



US Benefits Eligibility Overview

Detailed information on each benefit plan below can be found in the policy for that benefit plan. To access the benefit policies, log on to <http://my.seagate.com>, select the HR Services tab, and then HR Policies. On the Human Resources Policies welcome page, select the Benefits tab and then the applicable benefit program.

Last Modified Date: 2/6/2026

	Employee Category	
	Regular Full-Time <i>Working 24 to 40 hours per week</i>	Intern <i>Working 24 to 40 hours per week</i>
Healthcare Policy		
Medical Coverage	Eligible	Eligible
Health Savings Account (HSA)	Eligible	Not eligible
Dental Coverage	Eligible	Eligible
Vision Coverage	Eligible	Eligible
Employee Assistance Program (EAP)	Eligible	Eligible
Health Care Flexible Spending Account	Eligible	Not eligible
Limited Purpose Flexible Spending Account	Eligible if you are enrolled in the High Deductible Health Plan	Not eligible
Disability, Life, and Accident Insurance Policy		
Basic Short Term Disability Coverage	Eligible	Not eligible
Supplemental Short Term Disability Coverage	Eligible if you meet the salary requirement for your state	Not eligible
Long Term Disability Coverage	Eligible	Not eligible
Basic Life Insurance	Eligible	Not eligible
Supplemental Life Insurance	Eligible	Not eligible
Basic AD&D	Eligible	Not eligible
Supplemental AD&D	Eligible	Not eligible
Long Term Care Insurance	Eligible	Not eligible
Retirement and Savings Policy		
401(k) Plan	Eligible	Not eligible
Deferred Compensation Plan		

	Employee Category	
	Regular Full-Time Working 24 to 40 hours per week	Intern Working 24 to 40 hours per week
Deferred Compensation Plan	Eligible if your 1) annual base pay is \$190,000 or more or 2) target commissions and annual base salary in the aggregate is \$190,000 or more	Not eligible
Employee Stock Purchase Plan Policy		
Employee Stock Purchase Plan	Eligible	
Flexible Time Off/Vacation/Holidays Policy		
Flexible Time Off for exempt employees	Eligible	Not eligible
Vacation Accrual for non-exempt employees	Eligible	Not eligible
Holiday Pay	Eligible	Eligible
Leaves of Absence Policy		
Personal Leave	Eligible after six months of employment	Not eligible
Bereavement Leave	Eligible	Interns in California, Illinois, and Washington eligible if they meet the hours worked requirements (<i>refer to the Leave of Absence policy for details</i>)
Family Leave	<i>See the Leaves of Absence policy for details</i>	
Paid Parental Leave	Eligible	Not eligible
Sick Pay	See the Paid Sick Leave policy for details	
Medical Leave	See the Leaves of Absence policy for details	
Civic Duty Leave	Eligible	Not eligible
Military Leave	<i>See the Leaves of Absence policy for details</i>	
Dependent Programs		
Adoption Assistance	Eligible	Not eligible
Dependent Care Flexible Spending Account	Eligible	Not eligible

This document provides a summary of the eligibility requirements for participation in the Seagate US benefits program. If any conflict exists between the information presented here and the official documents governing the plan, the official documents governing the plan will prevail. Please contact HR Central at 877-844-3333 (option 2, option 1) if you have any questions regarding the plan provisions or the benefits available to you.