

NETGEAR[®] EMEA BENEFITS

**Benefit package depends on location. Please ask for further details.*

PAY FOR PERFORMANCE

- At NETGEAR[®] you will be on a commission or bonus salary structure i.e. PAY for Performance

EMPLOYEE EQUITY PLAN

- Subject to the NETGEAR Board of Directors you will be granted an award of restricted stock units on joining the company.

EMPLOYEE PRODUCT PURCHASE PROGRAM

- Employees can purchase up to 3 NETGEAR products under this scheme per year and avail of a 50% discount off the price.

EMPLOYEE SHARE PURCHASE PLAN

- Employees may contribute 10% of their base salary to the scheme throughout each 6-month offering period.
- Payroll deductions are accumulated over the 6-month period and used to purchase stock at 85% of the fair market value on the last trading day of the applicable offering period.
- Offering periods start in February and August.

TUITION REIMBURSEMENT

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

ONLINE LEARNING CENTER

- NETGEAR has on-line training tool that every employee has access to.
- It provides over 570 on-line courses ranging from Excel and PowerPoint to project management. This tool is free to use and is available 24/7.

BUSINESS TRAVEL INSURANCE

- All employees who travel for business purposes are covered by our Business Travel Accident Insurance and Out Of Country Global Medical Coverage, including emergency medical evacuation and repatriation.