

Agilent U.S. Benefits in Brief For Regular Employees

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Table of Contents

Managing Work/Life Demands	2
Flexible Work Hours	2
Flexible Time Off	2
Holidays	3
Flexible Work Arrangements	3
Leaves of Absence.....	4
Adoption Assistance	4
Educational Assistance	4
Employee and Family Assistance Plan	4
Staying Healthy	5
Agilent Medical Plan - Options A, B, and C.....	5
HMO Options:	6
Agilent Dental Plan.....	6
Agilent Vision Plan	7
For Your Protection	8
Life Insurance Program.....	8
Agilent Disability Plan.....	8
Long-term Care Insurance Plan.....	9
Help with Savings.....	9
Health Care Spending Plan	9
Dependent Care Spending Plan	9
Planning for Your Retirement.....	10
Agilent Technologies, Inc. 401(k) Plan	10
Retirement Plan.....	11
Retiree Medical Accounts.....	11
Other Benefits	Error! Bookmark not defined.
Agilent Results Bonus (ARB) Program.....	11
Employee Stock Purchase Plan (ESP).....	12
Agilent Extras	12
Domestic Partners	13



As someone who is considering employment opportunities with Agilent Technologies - US, you're undoubtedly interested in the benefits that Agilent provides to its employees. This brochure was prepared to help you and your family understand some of the policies and benefits that affect your employment at Agilent.

We agree that benefits are an important part of your total compensation, and we're proud to offer a comprehensive, balanced, and competitive benefits package. Agilent's benefit programs address both the immediate needs that you and your family may have, such as health coverage, child/elder care referral services, and income protection in case of unexpected injury or illness. Agilent's programs also address your long-term needs, such as saving for retirement. In addition, Agilent Technologies offers flexible work hours and flexible time off programs that acknowledge the need, and importance, of having time away from work.

Managing Work/Life Demands

Agilent Technologies has a number of programs and policies designed to help employees in its diverse work force manage their work and personal lives while meeting company objectives for business success.

Flexible Work Hours

Flexible work hours allow Agilent Technologies employees 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 employee must work a schedule designated by his/her organization and arrive and leave within specified periods.

Flexible Time Off

Flexible Time Off (FTO) provides you with paid time away from your job for such things as vacation, outside activities, illness, personal business and family matters.

- You begin to accrue FTO hours your first day of employment.
- FTO can be accrued up to an "FTO accrual cap" which is based on your years of service. The FTO accrual schedule for part-time employees is prorated based on their work schedule. The FTO accrual schedule for full-time employees is as follows:

Flexible Time Off Schedule				
Years of Service	Pay Period Accrual Rate In Hours	Yearly Accrual Rate In Days	FTO Accrual Cap In Days Through Dec. 31, 2005	New FTO Accrual Cap In Days Effective January 1, 2006
less than 4	5.00	15.0	30.0	22.5
4	5.00	15.0	35.0	22.5
5	6.67	20.0	40.0	30
6	6.67	20.0	40.0	30
7	6.67	20.0	40.0	30
8	6.67	20.0	40.0	30

9	6.67	20.0	40.0	30
10	6.67	20.0	41.0	30
11	7.00	21.0	48.0	31.5
12	7.34	22.0	55.0	33
13	7.67	23.0	62.0	34.5
14	8.00	24.0	69.0	36
15	8.34	25.0	75.5	37.5
16	8.50	25.5	77.0	38.25
17	8.67	26.0	78.5	39
18	8.84	26.5	80.0	39.75
19	9.00	27.0	81.5	40.5
20	9.17	27.5	83.0	41.25
21	9.34	28.0	84.5	42
22	9.50	28.5	86.0	42.75
23	9.67	29.0	87.5	43.5
24	9.84	29.5	89.0	44.25
25 and over	10.00	30.0	90.0	45

Effective Date:

Your first day of employment.

Holidays

You receive 11 paid holidays each calendar year. Nine of them are scheduled; the tenth is a "floating" holiday designated by Agilent Technologies each year; the eleventh is a personal holiday that you can schedule. Holiday time is prorated for part-time employees.

Effective Date:

Your first day of employment. To be eligible for the personal holiday, you must be a regular full-time or regular part-time employee on the first working day of the calendar year.

