

Agilent U.S. Benefits In Brief For Regular Employees

Effective January 1, 2012



As someone who is considering employment opportunities with Agilent Technologies - U.S., 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 provided for regular employees of 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.



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Agilent Technologies

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
less than 5	5.00	15.0	22.5
5 - 10	6.67	20.0	30
11	7.00	21.0	31.5
12	7.34	22.0	33
13	7.67	23.0	34.5
14	8.00	24.0	36
15	8.34	25.0	37.5
16	8.50	25.5	38.25
17	8.67	26.0	39
18	8.84	26.5	39.75
19	9.00	27.0	40.5
20	9.17	27.5	41.25
21	9.34	28.0	42
22	9.50	28.5	42.75
23	9.67	29.0	43.5
24	9.84	29.5	44.25
25 and over	10.00	30.0	45

Effective Date:

Your first day of employment.

Holidays

You receive 11 paid holidays each calendar year. Ten are scheduled, including one that 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 tradi-



tional 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.

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 offers the following medical plan options to its US employees:

- Agilent High Deductible Health Plan, Option 1 and Option 2
- HMOs, available in some areas

Dental and Vision coverage is also offered.

Agilent 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 High Deductible Health Plan

Agilent 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 (HSA), which can be used to pay for qualified medical, dental and vision care costs or saved for future qualified medical expenses. Details regarding the HSA are available on page 7. Highlights of the HDHP Options 1 and 2:

- The Agilent High Deductible Health Plan (HDHP) is administered by United Healthcare, which maintains a nationwide network of doctors, hospitals and other specialists that offer their services at contracted rates. The Agilent 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 and 70% for out-of-network services.
- Under the Plan, 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 generic prescription drugs—are covered at 100% and are not subject to the annual deductible.

Agilent HDHP Overview

Benefit	Option 1	Option 2
Annual Deductible		
– Employee Only	\$1,200	\$3,000
– Employee Plus One	\$2,400	\$4,500
– Employee Plus Family	\$3,600	\$6,000
Annual Out-of-Pocket Limit		
	In-network	In-network
– Employee Only	\$3,000	\$6,000
– Employee Plus One	\$6,000	\$12,000
– Employee Plus Family	\$6,000	\$12,000
	Out of network	Out of network
– Employee Only	\$6,000	\$10,000
– Employee Plus One	\$12,000	\$20,000
– Employee Plus Family	\$12,000	\$20,000
Preventive/Routine Exams Annual check-up Mammogram Routine well-child care and immunizations	<ul style="list-style-type: none"> • In-network: Covered at 100%, no deductible • Out of network: Covered at 100%, no deductible, up to annual max of \$750 per family 	
Prescription Drugs - Retail Pharmacy (Mail order also available)	<ul style="list-style-type: none"> • In-network: Covered at 90%, after deductible ¹ • Out of network: N/A 	
Office Visit Lab Services	<ul style="list-style-type: none"> • In-network: Covered at 90%, after deductible • Out of network: Covered at 70%, after deductible 	
Hospital & Surgery Urgent Care	<ul style="list-style-type: none"> • In-network: Covered at 90%, after deductible • Out of network: Covered at 70%, after deductible 	
Emergency Room	Covered at 90% after deductible for true emergency, 30% after deductible if not true emergency	
Chiropractic, Mental Health, Chemical Dependency/Rehab, Prosthetics	<ul style="list-style-type: none"> • In-network: Covered at 90%, after deductible • Out of network: Covered at 70%, after deductible 	

¹ Generic preventive care prescription drugs are covered at 100%, no deductible.

Preventive Care

Preventive care – such as routine exams and tests – helps you maintain your health and develop a healthier lifestyle. Under Options A and B, 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 .

HMO Options

Health Maintenance Organizations (HMOs) are offered in some areas 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.

Agilent Dental Plan

The Agilent Dental Plan provides a broad range of dental services. The Agilent Dental Plan is administered by Delta Dental and offers in-network and out-of-network benefits. The level of benefits you receive depends on whether you choose an in-network or out-of-network provider.

Benefit	In-Network DeltaPreferred Option (DPO)	Out-of-Network Non-DPO Provider
Annual Deductible	\$25 per person, \$75 per family per calendar year	\$50 per person, \$150 per family, per calendar year
Annual Maximum Benefit	\$2,000 per person per calendar year	\$1,750 per person per calendar year
Diagnostic and Preventive Benefits	Covered at 100%, no deductible	Covered at 90%, no deductible
Basic Benefits	Covered at 80% ¹	Covered at 80% ¹
Crowns, Jackets and other Cast Restorations	Covered at 60% ¹	Covered at 50% ¹
Prosthetic Benefits (bridges, partial dentures, full dentures)	Covered at 50% ¹	Covered at 50% ¹
Implants	Covered at 50%. ¹	Covered at 50%. ¹
Orthodontics	Covered at 50%. ¹ Lifetime maximum of \$1,500 per person	Covered at 50%. ¹ Lifetime maximum of \$1,500 per person

¹ After annual deductible is satisfied.



Agilent Vision Plan

The Agilent Vision Plan provides you with a broad range of vision care services. Agilent's Vision Plan is administered by Vision Service Plan (VSP). You are free to see a vision care provider of your choice, but you will receive a higher level of benefits when you use a provider who is part of VSP's nationwide network.

