



Nanometrics Employee Benefits Summary

Coverage is effective on date of hire. Dependent children are subject to certain restrictions and age limitations.

HOLIDAYS
11 paid holidays per year
PAID TIME-OFF (PTO)
You begin earning PTO starting on your date of hire
0 - 4 years: 18 days, max accrual 27 days
4 - 10 years: 19 days + 1 day per year
11+ years: 26 days per year + 1 day every 5 years
SHORT-TERM DISABILITY BENEFITS
Benefits begin on the 8th day absent for accidents and sickness
66.67% of weekly salary to a max of \$1,600 per week for 13 weeks
LONG-TERM DISABILITY BENEFITS
Benefits begin after you have been absent from work for 90 days or more because of a covered accident or sickness
66.67% of your monthly pay up to a maximum of \$6,750/month
LIFE & AD&D BENEFITS
1x basic annual earnings to a max of \$300,000
OTHER NANOMETRICS SPONSORED BENEFITS
Employee Assistance Program
Travel Insurance/Assistance Services
Free fitness center (Milpitas)
Complimentary gourmet coffees, teas and snacks
The following benefits are on a cost shared basis:
MEDICAL CARE BENEFITS
90/70
Annual deductible
\$15/\$20 co-pay doctor visits (in-network)
Deductible + \$150 + 10% inpatient hospital (in-network)
\$10/\$30/\$45 Rx co-pay (in-network)
Co-Pay
\$25/\$35 co-pay doctor visits (in-network)
\$250 inpatient hospital (in-network)
\$10/\$30/\$45 Rx co-pay
Kaiser
\$25/\$35 co-pay doctor visits
No charge inpatient hospitalization
\$10/\$30 Rx co-pay
High Deductible Health Plan with Health Saving Account
\$750 annual employer contribution for individual
\$1500 annual employer contribution for family

DENTAL CARE BENEFITS
Preventive services covered at 100%
Basic services covered at 80% after deductible
Major services covered at 50% after deductible
\$1,500 annual maximum
Orthodontia (adults and children): \$2,500 lifetime maximum
VISION CARE BENEFITS
Examinations: \$10 co-pay (once every 12 months)
Lenses: 100 % (once every 12 months)
Frames: 100 % (once every 12 months) - Up to \$120
Contact lenses: \$120 allowance in lieu of glasses (once every 12 months)
FLEXIBLE SPENDING ACCOUNT (FSA)
Flexible Spending Account for healthcare and dependent Care. You may set aside pre-tax dollars into this account to pay for eligible expenses for yourself and your qualifying dependents.
401(k) PLAN
Employees may begin participating in the plan on the first day of the new quarter following their hire date.
Administered by Fidelity
Company has a 20% discretionary match
The following optional benefits are also available:
EMPLOYEE STOCK PURCHASE PLAN
Nanometrics employees have an opportunity to share in the financial rewards from the company success they help to create. The Company's employee stock purchase plan (ESPP) allows employees to purchase shares of stock directly from the company through payroll deductions at a 15% discount twice per year.
PRE-PAID LEGAL SERVICES
Assistance with Will and Trust preparation
Small claims assistance
Dissolution of marriage, prenuptial agreement
Civil/Criminal defense
Identity theft protection program

This summary is provided for communication purposes only and is not a guarantee of employment or benefits. It does not state all insurance contract provisions, restrictions of coverage, benefits by conditions or limitations, or provisions required by state or federal law. The evidence of coverage and plan contract should be consulted for a detailed description of coverage and limitations. In the event that a discrepancy exists, the policy provision will prevail. Nanometrics reserves the right to amend, supplement, or rescind any provisions as it deems appropriate, in its sole and absolute discretion.