

**ACKNOWLEDGMENT AND RECEIPT
OF EMPLOYEE HANDBOOK**

I acknowledge that I have received and read a copy of the Riverbed Technology, Inc.'s (the "Company") Employee Handbook including the state addendums, and that I agree to observe its policies. I understand that the Handbook contains important information on the general personnel guidelines of the Company. I understand that it is my responsibility to familiarize myself with the material in the Handbook and that I am governed by its contents. I further understand that, except for my status as an "at-will" employee, the Company may change, rescind, add to or revise any policies, benefits or practices described in the Handbook from time to time, in its sole and absolute discretion, with or without prior notice.

My signature below also acknowledges and certifies that I have received, read, and understand the Company's harassment policy and complaint procedure. I have familiarized myself with the policy and complaint procedure, and I understand and agree that abiding by this policy is required by the Company. I understand that I am required to immediately report any harassment, sexual or otherwise, to my supervisor, a manager within my chain of command, or a human resources representative.

I further acknowledge and certify by my signature below that I have received, read, and understand the Company's Electronic Communications Policy and that I expressly consent to the access and monitoring of my electronic files, messages, mail and internet use by the Company. I have familiarized myself with the Company's Electronic Communications Policy and I understand and agree that abiding by this policy is required by the Company.

Finally, I understand and acknowledge that my employment with the Company is for an unspecified duration and constitutes "at-will" employment. I acknowledge that this employment relationship may be terminated at any time, with or without cause, and with or without notice, at the option either of the Company or me. I also understand that the Company reserves the right to change hours, wages, working conditions and any other terms or conditions of employment, at any time. Only the Company's Chief Executive Officer ("CEO") has the authority to change this at-will agreement, to agree to employment for a specific period of time, or to make any agreement contrary to this at-will policy. Any such agreement must be an individual, written agreement specifically entered into for this purpose and signed by the CEO. This at-will agreement supersedes any previous agreements, statements or understandings to the contrary.

Employee's Signature _____

Employee's Name (Type or Print Name) _____

Date _____

RETURN THIS FORM TO HUMAN RESOURCES within 7 days of receipt either in person to HR staff or email to HRHelp@riverbed.com. This form will be placed in your personnel file.