

# NETGEAR® Benefits (Canada)

## MEDICAL COVERAGES

- Extended Health Care
  - Prescription Drugs
  - Vision
  - Health Care Professional Services
  - Medical Supplies & Services
  - Hospital
  - Medical & Non-Medical Travel Emergencies
  - Health for Life®
- Short Term Disability
- Long Term Disability
- Life Insurance
- Accidental Death & Dismemberment
- MSP (90% of cost)

## DENTAL PLAN

### EMPLOYEE ASSISTANCE PROGRAM

- Counseling Services
- Work and Life Services

### VOLUNTARY BENEFITS OFFERED

- Optional Life Insurance

### WELLNESS PROGRAM

- Onsite gym with state of the art cardio and weight equipment

### RRSP/DPSP BLEND

- RRSP for Employee contributions
- DPSP for Employer match (up to \$3,000 per year based on \$0.50 for every \$1.00 employee contribution)

## HOLIDAYS

- 10 Holidays
- 2 floating holidays

## BONUS PLAN

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

## RESTRICTED STOCK UNITS

- Subject to NETGEAR's Board of Directors you will be granted an award of restricted stock units.

## 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

## COMPANY COVERED BENEFITS

- 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 a NETGEAR Product and be reimbursed 30%