

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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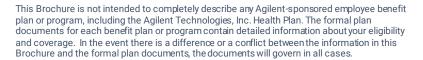








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Agilent reserves the rights to amend, change or terminate its employee benefit plans and programs at any time and for any reasons. This includes the right to change eligibility for coverage and the amount of employee contributions

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.



Benefits in Brief

For eligible employees of Agilent in the U.S.





specially

designed

internal and

external

learning and

development

resources

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

A culture of continuous career and personal development to broaden your knowledge and interests, and enhance your current skills.

- Training and development
- Internal job transfers
- Job sharing, flexible work arrangements and telecommuting opportunities (as business needs permit)
- Tuition assistance
- Gifts to celebrate career milestones such as service anniversaries and retirement

10 scheduled Holidays per year plus a personal holiday

> beginning the first day of 20 work days the first year



Life (away from work)

Benefits that recognize life events and, when away from your job, encourage you to rest, relax, recharge and live a well-rounded life.

- · Company-paid holidavs
- Flexible Time Off
- Leaves of Absence
- 100% of base pay for the duration of pregnancy disability, up to a maximum of thirteen (13) weeks
- Three (3) weeks' paid bonding time following the birth or adoption of your child
- Adoption assistance
- Gifts to celebrate life events such as your marriage, and the birth or adoption of your child

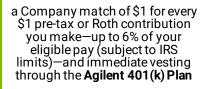
its goals



Finances

Salary, bonuses, opportunities for equity ownership, retirement contributions, and the tools to manage your finances and plan for your future needs.

- Competitive base pay
- Bonuses
- 401(k) Plan
- Employee Stock Purchase Plan
- Long and shortterm disability
- Health Savings Account
- General Use, Limited Use, and Dependent Care flexible spending plans
- Investment services (through providers)
- Recognition programs
- **Employee discount** programs
- **Employee Referral** Program





Health

A focus on achieving and maintaining a healthy quality of life, and wellness of your mind and body.

- Medical benefits
- Preventive checkups covered at 100%
- Dental benefits
- Vision benefits
- Employee and Family Assistance Program
- Environmental Health and Safety
- · Ergonomic assessments
- Healthy menu and snack options (larger site cafes)



Community

Opportunities to connect, build and maintain positive relationships internally and externally, and foster a welcoming, inclusive and engaged workplace.

- Volunteer time off
- · Giving and giftmatching opportunities
- Our Culture
- Our Values
- Our Leadership **Expectations**
- Social Responsibility
- Sustainability programs
- · Global Security Response system

two High Deductible Health Plan options and HMOs (depending on location)



Extras

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.

> up to six paid work davsof **Volunteer Time Off** per calendar year to help eligible non-profit organizations in vour community or around the world

vear-round giving opportunities; eligible employee donation's are matched one-to-one

contribute up to 10% of your eligible pay toward the purchase of Agilent common stock at a 15% discount through the **Employee Stock Purchase Plan**

Flexible Time Off accrues employment-the equivalent of

variable bonus programs that payout when Agilent achieves