



France Total
Rewards Overview

Salaries - Performance Related

Regular salary reviews and merit-based increases.

Keysight Variable Pay

Paid out twice a year depending on business results achieved.

Employee Stock Plan

Invest up to 10% of salary and purchase shares with a minimum of 15% discount.

Attractive Healthcare and life insurance, and pension plan

Attractive Company Saving Plan

Company contribution to legal maximum and up to 3 x employee contribution

Local Profit Sharing Plan (deferred compensation)

Additional Excellent Benefits

- Flexible working hours
- Work-time schemes including 15 days off
- Annual holidays + seniority holidays
- Training and development plan with educational assistance
- Subsidized staff restaurant
- High level of Worker's Council contribution to sports & leisure activities, vacation trips,