Flexible Work Arrangements

Agilent Technologies' U.S. Flexible Work Arrangements are intended to help support the company's business needs and employees' needs for managing work/life demands. The following may be alternatives to the traditional Monday-Friday, eight-hour a day, office-based work arrangement. Each of these options is subject to local laws and approval by your management team.

- Part-time Employment (minimum 20 hours per week)
- Job Sharing/Job Splitting
- Telecommuting
- Variable Work Schedules

Effective Date:

Upon approval by management.

Leaves of Absence

A leave of absence is a discretionary benefit, which may provide for up to one year of unpaid time off for the following reasons:

- Birth/adoption of a child
- Serious personal or family problems
- Educational pursuits related to Agilent Technologies' business needs
- Other significant work/life reasons as determined by Agilent Technologies
- Employee's severe illness, maternity, or accident/injury on or off the job

A military leave of absence may be requested for up to four years (if required by federal government, leave may be up to five years) for either of the following:

- A call to active duty in the United States military
- Enlistment in the United States military

Effective Date:

Upon approval by management.

Adoption Assistance

Agilent Technologies' Adoption Assistance benefit pays \$2,500 per legal adoption by an Agilent employee.

Effective Date:

Your first day of employment.

Educational Assistance

This program is designed to encourage you to develop your skills and knowledge further enabling you to compete for career opportunities. Your continued professional development assists Agilent Technologies in maintaining its competitive advantage.

- Courses must complement Agilent Technologies' business needs and the specific requirements of your job and must be taken at accredited institutions.
- Management approval must be obtained prior to enrollment.
- A minimum grade of "C" or better is required to receive assistance.

Effective Date:

Your first day of employment.

Employee and Family Assistance Plan

Agilent's Employee and Family Assistance Plan (EFAP) offers employees 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 seven face-to-face counseling visits per problem per year. The EFAP also provides Agilent employees

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.

Staying Healthy

Agilent Technologies reviews its health programs each year, and changes, if any, are typically announced during an Annual Enrollment Period in the fall to be effective January 1 of the following year.

Agilent Medical Plan - Options A, B, and C

The Agilent Technologies Medical Plan is a self-insured program that provides coverage for medical care in case of illness or injury, hospital, surgical, as well as some preventive services. You can choose to receive either In-Network or Out-of-Network Benefits. You will receive a higher level of benefits if you use In-Network providers. United Healthcare administers the three Agilent medical plans options.

- The Agilent Medical Plan pays 50-100 percent of eligible expenses, after you meet the annual deductible, if applicable. (See chart following.)
- The Agilent Medical Plan provides benefits for many preventive services such as pap smears, mammograms, Prostate Specific Antigen (PSA) tests and well-child care.
- The Agilent Medical Plan has a lifetime maximum of \$2 million per individual.
- The Agilent Medical Plan includes a three-tier Prescription Drug List which allows you and your enrolled dependents to purchase certain prescription drugs at Network pharmacies or through a mail-order program. The lowest cost drugs are assigned to Tier-1.

Benefit	Agilent Medical Plan Option A		Agilent Medical Plan Option B		Agilent Medical Plan Option C	
	In-Network	Out-of-Network	In-Network)	Out-of-Network	In-Network	Out-of-Network
<i>Annual Deductible</i>						
--Individual	\$250	\$350	\$1,200	\$1,600	\$0	\$500
--Family	\$750	\$1050	\$3,600	\$4,800	\$0	\$1,500
<i>Annual Out-of-Pocket Limit</i>						
--Individual	\$1,500	\$6,000	\$2,500	\$8,000	\$0	\$10,000
--Family	\$3,000	\$12,000	\$5,000	\$16,000	\$0	\$20,000
<i>Inpatient Hospital</i>	90%	70%	90%	70%	\$250 copay	50%
<i>Emergency Room</i>	90%		90%		\$50 copay	
<i>Outpatient Physician Services</i>	90%	70%	90%	70%	\$20 copay	50%
<i>Outpatient Mental Health</i>					\$20 copay	50%

--Visits 1-31	90%	70%	90%	70%		
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HMO Options:

In a few geographic areas, health maintenance organizations (HMOs) are offered as an alternative to the Agilent Medical Plan options. Provided you live in the HMO service area, you may enroll in an Agilent-sponsored HMO as a new hire.

