

# 2023 U.S. BENEFIT PROGRAM

## Benefits-at-a-Glance



Analog Devices, Inc. (ADI) is proud to deliver a comprehensive benefits program with market-competitive choices and a range of options. We provide high-quality, flexible plans to support your and your family's financial, physical, and emotional well-being.

This brochure gives a brief overview of benefits for eligible U.S. employees. Unless stated otherwise, this includes employees who work 20 or more hours per week and their eligible dependents. Coverage is available on the first day of work.

### Medical Plans

All U.S. eligible employees have access to two national plans through UnitedHealthcare, with prescription drug coverage provided under the CVS/Caremark Pharmacy Program. Some employees may also be eligible for a Kaiser plan, based on home zip code. All medical plan options provide coverage for preventive care at 100% with an in-network provider, inpatient and outpatient care, and emergency care.

<b>ADI Saver Plan with Health Savings Account (HSA)</b>	This high deductible health plan (HDHP) keeps contributions low while helping you manage out-of-pocket expenses with an HSA. The HSA is funded by ADI and you, and lets you save for future eligible health care expenses on a tax-advantaged basis.
<b>ADI Flex Option Plan</b>	Under this Preferred Provider Organization (PPO) plan, you may also see any provider you choose without a referral, either in-network or out-of-network. If you choose to use an out-of-network provider, your out-of-pocket costs will be higher.
<b>Kaiser HMO Plans</b>	The Kaiser California HMO Plan and the Kaiser Northwest HMO Plan are offered to employees who are eligible based on home zip codes.
<b>Medical Waiver Credit</b>	If you have medical coverage through another group medical plan, you may waive coverage through ADI and receive up to \$500 annually.

### 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.

### Vision Plan

The VSP Vision Plan provides coverage for routine eye care expenses, including eye examinations and eye wear. Exams and lenses are covered every calendar year with frames covered every other calendar year.

### Flexible Spending Accounts

You may contribute to one or both Flexible Spending Accounts (FSAs) to set aside pre-tax money to pay for eligible expenses. Health Care and Dependent Care offered.

### Life and Accidental Death and Dismemberment (AD&D) Insurance

Basic Life insurance and Accidental Death & Dismemberment (AD&D) insurance for death or certain injuries due to an accident are provided by ADI at no cost to you. You can also purchase additional coverage for yourself and your eligible dependents.

### Disability Benefits

Disability benefits provide financial protection if you are unable to work due to illness or injury.

<b>Short-Term Disability (STD)</b>	Benefits are provided by the company for up to 26 weeks. Birth mothers receive medical recovery time of 10 weeks through Short-Term Disability.
<b>Long-Term Disability (LTD)</b>	Provides 60% of your earnings for an approved disability that extends beyond 26 weeks. The maximum monthly benefit is \$6,000.

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### Paid Time Off

ADI provides a variety of paid time off programs to encourage work/life balance:

- Vacation Time
- Sick Time
- Paid Company Holidays
- Parental Leave and Other Leaves

### Vacation Time

Vacation time offers time away from work, and we offer 17 to 25 equivalent days for both Exempt and Non-exempt employees based on service.

### Sick Time

Paid sick time is available for illness, health care appointments, and other reasons allowed by law.

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<b>Non-exempt employees</b>	Granted 48 hours of sick time upon hire.
<b>Exempt employees</b>	80 hours frontloaded January 1 each year.

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*The above applies unless local regulations require otherwise.*

### Company Holidays

ADI provides 10 paid Company holidays each year.

### Parental Leave and Other Leaves

Paid parental leave is provided for eligible parents within six months of a birth, adoption, or foster care placement at 100% of pay for six weeks, with no waiting period. Leave must be used in one-week increments. In addition, birth mothers will receive medical recovery time of 10 weeks through Short-Term Disability. ADI offers various other leaves, such as medical leave, military leave, personal leave, bereavement, jury duty, citizenship, and small necessities leave.

### The Investment Partnership (TIP) Plan

ADI offers a 401(k) Plan—The Investment Partnership (TIP) Plan—with a generous company contribution of up to 8% of your eligible base salary. Administered by Fidelity, the TIP Plan offers pre-tax, Roth 401(k), after-tax, and catch-up employee contributions, plus a variety of investment options including Custom Target Retirement Date Funds, Core Funds, and Fidelity BrokerageLink®. You are immediately fully vested in your own and ADI contributions.

### Employee Assistance Program (EAP)

The EAP, available through KGA, provides employees and their adult family members access to 6 free, confidential counseling sessions per issue, as well as help with stress, depression, and other behavioral health topics, 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.

### Tuition Reimbursement Program

ADI provides a program that reimburses eligible tuition expenses of up to the following:

- \$2,500 for Associates/Continued Education
- \$5,250 for Undergraduate courses
- \$7,500 for Graduate courses

*Eligibility: employees who work 30 or more hours per week.*

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### To Support Work/Life and Family

ADI provides programs to address the needs of our diverse workforce across all life stages	
<ul style="list-style-type: none"> <li>• <b>UnitedHealthcare support</b>—Online resources, including tools on <a href="http://myuhc.com">myuhc.com</a> and virtual visits.</li> <li>• <b>2nd MD Second Opinion Program</b></li> <li>• <b>Adoption Assistance</b>—Up to \$7,500 for eligible adoption expenses (<i>eligibility: employees who work 30 or more hours per week</i>).</li> <li>• <b>Back-up Caregiver Services</b>—Bright Horizons back up child and adult care. Offers 10 days per employee per year for emergency care for a small copay.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>College Coach</b></li> <li>• <b>Student Loan Debt Refinancing</b></li> <li>• <b>Group Legal Program</b>—MetLife Group Legal program for help with wills, estate planning and more.</li> <li>• <b>Auto, Boat and Home Insurance</b>—MetLife discounted auto, home and boat insurance.</li> </ul>

**At ADI, we're proud to offer a comprehensive, competitive benefits program that provides a range of high-quality options to support employees and their families.**

*This document does not necessarily include all plan details, which are contained in other plan documents such as the Summary Plan Description. Every effort has been made to report information accurately. In the event of any contradiction between the information in the Benefits-at-a-Glance and the other plan documents, the plan documents will govern.*