

INTERNATIONAL EMPLOYEE HANDBOOK

ACKNOWLEDGMENT AND RECEIPT

For Current Employees:

I acknowledge that I have received a copy of the Riverbed Technology, Inc. International Employee Handbook, have read and agree to observe its policies. Riverbed reserves the right to revise, modify, delete, or add to any and all policies, procedures, work rules or benefits stated in this handbook or in any other document at any time with or without notice.

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. V-1/13

For New Employees:

I acknowledge that I have received a copy of the Riverbed Technology, Inc. International Employee Handbook, have read and agree to observe its policies. Riverbed reserves the right to revise, modify, delete, or add to any and all policies, procedures, work rules or benefits stated in this handbook or in any other document at any time with or without notice.

Furthermore, I understand that employment at Riverbed Technology, Inc. is not for a specified term (unless otherwise provided for in an employment contract signed by both me and the Company) and is at the mutual consent of the Company and myself. Accordingly, either Riverbed Technology, Inc. or I may terminate our employment relationship either (1) in accordance with my written employment contract signed by both me and the Company, or, (2) in the case of an "at-will" jurisdiction or where no written employment agreement signed by both me and the Company exists, at any time, without any advance notice, and with or without cause. I agree that only the Company's CEO can modify this term and he or she can only do so in writing.

Employee's Signature _____

Employee's Name (Type or Print Name) _____

Date _____

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