Benefit	In-Network VSP Provider	Out-of-Network Non-VSP
Eye Examination Limit once every calendar year.	\$25 co-payment.	\$25 co-payment. Allowance up to \$40.
Eyeglass Lenses Limit once every calendar year.	\$25 co-payment	\$25 co-payment. Single vision: Allowance up to \$40; Bifocal: Allowance up to \$60; Trifocal: Allowance up to \$80; Lenticular: Allowance up to \$125
Frames Limit every other calendar year.	\$25 co-payment. Covered up to \$150 allowance. 20% discount on amount exceeding allowance.	\$25 co-payment. Allowance up to \$45.
Contacts (in lieu of glasses) Limit once every calendar year	No co-payment. Elective: Allowance up to \$150 Medically necessary: Covered in full ¹	No co-payment. Elective: Allowance up to \$105. Medically necessary: Allowance up to \$210 ¹
Laser Vision Correction (LASIK, PRK)²	Discounted rate at an average of 15% off regular price or 5% off the promotional price. Discounts only available from contracted facilities.	Not covered
Diabetic Eyecare Program (DEP)	Medical eye care services for members with Type 1 diabetes. \$20 co-payment	Not covered

¹ Medically necessary contacts are covered in full, if required for certain medical conditions that prevent you from wearing eyeglasses. Medically necessary contact lenses must be approved by VSP.

² Laser vision correction is available through contract laser vision centers only.

Effective Date:

Dental and vision coverage 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. 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 dental and vision 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 pre-tax 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.
- 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 coverage.

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% of your

monthly pay. If after 52 weeks you are eligible for long-term disability benefits, the benefit is 75% of the first \$3,000 of your monthly pay and 50% 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.

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.

Please note: Employees outside California may have similar Paid Family Leave benefits available through their state.

Enhanced Health Support

Agilent partners with leading health service providers to ensure that our employees have access to enhanced health support and guidance. Live coaching and information from these providers help our employees (and their dependents) navigate the healthcare system, manage lifestyle behaviors and chronic medical conditions and understand treatment options. Specific areas of focus include tobacco cessation, weight management and Cardio-metabolic Risk Management.

These services are provided at no charge.

Pre-Tax Reimbursement Accounts

Health Savings Account

If you enroll in Agilent'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 Agilent or change medical plans.

Health Care Spending Plan

The Health Care Spending Plan allows you to set aside, on a pre-tax basis, up to \$5,000 per year to pay for deductibles, coinsurance amounts, hearing care, orthodontia and other eligible expenses not covered by your health plans. Over-the-counter drugs are not an eligible expense, unless a prescription is obtained.

- If you enroll in the HSA, you can participate in the *Limited Use Health Care Spending Plan*, which allows you to submit claims for reimbursement related to **eligible dental and vision expenses only**.
- If you do not enroll in the HSA, you can enroll in the *General Use Health Care Spending Plan*, which allows you to submit claims for reimbursement related to eligible medical, dental and vision expenses.
- The Health Care Spending Plan is subject to current tax law and IRS rules.
- Any Health Care Spending Plan contributions not used during the Plan year will be forfeited. You have until March 31 to submit claims for reimbursement for the preceding calendar year.

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 allows 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.
- The Dependent Care Spending Plan is subject to current tax law and IRS rules.
- The Dependent Care Spending Plan does not cover your dependents' health care expenses.
- Any Dependent Care Spending Plan contributions not used during the Plan year will be forfeited. You have until March 31 to submit claims for reimbursement for the preceding calendar year.

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% 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.
- Agilent contributes a matching contribution of \$1 for every \$1 you contribute up to 3% of your pay and \$.50 for every \$1 you contribute on the next 2% of your pay. Contributions above 5% are not matched.
- 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”. Catch-Up Contributions are not eligible for company matching under the Plan.
- Pre-tax and Roth IRA contributions are allowed
- Contributions to Agilent’s 401(k) Plan can be invested among 18 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% 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% of your pay unless you set your own contribution rate or decline participation.

Retirement Investment Advice

For all participants in the Agilent Technologies’ 401(k) Plan, Agilent offers expert retirement investment advice from Financial Engines®. Free services, such as an easy-to-use web site that offers specific, personalized advice to help you make informed decisions about retirement, are available to all employees. More comprehensive services are also available at discounted rates.

Retirement Plan

The Agilent Technologies, Inc. Retirement Plan (RP) provides a retirement benefit calculated in the form of a single lump sum payable at age 65. The benefit is calculated using a formula based in part on your total years of credited service—up to a maximum of 30 years—and your monthly pay rate. When you leave Agilent, subject to certain restrictions, you may elect to receive your retirement benefits in the form of a lump sum or monthly annuity.

Effective Date:

As a regular full-time or regular part-time employee, you automatically become a participant and are 100% 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.

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 under an Agilent-sponsored plan. If you have previously retired from Agilent, and are later rehired, you may be subject to different rules.

Effective Date:

Upon eligible retirement.

Cost to You:

There is no cost to you.

Other Benefits

Variable Pay

As part of Agilent's overall pay-for-performance rewards strategy, Agilent's Variable Pay program provides eligible employees with an opportunity to receive bonuses based on company and individual results. Bonuses are determined and paid twice a year to all eligible employees following the end of each performance period: November 1st through April 30th (with a payout in June) and May 1st through October 31st (with a payout in December).

Effective Date:

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

Employee Stock Purchase Plan (ESPP)

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 ESPP 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 balance lifestyle demands and make Agilent a fun, dynamic work environment.

- 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)
- On site 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, on site 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

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.

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.