

A10 2021 US Benefits Summary

Medical Insurance

Apta Health (Aetna network)
PPO/HDHP/HSA
or Kaiser HMO

Dental Insurance

Guardian
In network max \$3,250 per year

Vision Insurance

Guardian (VSP network)
Base and buy-up plans available

Life Insurance

Lincoln
Basic is 2X annual salary

Accidental Death & Dismemberment

Lincoln

Short- & Long-Term Disability

Lincoln

Employee Assistance Program (EAP)

Lincoln

Voluntary

(Available for purchase)

Additional Life Insurance

Over the 2X annual salary

Legal Shield/ID Shield

Legal assistance and identity theft protection

A10 Stock

A10 stock is traded on the NYSE under ATEN and E*TRADE is our captive broker:

New Hire Stock – New hires are offered restricted stock units (RSUs). Each restricted stock unit granted represents the right to receive one share of ATEN stock upon vesting.

ATEN's RSUs vest 25% per year over a 4-year period with each vest occurring on the anniversary of your vest base date.

ATEN's RSUs are granted at no cost to the participant at date of grant and a portion of the shares are sold at vest to cover any tax obligation associated with the vesting of shares.

Employee Stock Purchase Program (ESPP)

Eligible employees will have the opportunity to voluntarily enroll in the ESPP and purchase shares of ATEN stock at a discount. You may contribute up to 10% of your base salary through payroll deductions.

Open enrollment periods occur in May and November. The open enrollment announcement and additional information about the ESPP will be provided by Stock Administration.

401(k) Plan Highlights

Eligibility	First of the month following date of hire
Deferral types	Pretax Roth
Automatic enrollment	New hires are automatically enrolled at 3% unless you opt out within 30 days
Deferral limits	1% - 75% of each paycheck 2020 IRS limit - \$19,500, + \$6,500 if age 50+
Rollovers	Allowed Initiate with your previous employer
Employer Match	Effective 03/01/21 - 50% up to 6% for a max of 2,500 - 4 year vest

Flexible Spending Account Plan

Payroll deductions/Navia Benefit Solutions

Flexi-Pass

Public transportation and parking - pre-tax

Paid Time Off (PTO)

Exempt: Flexible time off (FTO)

Non-Exempt: Paid time off (PTO) 15 days / year

Holidays

11 scheduled per year

The ESPP offering periods are six months in duration and purchases are made every six months. At each purchase date, contributions are used to purchase ATEN at a 15% discount off the closing price of ATEN stock at the lower of offering date or the purchase date.

Additional stock information is available under the legal section on the A10 Wiki or you may email: stockadministration@a10networks.com