Effective Date:

Coverage for you and your eligible dependents is effective on your first day of employment, provided that you enroll for coverage within your first 30 days of active employment. You may enroll newly eligible dependents for coverage within 30 days of the date they become eligible (For example, a newborn baby must be enrolled within 30 days of birth). If you do not enroll yourself or your dependents within 30 days of eligibility, you must wait to enroll them until the next Annual Enrollment Period for coverage effective the following January 1.

Cost to You:

You and Agilent 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. Your premiums are automatically deducted from your paycheck on a pretax basis. Premiums for domestic partners and their dependents are deducted on an after-tax basis.

Agilent Dental Plan

The Agilent Dental Plan provides you and your enrolled eligible dependents with coverage for eligible dental care prescribed by a dentist and within the usual, customary and reasonable charge limits as defined in the Plan. Agilent's Dental Plan, administered by Delta Dental, has two levels of benefits:

Benefit	Agilent Dental Plan	
	In-Network (DPO) (DeltaPreferred Option Provider)	Out-of-Network (Non-DPO Provider)
Annual Deductible	\$25 per person \$75 per family	\$50 per person \$150 per family
Annual Maximum Benefit	\$2,000 per person	\$1,750 per person
Diagnostic and Preventive	Covered at 100% No deductible	Covered at 90% No deductible
Basic	Covered at 80%*	Covered at 80%*
Crowns and caps, jackets	Covered at 60%*	Covered at 50%*
Prosthodontics	Covered at 50%*	Covered at 50%*
Implants	Covered at 50%* Lifetime maximum of \$1,500	Covered at 50%* Lifetime maximum of \$1,500
Orthodontics	Covered at 50% Lifetime maximum of \$1,500	Covered at 50% Lifetime maximum of \$1,500
<i>* After annual deductible is satisfied.</i>		

Effective Date:

Coverage for you and your eligible dependents is effective on your first day of employment, provided that you enroll for coverage within your first 30 days of active employment. You may enroll newly eligible dependents for coverage within 30 days of the date they become eligible (for example, a newborn baby must be enrolled within 30 days of birth). If you do not enroll yourself or your dependents within 30 days of eligibility, you must wait to enroll them until the next Annual Enrollment Period for coverage effective the following January 1.

Cost to You:

You and Agilent share in the cost of your dental coverage. Your monthly premiums are based on the number of dependents you choose to cover. Your premiums are automatically deducted from your paycheck on a pretax basis. Generally, premiums for domestic partners and their dependents are deducted after tax.

Agilent Vision Plan

The Agilent Vision Plan provides you and your enrolled dependents with coverage for eligible vision care services such as exams, eyeglass lenses and frames, and contact lenses. Agilent's Vision Plan is administered by Vision Service Plan (VSP) and offers two levels of benefits:

Benefit	Agilent Vision Plan	
	In-Network (VSP Provider)	Out-of-Network (Non-VSP Provider)
Exams (every calendar year)	\$25 copayment	Allowance up to \$40
Lenses, single vision (every calendar year)	\$25 copayment	Allowance up to \$40
Bifocal lenses (every calendar year)	\$25 copayment	Allowance up to \$60
Trifocal lenses (every calendar year)	\$25 copayment	Allowance up to \$80
Lenticular lenses (every calendar year)	\$25 copayment	Allowance up to \$125
Frames (every other calendar year) (wide selection)	Included in \$25 copayment for lenses	Allowance up to \$45 (in addition to copayment for lenses)
Elective contact lenses (every calendar year in lieu of eyeglasses)	Covered up to plan allowance of \$150	Covered up to plan allowance of \$105
Medically necessary contact lenses (every calendar year; prior approval from VSP necessary)	\$25 copayment; professional fees and materials covered in full	Professional fees and materials, covered up to \$210
Laser Vision Correction (LASIK, PRK)	Discounted services	None

Effective Date:

Coverage for you and your eligible dependents is effective on your first day of employment, provided that you enroll for coverage within your first 30 days of active employment. You may enroll newly eligible dependents for coverage within 30 days of the date they become eligible (ie. newborn baby – enroll within 30 days of birth). If you do not enroll yourself or your dependents

within 30 days of eligibility, you must wait to enroll until the next Annual Enrollment Period, with coverage effective the following January 1.

Cost to You:

You and Agilent share in the cost of your vision coverage. Your monthly premiums are based on the number of dependents you choose to cover. Your premiums are automatically deducted from your paycheck on a pretax basis. Premiums for domestic partners and their dependents are deducted on an after-tax basis.

