holiday schedule is one discretionary holiday. New employees are eligible for the discretionary holiday on the first day of employment. (Employees on the 9/8/1 schedule are not eligible for the discretionary holiday.)

IDENTIFICATION BADGE

You will be issued an identification badge by Security, located on the 3rd Floor of the Enron Building. The badge will have your photo ID and is required for building and floor access.

LIFE INSURANCE

Employee Life Insurance

You may elect employee life insurance in multiples of \$1,000 up to 7 times your annual base pay. The maximum coverage amount is \$1,500,000. The minimum required coverage election is \$20,000. *Annually, during open enrollment you may change your life insurance election; however, increases in coverage may not exceed your current coverage amount plus 1X your annual base pay. Employee life insurance elections in excess of \$50,000 are subject to federal withholding.*

Dependent Child Life Insurance

You may elect dependent child life insurance in the amount of \$10,000 per child. The contribution is a flat rate, regardless of the number of children covered and is paid on an after-tax basis. Dependent child life insurance is subject to federal withholding.

Spouse Life Insurance

You may elect spouse life insurance in multiples of \$1,000 up to the greater of your employee life insurance election or 4 times your annual base pay. The contribution is determined by the amount of coverage elected and is paid on an after-tax basis. *Annually during open enrollment you may change your spouse life election; however, increases in coverage may not exceed current coverage, plus 50% of your annual base pay.*

LONG TERM CARE

Should you or your extended family members have or anticipate the need of a nursing home, alternative care facilities such as assisted living or Alzheimer's facilities for example, this plan is available as a solution. You may elect coverage of \$75, \$100, \$150 or \$200 per day. Enrollment in this plan is open throughout the year and requires the completion of a statement of health. If you enroll in this plan for employee coverage within 31 days from your hire date, no statement of health is necessary. For more information call 1-800-GETMET8.

LONG TERM DISABILITY (LTD)

LTD is designed to provide you with monthly income benefits if you are unable to work due to an extended disability. If you are disabled and absent from work for 26 weeks (1,040 hours) you may qualify for long term disability benefits. The minimum required level of coverage is 40% of monthly base pay. Your disability contributions are paid after-tax and, as a result, should you be approved for disability income benefits, they are not subject to federal withholding. Following are the LTD coverage levels available:

- 40% of your monthly base pay
- 50% of your monthly base pay
- 65% of your monthly base pay
- 75% of your monthly base pay

During open enrollment you may change your disability coverage level; you can decrease your coverage to any level, however, you may not increase your coverage by more than one level. The Plan will not cover any disability which begins in the first twelve months after your hire date caused by, contributed to, or resulting from a preexisting condition. A preexisting condition is a sickness or injury for which you received medical treatment, consultation, care or services, or had taken prescribed drugs within the three (3) months prior to your hire date.

MATCHING GIFT PROGRAM

The Enron Foundation maintains a program for matching employee gifts to schools of higher education and certain approved artistic, cultural, and non-profit organizations. Under the program, employee gifts from \$20 to \$15,000 per year will be matched dollar-for-dollar by Enron.

MEDICAL PLAN

Your medical coverage is effective on your hire date. You may choose from the Medical Plan options listed below depending on where you live provided you enroll within 31 days of your hire date. You may elect to waive coverage (No Coverage Option) if you are insured under another group health plan, otherwise the minimum required coverage is the \$1,250 deductible option for employees only.

COVERAGE OPTIONS	
Network/Urban Areas	
Network Options	
In-Network: <ul style="list-style-type: none"> • \$10 Copay - Office visits • 90%/10% Coinsurance • \$2,000 Out-of-Pocket Maximum (family unit) 	
Out-of-Network: <ul style="list-style-type: none"> • \$500 Deductible Per Individual (max. \$1,500/family) • 70%/30% Coinsurance • \$4,000 Out-of-Pocket Maximum (family unit) 	
Exclusive Provider Option	
Same coverage as network except <ul style="list-style-type: none"> • No Benefits for Out of Network Services 	
If Network Option is not available	
\$250 Deductible Option: <ul style="list-style-type: none"> • 80%/20% Coinsurance • \$250 Deductible Per Individual (max. \$750/family) • \$2,000 Out-of-Pocket Maximum (family unit) 	
\$500 Deductible Option: <ul style="list-style-type: none"> • 80%/20% Coinsurance • \$500 Deductible Per Individual (max. \$1,500/family) • \$4,000 Out-of-Pocket Maximum (family unit) 	
\$1,250 Deductible Option	
<ul style="list-style-type: none"> • 80%/20% Coinsurance • \$1,250 Deductible Per Individual (max. \$3,750/family) • \$10,000 Out-of-Pocket Maximum (family unit) 	
You may access an on-line list of network physicians on the Enron Intranet at benefits.enron.com , click on Health and Group Plans.	

