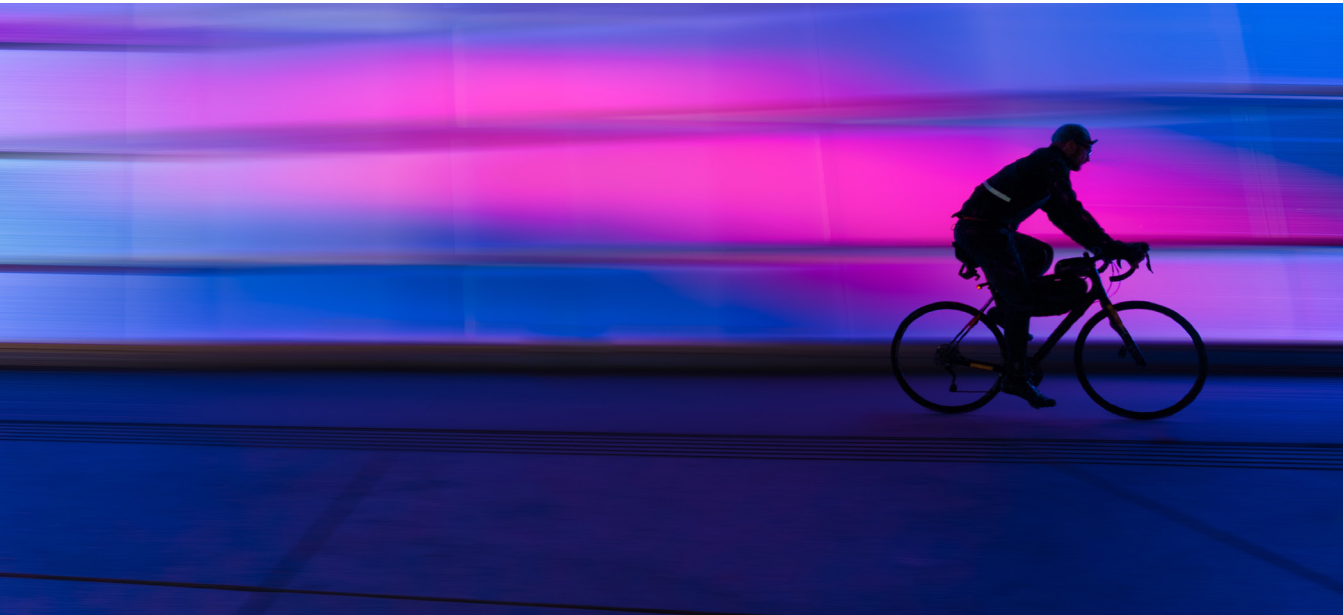


# Keysight Benefits in Brief

For U.S. Interns





Keysight is proud to offer comprehensive, balanced, and competitive pay and benefits. This brochure describes some of the programs we offer to our U.S. interns.

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This overview provides highlights of Keysight Technologies’ programs. The official plan documents are always used to determine when and what benefits will be provided. Keysight’s policies and benefits may change from time to time. Accordingly, this brochure does not represent a contract and it should not be interpreted as contractual in nature. This brochure applies to U.S. interns only. Consult with your manager for more information.

With respect to the Company-sponsored group health plans, such as the Keysight Employee and Family Assistance Plan, Keysight Medical Plan, and HMO options, you become eligible to participate on your first day of employment, provided that you report for work on that day.

Keysight Technologies Inc. is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to disability, protected veteran status or any other protected categories under all applicable laws.

Any employment with Keysight Technologies, Inc. is not for a fixed period and is terminable at the will of either Keysight 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 Keysight.

# Work/Life

Keysight has several programs and policies designed to help employees in its diverse workforce manage their work and personal lives while meeting company objectives for business success.

## Flexible Work Hours

Flexible work hours allow Keysight interns more freedom in arranging their work and personal schedules. The use of flexible work hours is subject to the needs of the company and its customers. The only requirements are that an intern must work a schedule designated by his/her organization and arrive and leave within specified periods.

## Holidays

You receive eleven paid holidays each calendar year. Holiday time is prorated for part-time interns.

**Effective Date:** Your first day of employment.

## Sick Time Off

You'll receive 48 hours of paid sick time off every year to cover doctor's visits or to care for yourself or your family members during an illness. Sick time hours cannot be used for reasons unrelated to illness. Unused hours don't carry over to the next year and aren't paid out at termination.

**Effective Date:** Your first day of employment.



# Staying Healthy

## Keysight High Deductible Health Plan

Keysight offers two High Deductible Health Plan (HDHP) choices: HDHP Option 1 and HDHP Option 2. Both plan options can be paired with a Health Savings Account (see page 4).

Highlights of the HDHP Options:

- The HDHP is administered by UnitedHealthcare, which maintains a nationwide network of doctors, hospitals and specialists that offer their services at contracted rates. The Keysight HDHP gives you the freedom to choose between in-network and out-of-network providers. If you use in-network providers, you receive a higher level of coverage and typically pay a lower share of costs than you do using out-of-network providers.
- Once you've met your annual deductible, eligible expenses are covered at 90% for in-network services (including retail and mail order prescription drugs) and 70% for out-of-network services.
- Benefits are paid at 100% after you reach your annual out-of-pocket maximum (the maximum cost you will pay in a calendar year).
- Many Preventive Care services—including some prescription drugs—are covered at 100% and are not subject to the annual deductible.

