



John Cleveland
Huan Resources
Xilinx, Inc.
(408) 879-4598

Mike Seither
Public Relations
Xilinx, Inc.
(408) 879-6557

FOR IMMEDIATE RELEASE

XILINX UNVEILS PERFORMANCE-BASED 401(K) ENHANCEMENT

Plan will help more employees begin retirement savings

SAN JOSE, Calif., July 29, 1996 -- Xilinx, Inc., (NASDAQ:XLNX), the world leader in programmable semiconductor devices, announced a unique enhancement to the company's 401(k) program that is aimed at benefiting more of the company's U.S. employees.

Under the plan, Xilinx will contribute \$300 per quarter to the 401(k) account of each eligible U.S. employee if the company achieves its operating profit goal for that quarter. This would permit employees who otherwise find it difficult to begin saving for retirement to participate in the company's 401(k) plan without having to contribute funds from their own paychecks.

"This enhancement will benefit all U.S. Xilinx employees, but it particularly will help those who are unable to save for their retirement," said John Cleveland, director of compensation and benefits at Xilinx. "If the company meets its targets every quarter during the year, an employee who before didn't participate in the 401(k) program will have \$1,200 in a retirement savings account by the end of the year."

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**2100 Logic Drive • San Jose, CA 95124-3400
Telephone: 408-559-7778 • FAX: 408-559-7114**



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The new benefit became effective on July 1. The first possible payout will be at the end of the current quarter that ends September 30. Because the company contribution is earned, employees enjoy full vesting once the funds are deposited in their 401(k) account.

About 80 percent of the company's 1,000 U.S. employees participate in the Xilinx 401(k) program, which until the new benefit was announced did not include any company contribution. Xilinx also provides a separate performance-based profit sharing program for all employees that is tied to targets set each quarter.

Founded in 1984, Xilinx is the world's largest supplier of programmable logic solutions comprising industry leading device architectures and world class design software. Headquartered in San Jose, Calif., the company pioneered the market for field programmable gate array (FPGA) semiconductor devices that provide high integration and quick time-to-market for electronic equipment manufacturers in the computer, peripherals, telecommunications, networking, industrial control, instrumentation and high reliability/military markets.

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