For Your Protection

Life Insurance Program

The Agilent Technologies Life Insurance Program helps provide financial security and protection for you and your family.

- The Agilent Technologies LIFE Insurance Plan provides \$50,000 of company-paid insurance in the event of death of the employee.
- The Accidental Death and Dismemberment Plan (AD&D) provides \$5,000 of company-paid accidental death and dismemberment insurance while you are an active employee.
- Additional Group Universal Life insurance based upon a multiple of your annual base pay may be purchased if satisfactory proof of your good health is accepted by the insurance company.
- The Agilent Life Insurance Program also includes company-paid Business Travel Accident Insurance.

Effective Date:

Your Agilent LIFE Insurance, AD&D, and Business Travel Accident Insurance coverage begins on your first day of employment. Group Universal Life coverage is effective on the first day of the month after the insurance company approves your evidence of good health.

Cost to You:

There is no cost to you for company-paid life insurance, Accidental Death and Dismemberment Insurance, or Business Travel Accident Insurance. Additional Group Universal Life insurance for you and your family may be purchased at a low monthly cost.

Agilent Disability Plan

The Agilent Disability Plan provides you with financial assistance when you become disabled and are unable to work due to injury or illness.

- During the first 52 weeks of your disability, you receive a monthly benefit that is approximately 75 percent of your monthly pay. If after 52 weeks you are eligible for long-term disability benefits, the benefit is 75 percent of the first \$3,000 of your monthly pay and 50 percent of your monthly pay above \$3,000.
- Benefits begin after seven days of continuous total disability.
- Benefits can continue while you remain disabled up to age 65. If you become disabled at age 61 or older, your benefits may extend beyond age 65.
- Your monthly benefit will be reduced by other payments you receive including Workers' Compensation, Social Security, retirement benefits, etc.

Effective Date:

Your first day of employment.

Cost to You:

There is no cost to you.

California Employees:

Agilent employees who work in California are covered by the Agilent Disability Plan (CA Supplement which includes the California Paid Family Leave (PFL) Program starting in 2004.

Under the PFL Program, employees working in California may be eligible for up to six weeks of PFL benefits if they take time off to bond with their newborn, newly adopted or newly placed foster child, or to care for a seriously ill parent, child, spouse or eligible domestic partner. Employees working in California contribute to this program via payroll deduction.

Long-term Care Insurance Plan

The Agilent Technologies Group Long-term Care Insurance Plan provides you with the opportunity to purchase coverage which will help pay for home or skilled nursing facility care of individuals who, because of illness or aging, cannot perform normal daily functions such as eating, bathing or dressing.

Coverage is available to you and your spouse or domestic partner; retirees and their spouses/domestic partners; parents/parents-in-law and grandparents/grandparents-in-law of employees.

Effective Date:

First of the month upon approval of the application for coverage.

Cost to You:

The cost will vary depending upon age and the level of coverage selected.

Help with Savings**Health Care Spending Plan**

The Health Care Spending Plan allows you to set aside, on a pre-tax basis, up to \$5,000 of your salary into a spending account to pay for certain unreimbursed health care expenses such as deductibles and co-payments, routine physical exams, and fertility treatments.

- Salary deferred to your Health Care Spending Plan Account is not subject to Social Security (FICA) taxes.
- The Health Care Spending Plan is subject to current tax law and IRS rules.

Effective Date:

Your first day of employment. Enrollment must be submitted within 30 days of your eligibility date. Your payroll deductions and participation will start as of the beginning of the pay period following enrollment.

Cost to You:

You may elect to set aside up to \$5,000 per calendar year on a pretax basis.

Dependent Care Spending Plan

The Dependent Care Spending Plan allows you to set aside, on a pre-tax basis, up to \$5,000 (\$2,500 if married and filing separately) of your salary to pay for eligible dependent care

expenses, such as day care and after-school programs, if that care is required to enable you (and your spouse, if you are married) to work.

- The account may be used to pay for eligible elder care expenses as well as child care expenses.
- Salary deferred to your Dependent Care Spending Plan Account is not subject to Social Security (FICA) taxes.
- The Dependent Care Spending Plan is subject to current tax law and IRS rules.

