

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

- 10 Holidays
- 2 floating holidays

PAID TIME OFF (PTO)

- 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

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

EMPLOYEE QUILTY PLAN

- 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
- 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)

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

COMPANY COVERED BENEFITS

- 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 a NETGEAR Product and be reimbursed 30%

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)

*Benefit package depends on location