



This document is a general overview of our Total Rewards programs. Details of these programs are available on Infosys or by contacting local HR.

COMPENSATION

BASE PAY

Autodesk understands the importance of attracting and retaining the best talent, and therefore offers a competitive base salary.

VARIABLE PAY

Commissions (Sales Only)

Eligible employees participate in a sales commissions plan. On Target Earnings (OTE) is the targeted cash compensation amount for the achievement of expected levels of performance (i.e., 100% of quota). OTE is comprised of two components: base salary and commissions.

Autodesk Incentive Plan (Non-Sales Only)

The Autodesk Incentive Plan (AIP) is Autodesk's annual bonus program for eligible employees who do not participate in a sales commission plan. The AIP funding is determined by the Company's business performance as measured by key financial goals. The actual amount each participant receives is determined by the individual's performance (manager's assessment), as well as the employee's eligible time and target earnings for a plan year.

Recognition

Long service and exceptional performance awards are delivered through our Applause platform. Eligible employees can receive e-thanks, points (that can be redeemed for gifts/gift cards) and cash (Autobucks).

EQUITY PROGRAMS

Restricted Stock Units (RSU)

Employees may periodically receive restricted stock units (RSUs) in recognition of exceptional performance or promotions. RSUs are also intended to support the retention of key talent.

Employee Stock Purchase Plan (ESPP)

The ESPP plan provides eligible employees an opportunity to purchase shares of Autodesk's common stock at 85% of the fair market value through payroll deduction. A 2-year price look back feature begins with the employee's enrollment. Employees can elect to contribute up to 15% of base pay.

BENEFITS

SHARED CONTRIBUTIONS

Effective from the date of hire, Autodesk contributes enough towards employees' benefits to purchase a comprehensive benefits package for themselves and subsidizes health insurance premiums for eligible dependents. Autodesk's contributions are based on the employee's work status (full-time or part-time), age, salary (for life, AD&D and long-term disability insurance), and enrolled dependents.

HEALTH INSURANCE

Medical Insurance

Employees and dependents are eligible for: Preferred Provider Organization (PPO)/ Point of Service (POS). The PPO or POS Plans allow enrolled employees and dependents to use any licensed provider, but the insurance carrier pays higher benefits when the provider is in the PPO or POS network.

Health Maintenance Organization (HMO) OR Exclusive Provider Organization (EPO) – Availability Depends on Location. An HMO or EPO Plan provides a very high level of benefits but requires enrolled employees and dependents to use only HMO or EPO providers – except in emergencies.

High Deductible PPO

This plan has a high calendar year deductible that must be satisfied before the insurance carrier pays any plan benefits. Enrolled employees and dependents may fund their own health savings account (HSA) which is compatible with this high deductible health plan.

The components and availability of Autodesk's Total Rewards programs vary by location depending on applicable laws and Autodesk policies and practices. All components of Autodesk's Total Rewards programs are discretionary to the extent not required by law. All discretionary components are subject to cancellation, replacement or change at any time, without compensation, at the sole discretion of Autodesk. Total Rewards programs do not form part of any employee's contractual terms and conditions of employment unless their employment contract expressly states otherwise. If there is a conflict between the information in the Total Rewards Overview and official plan documents/policies, the official plan documents/policies will govern. Note: Not all employees are eligible for each of these rewards programs.

Vision

Employees and dependents are eligible for vision coverage with Vision Service Plan. Both vision plans (Basic and Plus plans) cover exams, lenses, frames and contacts, but differ in their coverage level.

Dental

Employees and dependents are eligible for dental coverage with Aetna. Both plans, (a Preferred Provider Organization and a Dental Maintenance Organization) cover preventive, basic and major dental care as well as orthodontia. The two options differ in network providers, coverage levels and specific plan provisions.

Business Travel Medical Insurance

When travelling on behalf of Autodesk outside their country of residence, Autodesk provides this coverage for employees, and family when travel expenses are paid by Autodesk.

FLEXIBLE SPENDING ACCOUNTS

Health Care FSA

Employees may set aside pre-tax dollars to pay for eligible medical, dental and vision expenses not covered by health insurance for themselves and eligible dependents, up to a maximum amount per calendar year.

Dependent Care FSA

Employees may also set aside pre-tax dollars to pay for work-related dependent care expenses, such as licensed day care, up to a maximum of \$5,000 per calendar year. Autodesk will subsidize 30% of an employee's Dependent Care FSA election if the employee's household income is less than the designated maximum for the calendar year.

WELFARE INSURANCE

Life Insurance

Employee Life/AD&D Insurance
Autodesk contributes enough for employees to purchase one times annual salary for both life insurance and accidental death and dismemberment (AD&D) coverage. Employees may choose from the following levels of coverage: \$50,000, or one to eight times annual salary – up to a maximum of \$2,000,000 each for life and AD&D coverage. Employees may elect different coverage amounts for life and AD&D.

Dependent Life/AD&D Insurance

Employees may elect Spouse/Partner Life, Children Life and Spouse/Partner AD&D insurance coverage, which are offered in various amounts. If an employee elects Employee AD&D or Spouse/Partner AD&D and the employee has eligible children, the employee is automatically enrolled for \$10,000 of Children AD&D coverage at no additional cost.

