

# NETGEAR® Benefits

## MEDICAL COVERAGES

- Kaiser (CA only)
- Blue Shields HMO (CA only)
- Blue Shields PPO
- Blue Shields PPO Savings Plus

## DENTAL PLAN

- Delta Dental PPO

## VISION PLAN

- VSP (Vision Service Plan)

## HOLIDAYS

- 11 Holidays
- 2 floating holidays

## PAID TIME OFF (PTO) Nonexempt EE Only

- First 5 years of employment: 15 Days a year, maximum 6 weeks a year
- After 5<sup>th</sup> year: 20 days a year, maximum accrual is 8 weeks a year

## Flexible Time Away (FTA) Exempt EE Only

- Flexibility to take personal time away without having to worry about how many hours you've accrued.

## 401(k) PLAN

- Prudential Retirement Service
- Employer match available

## BONUS PLAN

- Eligible to participate in the company's NETGEAR Bonus Plan, prorated from your hire date

## EQUITY PLAN

- Subject to NETGEAR's Board of Directors you will be granted restricted stock units to receive a certain amount of shares of NETGEAR INC. under one of the NETGEAR's equity plans.

## EMPLOYEE STOCK PURCHASE PLAN

- Two offering periods per year in February and August
- Contribute up to 10% of your compensation
- Purchase NETGEAR stock at 85% of the Fair Market Value

## EMPLOYEE ASSISTANCE PROGRAM

- Counseling Services
- Work and Life Services

## FLEXIBLE SPENDING ACCOUNTS (Voluntary)

- Health Care Spending Account
- Dependent Day Care Account
- Limited Flexible Account (Blue Shield PPO Savings Plus Members)
- Transit and Parking

## VOLUNTARY BENEFITS OFFERED

- Voluntary Life and Accidental Death and Dismemberment
- Voluntary Veterinary Pet Insurance
- Voluntary Pre-Paid Legal Plan
- Voluntary Home/Auto Insurance Discount Program
- Voluntary Identity Theft Insurance
- Entertainment Discounts
- Voluntary ScholarShare 529 – College Savings Plan

## COMPANY COVERED BENEFITS

- Customizable Fertility Assistance
- Group Life and Accidental Death & Dismemberment
- Group Short Term Disability
- Group Long Term Disability
- Business Travel Accident Insurance

## TUITION REIMBURSEMENT

- Eligible employees can receive reimbursement of up to \$5,000 in any calendar year for job related education or certification expenses

## EMPLOYEE PRODUCT PURCHASE PROGRAM

- An employee can purchase NETGEAR Products and be reimbursed 50%.

## WELLNESS PROGRAM

- Onsite gym with state of the art cardio and weight equipment (depending on location)
- On-site instructor led exercise classes (depending on location)