The Medical Plan options differ in contribution, deductible, annual out-of-pocket maximum, coinsurance or co-payment amounts. After the annual out-of-pocket maximum is reached, the Plan will pay 100% of covered expenses for the rest of the calendar year. All options have a \$2,000,000 per participant lifetime maximum. The plan does not limit coverage for any pre-existing conditions. Mental illness/substance abuse treatment is subject to 60 outpatient visits annually and inpatient stays of 30 days per calendar year.

PRESCRIPTIONS DRUG PROGRAM:

Employees enrolled in the Medical Plan may obtain prescription drugs from participating retail pharmacies or through mail order. You will receive a Prescription Drug ID card at your home address soon after enrollment.

The 2001 co-pays are outlined below:

PRESCRIPTION DRUG PROGRAM
Retail co-pay for up to a 30 day supply (max. 2 fills) Generic \$ 8 Brand \$16 *
Mail Order co-pay for a 90 day supply Generic \$10 Brand \$25 *
3rd Tier co-pay for retail medication after the first 2 fills Generic \$16 Brand \$32 *
* If brand name medication is filled when a generic is available, you will pay the difference in the cost of the drug PLUS the generic co-pay amount.

While mail order still remains the most cost-effective method of obtaining your prescriptions, the 3rd Tier Co-pay was introduced to allow you another alternative.

ORIENTATION

You will be scheduled for an initial orientation at the time of employment, and the benefit programs will be reviewed. A separate Enron orientation program, conducted by senior management, will be scheduled during your first few months of employment. You will learn about Enron businesses, products, services, markets and strategies, as well as how they fit together to make Enron become the world's leading energy company.

SAVINGS BONDS

U.S. government savings bonds may be purchased through payroll deduction. Features of the bonds include a guaranteed minimum rate of interest, freedom from local government taxation, insurance by the federal government, and tax deferral of interest income. Also, the bonds are replaced at no charge if stolen or destroyed.

SAVINGS PLAN

You are eligible to participate in the Enron Corp. Savings Plan on the first of the month following your hire date. The Plan, established under section 401(k) of the Internal Revenue Code, offers you a way to use before-tax dollars to save for your future financial goals. A wide range of investment funds are available including an Enron Corp. stock fund, brand name mutual fund offerings and a self-directed brokerage account option (SDA). Your investments objectives will determine which investments are most appropriate for your goals.

As an Enron Employee, you may contribute from 1-15% of your base pay to the plan up to the annual before-tax contribution limit adjusted annually by the IRS (The 2001 limit is \$10,500 on before-tax contributions.)

Matching Contributions: As an added incentive to save, Enron matches your before-tax contributions to the Savings Plan. The match is \$.50 on the \$1 up to 6% of your monthly base pay. You are always vested in your own contributions and will become 100% vested in the company matching contributions after completion of one (1) year of consecutive employment with Enron. The company match is invested in the Enron Corp. Stock Fund and cannot be transferred to any other investment fund until you reach age 50.

Loans/Withdrawals: There may be a time when it is necessary for you to access your funds. The Enron Corp. Savings Plan has a loan provision that allows you to borrow 50% of your balance (\$1,000 minimum; \$50,000 maximum) without tax penalties as long as you make the payments according to the promissory note provisions. The Plan also allows you to withdraw eligible funds once per quarter. Withdrawals cannot be paid back and may be subject to tax penalties and other restrictions.

Note: Company matching contributions are not eligible to be withdrawn until termination of employment with any Enron company however these funds can be used to determine your loanable amount.

SERVICE AWARDS

Service Awards are presented to employees at five-year intervals in recognition of service with the Company.

SICK LEAVE PAY PRACTICE

Employees may be eligible for salary continuation while absent due to injury, personal illness, or pregnancy. Medical documentation of your condition may be requested. The sick leave pay practice provides 1,040 hours (26 weeks) of salary continuation. You may receive 100% of your base pay for the first 160 hours (4 weeks) and 90% of your base pay for the remaining 880 hours (22 weeks). You will continue to receive benefits and vacation accrual while on salary continuation.

