

EXIT INTERVIEW

Employee Name: Sriee Gowthem Raaj Ammapet Sathiiss

Termination Date: 12-13-2017

Department: Application Security Department

Job Title: Network Security Development Intern

Location: Plano, Texas

Manager Name: Yiqin Zhou

This Exit Interview form includes:

- Company Property Checklist
- Expense Report Management
- Benefits and Compensation Information
- Termination Certification

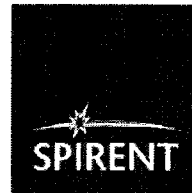
This form is designed to ensure a smooth transition on your last day of employment and these matters should be scheduled for completion on or before your last day of active employment.

Should you have any questions, please contact your Manager or Human Resources.

Company Property Checklist

In connection with the separation of my employment, I acknowledge that I must return all applicable Company equipment, property, as well as materials, documents, data, etc., whether in paper or electronic form.

Returned	Not Applicable	Equipment Description
	✓	Desktop Computer
✓		Laptop Computer
	✓	Docking Station
	✓	Carrying Case
✓		Laptop AC Adapter
	✓	Cell Phone
	✓	Cell Phone Charger
	✓	Keys: Office, Desk, File Cabinets, Lab, etc.
	✓	Company Credit Card
	✓	RSA Token/VPN
✓		Security Badge



Expense Report Management

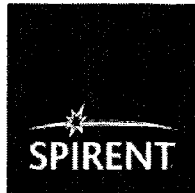
Please check one of the following:

- ☒ I have no outstanding expenses (all expense reports have been submitted through Concur).
- ☐ I have submitted expenses through Concur (waiting on approval and/or payment).
- ☐ I will be submitting a final Expense Report for outstanding expenses not previously submitted.

Prior to the last day of employment, create and submit all outstanding charges for approval in the Concur expense management system. Should you have any remaining expenses outstanding at the time of termination, please submit them to your manager within 7 days of your exit date.

Benefits and Compensation Information

- Medical/Dental/Vision coverage (if applicable) will expire at the end of month. You will receive information in the mail regarding continuation of benefits under COBRA from Discovery Benefits. COBRA benefits are identical to the existing medical/dental/vision election and coverage. A new ID card will be assigned for all medical plans. It will take approximately 10 business days once Discovery Benefits receives the election form and payment to activate the coverage at the insurance carriers.
- Flexible Spending Accounts (if applicable) expire on the date of termination. You will receive a COBRA notification from Discovery Benefits if you have any unclaimed contributions (medical only) in your account. You can continue to submit expenses that were incurred on or before your date of termination.
- Health Savings Accounts (if applicable) will not terminate since the account is owned by you. You may keep the account active, however, you will be responsible for the monthly administrative fees. Please contact HealthEquity at (866) 346-5800 for additional details.
- Life/AD&D insurance expires on the date of termination. Company paid Group Life/AD&D insurance coverage is available for conversion within **31 days of term date**. Supplemental life insurance coverage is portable within **31 days of term date**. To initiate the conversion process, please contact Teresa Shoup at (301) 444-1036 or teresa.shoup@spirent.com for the necessary forms to submit to Lincoln Financial Group.
- 401(k) (if applicable): If your balance is less than \$1,000, you have 90 days to roll it over to another plan. If no action is taken, T. Rowe Price (TRP) will do a forced distribution. On a balance of \$1,000-\$4,999, TRP will open an individual IRA in your name. On a balance of \$5,000+, TRP will maintain your existing account. Contact TRP at (800) 922-9945 for more information. TRP will receive your termination date following your last pay from Spirent.
- Employee Stock Purchase Plan (ESPP): You will be automatically withdrawn from the Plan and Equiniti Premier Services (formerly Killik) will contact you to let you know what your options are.
- Stock Options (if applicable) expire 60 days from date of termination. Please contact the Stock Option Benefits team via e-mail at stockoption.benefits@spirent.com for further information.




- Your final paycheck will include:
 - All wages (salary and bonuses) earned through your last day of employment
 - Any accrued PTO pay not taken
 - NOTE: You will continue to have access to the ADP Portal at <https://portal.adp.com>. Please access this application to view your earnings statements. Your user name will remain the first letter of first name, followed by last name @spirent (no .com at the end). Your password will also remain the same. Please note that you will need to change your email address once in the portal to your personal email address.
- Your commission payments will be managed according to the rules of the current Spirent Communications Sales Compensation Plan. Commissions will be paid after close of the commission period and calculation of commissions earned.

Termination Certification

This is to certify that I do not have in my possession, nor have I failed to return, any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to Spirent Communications, Inc., its subsidiaries, affiliates, successors or assigns (together, the "Company").

I further certify that I have complied with all the terms of the Company's Proprietary Information Agreement signed by me, including the reporting of any inventions and original works of authorship (as defined therein), conceived or made by me (solely or jointly with others) covered by that agreement.

I further agree that, in compliance with the Proprietary Information Agreement, I will preserve as confidential all trade secrets, confidential knowledge, data or other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, databases, other original works or authorship, customer lists, business plans, financial information or other subject matter pertaining to any business of the Company or any of its employees, clients, consultants, or licensees.


Employee's Signature

SRIEE GOWTHAM RAAJ AMMAJET SATHIASS
Print Name

7220 McALLUM BLVD, APT 1602, DALLAS,
Home Address

DALLAS, TEXAS 75252
City, State, Zip

12/13/2017
Date

psg.sriee@yahoo.com
Personal Email

Home Phone

(469) 664-4339
Cell Phone

Exit Interviewer's Signature _____

Date _____