Income Protection/Salary Continuance

Sick Leave

It's important to take the time to get well when sick or injured. Autodesk does not strictly limit the number of sick days used because we trust employees to use sick leave responsibly. Employees receive normal pay and benefits while on sick leave, which hopefully contributes to a speedy recovery.

Medical Leave - Short Term Disability (STD)

If hospitalized or sick for eight or more continuous calendar days, employees may be eligible to receive income protection while on medical leave. Autodesk will supplement state disability or workers' compensation benefits, if applicable, up to 100% of base salary for up to 90 calendar days.

Medical Leave – Long Term Disability (LTD)

After 90 calendar days of total disability, employees may be eligible for LTD benefits. LTD benefits, along with any other disability benefits that may be received, are coordinated to provide a total monthly benefit of:

- 50% of monthly pre-disability earnings (Basic Plan) or
- 66 2/3% of monthly pre-disability earnings (Plus Plan)

RETIREMENT PLAN

The Autodesk 401(k) Plan encourages employees to accumulate savings for retirement through convenient payroll deductions and company contributions. Employees are eligible to participate in Autodesk's 401(k) Plan effective date of hire. The 401(k) Plan offers a wide array of investment funds from which to choose, including target date funds, mutual funds, and a brokerage option.

Employee Contributions

Eligible employees may contribute up to 50% compensation on a pre-tax and/or Roth basis, subject to the annual IRS limit. Employee contributions vest immediately.

Company Matching Contributions

Autodesk matches 75% of the first \$6,000 an employee contributes. To receive the maximum annual company matching contribution of \$4,500, an employee must contribute at least \$6,000 during the plan year. Company matching contributions vest immediately.

ALLOWANCES/SUBSIDIES

Employee Software Purchase

Eligible employees may purchase Autodesk software as a gift or for personal use at a reduced cost plus taxes and fees.

WORK/LIFE QUALITY

WORKPLACE FLEXIBILITY

Employees are provided with the flexibility and tools needed to be the most effective at getting their job done including remote access and casual dress.

TIME OFF

Sabbatical

Eligible employees receive a six-week paid sabbatical every four continuous years of full-time U.S. Autodesk employment. This program is designed to give employees time away from work and return to work not only refreshed, but also excited about new ideas and ready to tackle new challenges.

Holidays

In addition to observing the major holidays, eligible employees also receive paid time off for the annual "week of rest" from Christmas Eve through New Year's Day. Some departments may work during this week, but have alternate time off.

Vacation

Full-time employees accrue one day of vacation per month, up to a maximum balance of twenty-four days. Directors and above are not eligible for the Vacation Program and do not accrue vacation, but they may take paid time off for purposes of leisure or reasons other than a leave.

Parental Leave

Eligible employees can receive six weeks of paid bonding time.

Other Leaves

Autodesk provides other types of paid leave as per local statutory requirements.

HEALTH AND WELLBEING

Employee Assistance Program

Autodesk provides an outsourced counselling service for employees and their eligible dependents. This confidential service provides free counselling and advice across a broad range of areas including legal and financial assistance.

Wellness Reimbursement Program

The wellness reimbursement program is designed to encourage employees to think about and improve their health in a positive and holistic way. Eligible employees will receive reimbursement up to \$300 per calendar year for wellness related expenses.

Health Advocacy Programs

The health advocacy programs are a company-paid benefit to help employees and their family navigate our complex health care system and get the most from health care benefits. These comprehensive services include virtual second opinions from expert physicians, assistance locating the best specialist, assistance in selecting the best health plan, explaining how health plans work and helping resolve administrative issues involving medical, dental, vision, pharmacy, or any other health care needs.

MISCELLANEOUS PROGRAMS

Group Legal Plan

The group legal plan works much like a health plan. Enrolled employees pay a premium and in return receive access to a group of attorneys and other resources such as legal representation, telephone advice and consultation, and online resources to assist with legal needs.

Auto & Home Insurance

This benefit provides coverage for personal insurance needs. Available policies include auto, home, renters, condo, boat, personal excess liability ("umbrella"), recreational vehicle, landlord's rental dwelling, fire, and more.

Pet Insurance

This benefit offers affordable insurance plans for dogs, cats, birds, ferrets, reptiles, and other exotic pets.

LEARNING & DEVELOPMENT

Training

Autodesk believes in the value of investing in employee's development. We offer professional and management development programs, as well as many online self-help modules. Details about course offerings can be found on the Autodesk Learning Central site on Infosys.

Tuition Reimbursement

With manager's prior approval, employees may receive partial tuition reimbursement upon successful completion of courses.

Membership Fees for Professional Associations

Autodesk reimburses membership fees for professional associations if there is a direct link or advantage for Autodesk and the employee's job. This is subject to maximums and manager approval.

EMPLOYEE IMPACT

Donation Matching & Volunteering

The Autodesk Foundation matches up to \$3,000 of an employee's donations to qualified non-profits per year. Employees can also volunteer up to 48 hours per year on company time. For every 10 hours volunteered, The Autodesk Foundation will give \$100 to a qualified non-profit of the employee's choosing.

EMPLOYEE REFERRAL PROGRAM

We encourage employees to reach out to their network and refer suitable candidates to be hired. In return for hiring referred candidates, Autodesk pays a cash award to the employee who made the referral.

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