Effective Date:

Your first day of employment. Enrollment must be submitted within 30 days of your eligibility date. Your payroll deductions and participation will start as of the beginning of the pay period following enrollment.

Cost to You:

You may elect to set aside up to \$5,000 (\$2,500 if married and filing separately) per calendar year on a pretax basis.

Planning for Your Retirement

The Agilent Technologies retirement program consists of the Agilent Technologies, Inc. 401(k) Plan, the Retirement Plan, and a Retiree Medical Account for qualified retirees.

Agilent Technologies, Inc. 401(k) Plan

The Agilent Technologies 401(k) Plan provides you an incentive to save regularly for retirement on a pretax basis.

- You may defer up to 50 percent of your pay to an Agilent 401(k) Plan account through payroll deductions. The maximum dollar amount you can defer in a year is subject to an IRS limit (\$14,000 in 2005).
- Agilent Technologies contributes a matching contribution of \$1 for every \$1 you contribute up to 3 percent of your pay and \$.50 for every \$1 you contribute on the next 2 percent of your pay. Contributions above 5 percent are not matched. Contributions on any compensation amount in excess of \$210,000 (indexed by the IRS every few years) will not receive a corresponding Agilent company match.
- If you are age 50 years or older, or you will reach age 50 by the end of the calendar year, you can defer additional pre-tax dollars into the Agilent 401(k) Plan. These additional amounts are called "Catch-Up Contributions". The IRS limit on Catch-Up Contributions is \$4,000 in 2005. Catch-Up Contributions are not eligible for company matching under the Plan.
- Contributions to Agilent's 401(k) Plan can be invested among 19 options covering a broad spectrum of risk and return.
- The amount contributed to the Agilent 401(k) Plan is considered deferred income; consequently, federal income taxes, as well as most state income taxes, are deferred on that amount until distribution.
- You are always 100 percent vested in the full value of your Agilent 401(k) Plan account. This includes your deferral contributions, Catch-Up Contributions, company matching contributions, any rollover contributions and any investment earnings.
- While you are still an Agilent employee, you can:

- 1) borrow from your Agilent 401(k) account, repaying the principal and interest to your account through payroll deduction
- 2) withdraw all or part of your account after you have reached age 59-1/2 years of age
- 3) withdraw at any time any funds accumulated in your rollover account if you rolled over money from another qualified plan into the Agilent 401(k)
- 4) request a hardship withdrawal

Effective Date:

Your first day of employment. You are automatically enrolled in the Agilent 401(k) Plan with a contribution rate of 3 percent of your pay unless you set your own contribution rate or decline participation by changing your contribution rate to zero percent of your pay.

Retirement Plan

The Agilent Technologies Retirement Plan (RP) guarantees a minimum retirement benefit to you based on your years of credited service (up to a maximum of 30 years) and your highest average "rate of pay" (based on your highest average 20 consecutive quarters' earnings). Together with Social Security, the RP provides the foundation of your retirement income.

When you leave Agilent, you may elect to receive your retirement benefits in the form of a monthly annuity or a lump sum equivalent. There are other options for distribution as well.

Effective Date:

As a regular full-time or regular part-time employee, you automatically become a participant and are 100 percent vested in the RP on the May 1st or November 1st that coincides with or follows the date you complete two years of service with Agilent. For purposes of benefit accruals, your first two years are credited to you when you become a participant. (A "year of service" is an anniversary year in which you complete 1000 hours of service.)

Cost to You:

There is no cost to you.

Retiree Medical Accounts

Agilent currently provides a virtual retiree medical account of \$40,000 at the time of retirement to employees who retire in the US at age 55 or older and have at least 15 years of full-time equivalent service with Agilent. Upon retirement this account may be used to reimburse you for premiums you pay for retiree medical coverage, which may be offered by Agilent at the time of retirement, or from another source.

If you have previously retired from Agilent, and are later rehired, you may be subject to different rules.

Other Benefits

Agilent Results Bonus (ARB) Program

The ARB Program represents one aspect of our overall pay-for-performance rewards strategy. Eligible employees have the opportunity to receive bonuses based on the results achieved by the company overall and the business for which the employee works. Bonuses are determined and paid twice a year to all eligible employees following the end of each performance period. The performance periods are November 1st through April 30th (with a payout in May) and May 1st

through October 31st (with a payout in November). All regular employees, with the following exceptions, are eligible to receive the Agilent Results Bonus. The exceptions are:

- Employees not meeting performance expectations, i.e., in the Performance Improvement Required (PIR) category
- Employees participating in the Pay for Results program
- Employees participating in a “special incentives” program

Effective Date:

Most regular employees are eligible beginning on their first day of employment.

