

As someone who is considering an employment opportunity with Agilent, you're undoubtedly interested in the benefits that Agilent provides to its employees. This brochure is intended to help you understand some of the benefit policies and programs provided for eligible Agilent employees.

Benefits are an important part of your total compensation, and we're proud to offer a comprehensive, balanced, and competitive benefits package that address both

- The immediate needs that employees and their families may have, such as medical, dental, and vision coverage, and income protection in case of unexpected injury or illness; and,
- Long-term needs, such as saving for retirement.

In addition, Agilent Technologies offers flexible time off programs and, where business permits, flexible work hours to acknowledge the need and importance of time away from work.

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## Benefits in Brief

For eligible employees of Agilent  
in the U.S.

This Brochure is not intended to completely describe any Agilent-sponsored employee benefit plan or program, including the Agilent Technologies, Inc. Health Plan. The formal plan documents for each benefit plan or program contain detailed information about your eligibility and coverage. In the event there is a difference or a conflict between the information in this Brochure and the formal plan documents, the documents will govern in all cases.

Agilent reserves the rights to amend, change or terminate its employee benefit plans and programs at any time and for any reasons. This includes the right to change eligibility for coverage and the amount of employee contributions.

Agilent Technologies is an equal opportunity employer dedicated to affirmative action and workforce diversity.







Any employment with Agilent Technologies, Inc. is not for a fixed period of time and is terminable at the will of either Agilent or the employee. No contrary representation or promises have been made and no such promise or representation shall be binding unless in writing and signed by an officer of Agilent.



# The rewards, benefits and services of working for Agilent in the U.S.

Agilent’s success stems from our people, who make amazing things happen every day. Agilent employees enjoy a rich employee experience that includes a robust employment package that promotes well-being across all aspects of their life: Career, life (away from work), finances, health, and internal and external community.

Regular full-time Agilent employees in the U.S. may be eligible for (see policy and Plans for eligibility):

					
Career	Life (away from work)	Finances	Health	Community	Extras
<p>A culture of continuous career and personal development to broaden your knowledge and interests, and enhance your current skills.</p> <ul style="list-style-type: none"> <li>• <b>Training and development</b></li> <li>• Internal job transfers</li> <li>• Job sharing, flexible work arrangements and telecommuting opportunities (as business needs permit)</li> <li>• Tuition assistance</li> <li>• Gifts to celebrate career milestones such as service anniversaries and retirement</li> </ul> <p><b>10 scheduled Holidays</b> per year plus a personal holiday</p> <p><b>Flexible Time Off</b> accrues beginning the first day of employment—the equivalent of 20 work days the first year</p> <p>variable bonus programs that payout when Agilent achieves its goals</p> <p>up to six paid work days of <b>Volunteer Time Off</b> per calendar year to help eligible non-profit organizations in your community or around the world</p> <p>year-round <b>giving opportunities</b>; eligible employee donations are <b>matched one-to-one</b></p>	<p>Benefits that recognize life events and, when away from your job, encourage you to rest, relax, recharge and live a well-rounded life.</p> <ul style="list-style-type: none"> <li>• <b>Company-paid holidays</b></li> <li>• <b>Flexible Time Off</b></li> <li>• Leaves of Absence</li> <li>• 100% of base pay for the duration of pregnancy disability, up to a maximum of thirteen (13) weeks</li> <li>• Three (3) weeks’ paid bonding time following the birth or adoption of your child</li> <li>• Adoption assistance</li> <li>• Gifts to celebrate life events such as your marriage, and the birth or adoption of your child</li> </ul>	<p>Salary, bonuses, opportunities for equity ownership, retirement contributions, and the tools to manage your finances and plan for your future needs.</p> <ul style="list-style-type: none"> <li>• Competitive base pay</li> <li>• <b>Bonuses</b></li> <li>• <b>401(k) Plan</b></li> <li>• <b>Employee Stock Purchase Plan</b></li> <li>• Long and short-term disability</li> <li>• Health Savings Account</li> <li>• General Use, Limited Use, and Dependent Care flexible spending plans</li> <li>• Investment services (through providers)</li> <li>• Recognition programs</li> <li>• Employee discount programs</li> <li>• Employee Referral Program</li> </ul> <p>a Company match of \$1 for every \$1 pre-tax or Roth contribution you make—up to 6% of your eligible pay (subject to IRS limits)—and immediate vesting through the <b>Agilent 401(k) Plan</b></p>	<p>A focus on achieving and maintaining a healthy quality of life, and wellness of your mind and body.</p> <ul style="list-style-type: none"> <li>• <b>Medical benefits</b></li> <li>• Preventive checkups covered at 100%</li> <li>• Dental benefits</li> <li>• Vision benefits</li> <li>• Employee and Family Assistance Program</li> <li>• Environmental Health and Safety</li> <li>• Ergonomic assessments</li> <li>• Healthy menu and snack options (larger site cafes)</li> </ul> <p>contribute up to 10% of your eligible pay toward the purchase of Agilent common stock at a 15% discount through the <b>Employee Stock Purchase Plan</b></p>	<p>Opportunities to connect, build, and maintain positive relationships internally and externally, and foster a welcoming, inclusive and engaged workplace.</p> <ul style="list-style-type: none"> <li>• <b>Volunteer time off</b></li> <li>• <b>Giving and gift-matching opportunities</b></li> <li>• Our Culture</li> <li>• Our Values</li> <li>• Our Leadership Expectations</li> <li>• Social Responsibility</li> <li>• Sustainability programs</li> <li>• Global Security Response system</li> </ul> <p><b>two High Deductible Health Plan options</b> and HMOs (depending on location)</p>	<p>A host of amenities and services that help keep inspiration flowing. Offerings are designed to meet the unique interests and needs of the people who work at each site.</p>