**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 5th 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 at a 50% discount.

**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)