SOCIAL SECURITY

OASDI (Old-Age, Survivors, and Disability Insurance Program), commonly referred to as Social Security, is financed by a payroll tax paid by you and the Company. You pay the tax through payroll deduction based on earnings and Enron matches this amount. The maximum amount of contribution is adjusted annually by the federal government.

SPENDING ACCOUNTS

There are three Spending Accounts which provide an opportunity for before-tax reimbursement of health care, dependent day care, and commuter expenses. You decide how much to deposit into each account annually, subject to election restrictions:

Spending account elections are for the entire calendar year unless you have a qualifying change in family status. *There is a four-month grace period for claiming reimbursement from your spending accounts for expenses incurred during the Plan year. For example, all claims for eligible expenses incurred in 2001 must be received by AON no later than April 30, 2002.*

SPENDING ACCOUNTS RATES		
Type of Account	Monthly Maximum	Annual Maximum
Health Care	None	\$5,000
Dependent Day Care	None	\$5,000
Commuter	\$175 parking/\$65 mass transit REDUCED by company discount	N/A
Combined Health and Dependent Day Care Annual Maximum is \$10,000.		

STOCK PURCHASE AND OTHER INVESTMENTS

You may purchase shares of Enron common stock through after-tax payroll deduction. Enron pays any brokerage fees for the stock purchase. In addition, you may invest after-tax dollars in Fidelity Investments mutual funds through direct deposit.

TRANSPORTATION

Parking

You may receive subsidized parking in specific area garages based on space availability. The parking rate is deducted from each paycheck. The monthly parking rate is established by the various garages and is subject to change. You may apply for a parking assignment through Security on the 3rd Floor of the Enron Building.

Bus Passes/Tickets

You may purchase subsidized Metro bus passes/tickets on the 3rd Floor of the Enron Building. Enron subsidizes bus passes by 100% for Houston-based employees.

UNEMPLOYMENT COMPENSATION

Unemployment compensation may be available to you. Your state Employment Commission will determine your eligibility for benefits and the amount to which you are entitled. Enron pays the full cost of this insurance protection.

VACATION

The Company provides the following annual vacation based upon your years of service:

VACATION EARNED	
Years of Service	Vacation
Hire Year	*See Below
Years 1-9	3 Weeks
Years 10-19	4 Weeks
Years 20+	5 Weeks

New employees accrue 10 hours of paid vacation for each full month of employment during their first year. On the first working day of the following year they will receive 3 weeks of vacation.

VISION PLAN

This plan, offered through Vision Service Plan (VSP), one of the nation's largest eyecare networks can help you manage your vision costs through in-network or out-of network providers. Vision benefits are designed to protect your visual wellness, consequently cosmetic or elective benefits may not be covered under this plan or may be covered at additional costs. *Either eyeglasses or contact lenses are allowed each calendar year.*

WORKER'S COMPENSATION

Worker's Compensation is a Company paid insurance which provides benefits in the event you sustain an injury or contract an illness or disease in the scope and course of your work. All work-related injuries or diseases must be reported immediately to your supervisor or Corporate Risk Management; failure to do so may prevent you from receiving benefits for which you may be eligible.

WORK AND FAMILY PROGRAMS

Approved Time Off

Family Death: You may receive approval for paid time off to attend the funeral of a member of your immediate family. Immediate family for purposes of funeral pay are the employee's spouse, children, parents, grandparents, brothers, sisters, and in-laws.

Jury Duty: You will receive time off at your regular rate of pay to serve as a juror. You may keep any fees you receive to offset expenses while fulfilling your civic responsibility.

Birth/Adoption of Child: Men may receive approval for up to 40 hours of paid time off due to the birth of a child. Both men and women may receive up to 40 hours of paid time off due to the adoption of a child. For pregnancy leave, see the section titled "Sick Leave Pay Practice".

Leaves of Absence: Enron allows leaves of absence for medical, personal, military and educational reasons for up to six months after one year of continuous service. Leaves may be approved by management subject to the timing of the leave, the requirement that you are not gainfully employed outside of Enron, and may, when practical, provide reemployment to the same job or equivalent position upon completion of the approved leave. While on leave, you may continue certain benefits based on the type of leave.

Leave of absence under the Family & Medical Leave Act of 1993 (FMLA): Under Enron's leave of absence policies and consistent with the "FMLA," an employee may be eligible for up to 480 hours of leave time within a 12-month period when he/she has worked at least 1,250 hours in the preceding 12 months and:

- (A) the leave is for the birth of a child of the employee; or
- (B) the leave is for the placement of a child with the employee for adoption or foster care; or
- (C) the leave is for the employee to provide necessary care for his/her spouse, son, daughter, or parent with a serious health condition; or
- (D) the leave is for the employee's own serious health condition.

