



Benefits at a Glance

2018

Analog Devices, Inc. (ADI) offers a comprehensive benefits program. In addition to the main benefits detailed below, the program includes 10 paid holidays per year, a matching gifts program, and an employee recognition program. The benefits described here are for eligible U.S. employees only.

Medical Plans

Two UnitedHealthcare medical plans are offered to all eligible U.S. employees.

ADI Network Only Plan: much like an HMO, you are covered when you receive care from a national network of UnitedHealthcare providers. You pay a copay for office visits, prescription medications, emergency room care, inpatient hospitalization, and outpatient surgery; most other covered services are paid in full.

ADI Saver Plan with HSA: under this high deductible health plan (HDHP), you pay a copay for preventive care exams, screenings, and some preventive prescriptions. Then, you must meet an annual deductible before most other benefits are paid under the plan. You are covered when you receive care from any provider you like, though benefits are higher (typically 90% of covered charges) when services are delivered by a UnitedHealthcare provider. This plan includes a **Health Savings Account (HSA)**, to which Analog Devices makes an annual contribution. You can also make pretax contributions to your account to help pay for eligible healthcare expenses today and in the future. The plan has an out-of-pocket maximum to provide financial protection for you and your family in the event of high claims in any one year.

Kaiser HMO: eligible employees in Northern California may elect to enroll in Kaiser HMO.

Medical Credit: if you have medical coverage through another group medical plan, you may waive coverage through ADI and receive cash in your paycheck throughout the year. You may still elect dental coverage for yourself and your eligible dependents even if you waive medical coverage.

Eligibility: Employees who work 30+ hours per week and their eligible dependents. Coverage is available on your first day of work.

Dental Plan

With the MetLife Preferred Dentist Program (PDP), you can see any dentist you want; if your dentist is part of the MetLife PDP, the amount of money you pay out of your pocket will be less.

The benefits provided under the MetLife plan are:

Preventive Services: 90% coverage with no deductible.

Basic Restorative Services: 80% coverage after deductible.

Major Restorative Services: 50% coverage after deductible.

Orthodontic Care: 50% coverage with no deductible, \$2,000 lifetime maximum benefit per person.

Deductibles: \$50 per person per calendar year, \$150 per family per calendar year.

Maximum Annual Benefit: \$2,000 per person per calendar year, separate \$2,000 maximum per person per calendar year for implants.

Eligibility: Employees who work 30+ hours per week and their eligible dependents. Coverage is available on your first day of work.

The Investment Partnership (TIP) Plan

Basic Company Contribution: an amount equal to 5% of your eligible pay is delivered tax-effectively through TIP.

Company Match: 100% match for the first 2% of eligible pay you contribute on a pretax/Roth basis, and 50% match for the next 2% of pretax/Roth pay you contribute.

Employee Contribution: up to 50% of eligible pay (before taxes or via Roth), to a maximum of \$18,500, up to 5% of pay after taxes.

Catch-Up Contribution: up to 25% of eligible pay (before taxes/Roth), to a maximum of \$6,000 for employees age 50 and older.

Vesting: you are always fully vested in personal contributions. You become fully vested in basic and matching company contributions 3 years from date of hire or immediately upon death, permanent disability, or retirement (age 65).

Rollovers: distributions from a prior employer's qualified plan may be deposited in TIP within 60 days of distribution.

Vacation

| Length of Service | Accrual Rate |
|-------------------------|--|
| Date of hire to 5 years | 1.25 days per month (15 days per year) |
| After 5 years | Add 8 hours per year to a maximum of 25 days at 15 years |

There is a carryover provision for unused time.

Eligibility: Employees who work 20+ hours per week. Employees who work less than 40 hours per week receive a prorated benefit.

Education Assistance Plan

You can enroll in an ADI job- or career-related degree or certificate program. Up to two courses per semester will be reimbursed for tuition, books, lab fees, and lab materials upon satisfactory completion of the course. Your payment may be taxed, depending on the program of study and the applicable IRS rules at the time of payment.

ADI pays 100% of eligible expenses (tuition and related mandatory fees) up to \$5,250 per year for approved undergraduate and \$7,500 per year for approved graduate courses.

Eligibility: Employees who work 30+ hours per week.

Basic Life and Accidental Death and Dismemberment (AD&D) Plan

Your beneficiary will receive an amount equal to 2½ times your base salary in the event of your death. Coverage for Basic Life is capped at \$400,000; coverage for Basic AD&D is capped at \$100,000. ADI pays 100% of the cost for your coverage.

Eligibility: Employees who work 30+ hours per week.