Employee Stock Purchase Plan (ESP)

Agilent Technologies provides you with the opportunity to participate in the Employee Stock Purchase Plan.

- You can contribute up to 10% of your eligible compensation towards the purchase of Agilent common stock.
- The price you pay for the shares of Agilent common stock is at least 15% less than Agilent’s common stock market value on the date that the Agilent common stock is purchased for you.
- You can change your contribution level at any time.
- There are no brokerage fees when you buy Agilent common stock.
- You can sell Agilent common stock shares in your account at any time. Taxation at the time of sale will vary depending upon how long you hold the shares prior to sale.
- You can contribute through convenient payroll deductions.

Effective Date:

For your enrollment to be effective for one of the six-month purchase periods, you must be enrolled in ESP prior to the beginning of that purchase period. Six-month purchase periods begin on May 1st and November 1st. Contributions are accumulated for each six-month purchase period and are then applied toward the purchase of Agilent common stock.

Cost to You:

You may elect to have from 1 to 10% deducted from your eligible compensation towards the purchase of Agilent common stock.

Agilent Extras

Agilent Extras are a portfolio of great programs, amenities and services designed to help employees "beAgilent," balance lifestyle demands and make Agilent a fun, dynamic work environment.

- Recreation and camping sites in scenic locations for the exclusive use of Agilent and Hewlett-Packard employees
- Employee clubs such as symphony orchestra, Toastmasters, and retiree (available at selected sites)
- Commute alternatives such as carpool parking, vanpools, commute subsidies, transit vans (available at selected sites)

- Company car sales
- Employee networks for women, working parents, African-American, Latino, Asian, Indian, gay & lesbian, deaf and hearing-impaired employees
- Gift matching to United Way and universities; grant opportunities to employee-championed non-profit organizations and colleges
- Volunteer and community service time allowances
- Recreation leagues, teams and clubs for activities such as basketball, softball, skiing, chess, golf, running, tennis, volleyball, roller hockey and soccer (available at selected sites)
- Onsite fitness centers, sports facilities and game tables (available at selected sites)
- Library resources, video and audio books
- Health fairs and screenings (lab work and mammography), flu vaccinations, onsite massages (available at selected sites)
- Discount opportunities on movie tickets, theme parks, autos, car rentals, hotels and cruises, cellular phones, restaurants, home products, software, electronics, appliances and more!
- Agilent Company Store
- Employee classified ads

Domestic Partners

Domestic partners-of the same or opposite sex-are eligible for the following Agilent Technologies benefits:

- Agilent Technologies-sponsored health plans (medical/dental/vision)
- Beneficiary under the Retirement Plan, Agilent 401(k) Plan or any Agilent Technologies-sponsored life insurance
- Bereavement leave
- Employee and Family Assistance Plan
- Group Universal Life Insurance
- Long-term care Plan
- U.S. relocation benefits

A domestic partner's eligible dependent children may also be enrolled in most Agilent Technologies-sponsored health plans.

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This overview provides highlights of Agilent Technologies' programs. The official plan documents are always used to determine when and what benefits will be provided.

Agilent'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 regular U.S. employees only. Consult with the hiring manager for more information.

With respect to the Company-sponsored group health plans, such as the Agilent Employee and Family Assistance Plan, Agilent Medical Plan, HMO options, Agilent Dental Plan, Agilent Vision Plan, and the Health Care Spending Plan, you become eligible to participate on your first day of employment, provided that you actually report for work on that day. You also begin earning service credit for purposes of the retiree medical account on the first day you report to work.

There are no vested rights with respect to Company-sponsored retiree medical accounts or any Company contributions toward the purchase of retiree medical coverage. Amounts payable from these virtual accounts are paid from the Company's general assets and/or from assets held in trust in accordance with Section 401(h) of the Internal Revenue Code. The Company reserves the right for any reason and at any time to amend, change or terminate these accounts or to change or eliminate the Company dollar amount credit. Such amendments, changes, terminations or eliminations may be applicable without regard to whether someone previously terminated employment with the Company or was previously subject to a grandfathering provision

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.