FMLA leave time is always unpaid throughout Enron Corp. and is subject to a written agreement with the employee. Certification from the medical provider may be necessary for leave approval. FMLA leaves will not jeopardize seniority status or certain benefit programs, and the

employee will be reinstated to the same job or an equivalent job as the FMLA requires. Enron also complies with applicable State requirements for related personal or family leaves of absence.

Requests for, or questions about, FMLA leaves of absence should always be communicated to your supervisor and to Human Resources as soon as possible when the need arises for time off.

Employee Assistance Program (EAP): The Company provides a confidential and voluntary assessment and referral service for family, financial, legal or other counseling. The program is available to employees and their families experiencing personal problems in the areas of marital and family relations, substance abuse, stress management, finances or legal concerns. The EAP is available 24 hours a day, seven days a week, by calling Innovative Resource Group at (800) 345-1391. In Houston there is an on-site EAP professional in the Enron Building. For a confidential appointment with the on-site EAP professional call (713) 853-6057.

Support and Encouragement Services: The Company provides a counselor for support and encouragement regarding grief, loss and separation. The service is provided to all employees by Dr. Kelly Williams, a minister with experience on the subject of grief and coping with loss. There is no charge for up to three sessions and the services may be accessed separately from the Employee Assistance Program. For an appointment call (713) 465-4011.

Discounted Child Day Care: Employees may receive discounts of up to 10% (subject to vendor guidelines) for child care at the following national child care providers:

- Children's World Learning Centers - www.childrensworld.com
- LaPetite Academy - www.lapetite.com

You are encouraged to contact the participating child care facilities in your area to discuss your child care needs and the center's fees.

Discount Sick Child Care is available in the event your child is ill with a minor, non-contagious illness through St. Joseph's Hospital "Kids On the Mend Program". Children are cared for in a safe, cozy, fun and secure environment by qualified professionals for minor, non-contagious illnesses. Kids get that special attention they deserve on those "under the weather" days. Located in downtown Houston at St. Joseph's Hospital "Kids On the Mend" features free parking for parents dropping off and picking up children. Enron employees pay the corporate sponsor fee of \$10.00 per day for children 4 years and over, or \$15.00 per day for children 3 years and under.

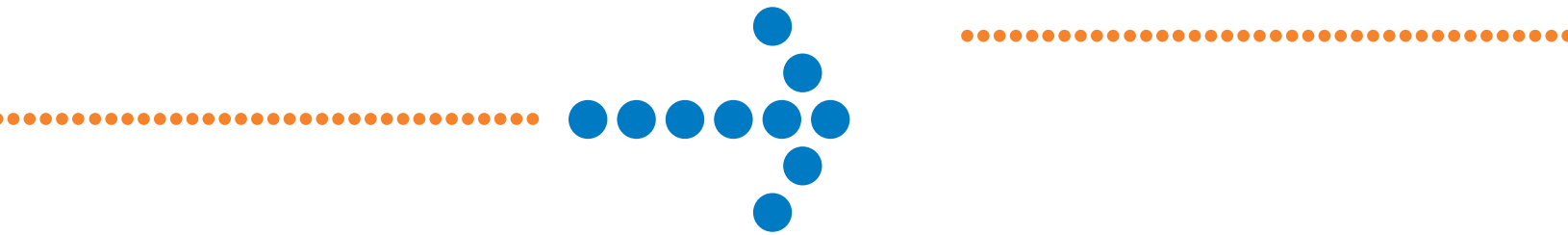
Children must be pre-registered for this program with enrollment forms, medical and immunization records completed before the child can be admitted to the program. Enrollment forms can be obtained by contacting St. Joseph's Hospital at 713-757-7472.

Flexible Work Schedule: You may work on a flexible work schedule with supervisor approval and based upon business needs. All employees work the core business hours of 9 a.m. to 4 p.m. but may have start and stop hours according to the following schedule:

- START: 7:00 a.m. - 9:00 a.m.
- STOP: 4:00 p.m. - 6:00 p.m.

For some departments the 9/8/1 schedule (eight 9 hour days, one 8 hour day, one day off) or the four-day work week (10 hours per day) are available.

For many other employee programs, log onto the Enron intranet at hrweb.com and visit the worklife site.



Endless possibilities.™