Optional Life Plan

Your beneficiary will receive the amount you select, from 1 to 5 times your base salary (maximum benefit: \$2,000,000), in the event of your death.

You pay 100% of the cost. The cost is based on your age and amount of coverage.

Eligibility: Employees who work 30+ hours per week.

Dependent Life Plan

You can elect to cover your spouse, your child(ren), or both. The plan will pay a benefit in the event of your dependent's death according to the level of coverage you elect:

For children (birth to age 26): \$5,000, \$10,000, or \$20,000

For spouse: \$10,000, \$25,000, \$50,000, \$75,000, or \$100,000

You pay 100% of the cost for coverage for your dependents.

Eligibility: Employees who work 30+ hours per week.

Optional Accidental Death and Dismemberment (AD&D) Plan

Your beneficiary will receive the amount you select (from 1 to 5 times your base salary) if you die as the result of an accident. You will receive a benefit based on a schedule if you suffer a covered loss. There is a maximum benefit of \$500,000.

You will receive a benefit if your covered spouse/child(ren) die as the result of an accident. Your dependent will receive a benefit based on a schedule if he/she suffers a covered loss.

You pay 100% of the cost based on the amount of coverage you elect for yourself and your dependents.

Eligibility: Employees who work 30+ hours per week.

Business Travel Accident Plan

Your beneficiary will receive \$350,000 in case of your accidental death while traveling on company business, and you will receive a benefit based on a schedule if you suffer a covered loss.

You also have comprehensive medical coverage and security assistance when you travel outside the U.S. on company business.

Sick Time

Nonexempt Employees: after your first 90 days of employment, you are granted 48 hours of sick time. Thereafter, you begin to accrue sick time on a per-pay-period basis to an additional annual accrued maximum of 48 hours. You can sell back hours in excess of 48 hours once per year. A maximum of 160 hours can be accrued.

Exempt Employees: you receive up to 10 sick days per year. Unused time cannot be carried forward nor paid out at termination.

Short-Term Disability Plan

Nonexempt Employees: you receive 60% of your base weekly salary, up to \$2,000, for up to 26 weeks for an approved disability. There is a 14-day waiting period for benefits (waived in case of accident, injury, hospitalization, or day surgery). Benefits are coordinated with state programs where applicable.

Exempt Employees: your full salary is continued for up to 26 weeks for an approved disability due to accident or illness.

Eligibility: Employees who work 30+ hours per week.

Long-Term Disability Plan

Basic: you receive 60% of your base monthly salary each month for approved disabilities that extend beyond 26 weeks. The maximum monthly benefit is \$6,000. When other disability income is also received (for example, Social Security, workers' compensation), total payments cannot exceed 60% of your base monthly salary. ADI pays 100% of the cost for your coverage.

Supplemental: employees whose annual base pay exceeds \$120,000 have the option to purchase additional coverage to ensure a total benefit of 60% of your monthly base pay, up to a total monthly benefit of \$18,000. You pay 100% of the cost based on the amount of coverage.

Eligibility: Employees who work 30+ hours per week.

Dependent Care Spending Account

You may contribute from your pay up to \$5,000 per year in pretax dollars, deducted in equal pay period installments, in order to pay for eligible child care and/or adult care expenses.

Eligibility: Employees who work 20+ hours per week.

Healthcare Spending Account

You may contribute from your pay up to \$2,600 per year in pretax dollars, deducted in equal pay period installments, in order to pay for eligible, unreimbursed medical, dental, and vision care expenses for you and your eligible family members.

Eligibility: Employees who work 30+ hours per week.

Work/Life Program

ADI's Work/Life Program provides a comprehensive suite of programs and services that support you and your family at work or at home. ADI provides access to these benefits at no cost to you, except where noted (*).

Staying Healthy: UnitedHealthcare online resources, including healthcare support through myHealthcare cost estimator, nurses for answers to healthcare questions, and access to expert second opinions through the Best Doctors program.

Balancing Work and Family: child and adult day care information and referral program; backup child and adult day care services;* paid maternity and paternity leaves; paid adoption leave and support of up to \$7,500; College Coach program providing college planning services.

Taking Care of Personal Business: legal and financial services provided through Hyatt Legal;* access to discounts and great rates through the MetLife Group Auto and Home Insurance program.*

Managing Life's Challenges: our Employee Assistance Program offered through KGA provides confidential counseling and referral services to you and your family for issues such as stress management, substance abuse, or dealing with grief or loss. KGA also has an extensive network of vendor partners that can provide financial, legal, and day-to-day resources.

Eligibility: Employees who work 20+ hours per week (30 hours for adoption benefits).