## Keysight HDHP Overview

BENEFIT	OPTION 1	OPTION 2
Annual Deductible		
Employee Only	\$1,600	\$3,500
Employee Plus One	\$3,200	\$5,250
Employee Plus Family	\$4,500	\$7,000
Annual Out-of-Pocket Limit		
Employee Only	\$3,000	\$6,500
Employee Plus One	\$6,000	\$13,000
Employee Plus Family	\$6,000	\$13,000
Preventive/Routine Exams, Annual check-up, Mammogram, Routine well-child care and immunizations	Covered at 100%, no deductible	
Prescription Drugs - Retail Pharmacy (Mail order also available)	Covered at 90%, after deductible <sup>1</sup>	
Office Visit, Lab Services	Covered at 90%, after deductible	
Hospital & Surgery, Urgent Care	Covered at 90%, after deductible	
Emergency Room	Covered at 90% after deductible	
Chiropractic, Mental Health, Chemical Dependency/Rehab, Prosthetics	Covered at 90%, after deductible	

This table shows in-network coverage only. Out-of-network coverage is typically more restricted and expensive.

<sup>1</sup> Preventive care prescriptions are covered at 100%, no deductible.



## Kaiser Hawaii HMO

Health Maintenance Organization (HMO) benefits and services are provided through a network of doctors and hospitals that contract with each HMO. Member care and specialist/provider access are managed by the HMO. Benefits are not usually available outside the HMO network, except for emergency services.

**Effective Date:** Medical coverage is effective on your first day of employment, provided that you enroll for coverage by the deadline.

**Cost to You:** You and Keysight share in the cost of your medical coverage. Your monthly premiums are based on the cost of the program option you select and the number of dependents you choose to cover.

## Preventive Care

Preventive care – such as routine exams and tests – helps you maintain your health and develop a healthier lifestyle. Under most Keysight medical options, most preventive care services are covered at 100% and are not subject to the annual deductible. This includes preventive care procedures that occur during any doctor visit, and prescription drugs specified as preventive care by the U.S. Department of Treasury.

## Health Savings Account

If you enroll in Keysight's High Deductible Health Plan Option 1 or Option 2 you may be eligible to open a Health Savings Account (HSA), an investment account used to pay for current or future qualified medical, dental and vision care expenses, such as deductibles, copayments, coinsurance and prescription drugs. Any unused money in your HSA is yours to keep for future qualified expenses, even if you leave Keysight or change medical plans.

Interns are not eligible for the Keysight contribution to the HSA.

## Employee and Family Assistance Plan

Keysight's Employee and Family Assistance Plan (EFAP) offers interns and members of their household a single point of access for confidential counseling, limited legal and financial assistance, and referral assistance for child/elder care services. Specially-trained clinicians are available 24 hours a day to provide assistance with emotional difficulties, parenting concerns, family and relationship issues, stress-related problems, conflicts at work or home, and substance abuse issues. Clinicians provide assessment of treatment

needs, solution-oriented intervention and, when necessary, referral to the appropriate level of treatment. This includes up to twelve face-to-face counseling visits per problem per year. The EFAP also provides Keysight interns and members of their household with resources to help manage work and personal responsibilities, such as child and elder care issues, expectant parent concerns or college selection.

**Effective Date:** Your first day of employment.

**Cost to You:** There is no cost to you for your EFAP coverage.

## Intern Programs and Events

Keysight hosts several intern events every summer. Events vary by site.

- **Internship Program Orientation:** Interns learn about Keysight, the internship program, summer events, resources and expectations.
- **Networking Events:** Informal events that provide networking opportunities, challenge activities and more.
- **Tech Talks:** Representatives from various Keysight teams highlight the cool things they do.
- **Length of Service Employee Panels:** A panel of Keysight employees with various lengths of Service will share their career paths, experiences, words of wisdom, and answer the question... what's it really like to work at Keysight?
- **NextGen:** NextGen is an Employee Network Group aimed at giving Keysight interns and new hires a way to connect with one another, develop professional skills, and reach out to the community.
- **Intern Project Showcase:** The Intern Project Showcase is your opportunity to share your project in a "science fair" format alongside other interns. Employees, hiring managers and leaders review the projects and discuss them with interns.
- **End of assignment presentations:** Interns are required to host an end-of-assignment presentation to their supervisors, team and/or department.
- **Project Wrap-Ups:** What worked and what didn't? We want to know. Interns and Campus Hires share their thoughts and ideas for the Keysight internship program in an informal setting.

# Keysight Extras

Keysight Extras are a portfolio of great programs, amenities and services designed to help interns balance lifestyle demands and make Keysight a fun, dynamic work environment. Some programs are only available at certain sites.

- Employee networks for underrepresented minorities, diversity allies, employees in the LGBTQ community, woman's leadership development, Toastmasters, and more
- Recreation leagues, teams and clubs such as basketball, skiing and chess
- Keysight Company Store

## Domestic Partners

Domestic partners-of the same or opposite sex-are eligible for the Keysight Technologies-sponsored health plan and Employee and Family Assistance Plan. A domestic partner's eligible dependent children may also be enrolled.

