

Conexant offers a comprehensive employee benefit package. Here is a summary of the benefits programs that are available:

**Medical**

We offer a nationwide PPO and EPO to cover a significant portion of healthcare expenses.

**International Travel Medical Plan**

Provides medical insurance protection above and beyond your regular medical coverage while traveling internationally for Conexant approved business purposes.

**Dental**

Our dental plan includes preventive care, general dental services, and orthodontia.

**Vision**

Healthy eyesight is encouraged through annual eye exams. Additionally, the plan includes discounts for glasses and contact lenses.

**Life and AD&D Insurance**

Conexant provides basic life and accidental death & dismemberment coverage. Employees have the opportunity to purchase additional coverage at group rates.

**Short-Term Disability & Accident and Sickness**

Short-term disability benefits, for employees on approved medical leaves of absence, are available based on years of service.

**Long-Term Disability**

In the event an employee becomes disabled as a result of illness or injury and is unable to work, long-term disability assists in replacing their income. Basic LTD benefits are provided by the company at no cost to the employee. Employees have the opportunity to purchase additional coverage at group rates.

**Flexible Spending Accounts**

Employees may use tax-free dollars to pay for eligible healthcare expenses as well as certain costs for dependent care.

**401(k) Retirement Savings Plan**

Employees may contribute both pre and post tax money to invest in their long term financial growth and retirement.

**Bonus Program**

Eligible employees may receive bonuses based on their target bonus percent, fiscal year base earnings, company performance, and individual contribution.

**Holidays**

Employees enjoy 10 paid holidays per year.

**Vacation**

Vacation time is accrued each pay period based on years of service.

**Additional Benefit Programs**

- Adoption Assistance
- Business Travel Accident Insurance
- Child Care Resource and Referral
- Educational Assistance
- Elder Care Resource and Referral
- Employee Assistance Program
- Stock Option Plan