**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 QUITY 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*