



VERISIGN®

LIVE WELL.  
WORK WELL.



## BENEFITS OVERVIEW

VERISIGN IS COMMITTED TO HELPING YOU ACHIEVE A HEALTHY WORK- LIFE BALANCE BY OFFERING COMPETITIVE BENEFIT PROGRAMS BEFITTING A WORLD- CLASS ORGANIZATION. OUR PORTFOLIO OF CHOICES GIVES YOU AND YOUR FAMILY PROTECTION AND PEACE OF MIND, SO YOU CAN LIVE WELL AND WORK WELL.

### HEALTH AND WELLNESS

- **Medical and prescription plans** – choice of two options:
  - High Deductible Health Plan (HDHP), with employer-funded Health Reimbursement Account and 15% in-network coinsurance after deductible
  - PPO, with copayments for office visits and prescriptions and deductible/coinsurance for other services
  - Both plans include 100% coverage for preventive care, telemedicine via phone or video, a comprehensive pregnancy support program and a diabetes support program.
- **Dental** – comprehensive coverage for a variety of dental care needs, including orthodontia for adults and children.
- **Vision** – covers periodic vision examinations and corrective lenses, with low copayments for exams/ screening and a generous allowance for glasses or contact lenses
- **Wellness program** – unlimited access to personalized coaching; onsite education and online resources focused on physical, emotional and financial wellness; and for those enrolled in a Verisign medical plan, a wellness incentive program.
- **Employee Assistance Program** – confidential access to a licensed professional counselor who can provide short-term assistance for personal, family, and work issues
- **Healthcare advocacy** – unlimited access to a Personal Health Advocate who can assist with healthcare and insurance-related issues
- **Rethink Benefits program** – supports families raising children with developmental disabilities, learning, behavioral or social challenges
- **Onsite fitness center (Reston) or fitness reimbursement** – Full-service facility with access to trainers and group classes. Employees located outside of Reston are eligible for reimbursement up to certain limits if enrolled in a fitness center.



## FINANCIAL

- **401(k)** with 50% company match on contributions up to 8% and immediate full vesting of company matching contributions
- **Flexible spending accounts** – set aside pre-tax dollars to cover eligible out-of-pocket expenses on health care or dependent care
- **Commuter benefits** – set aside pre-tax dollars to cover commuting costs, up to specified IRS limits, when using public transportation
- **Employee Stock Purchase Plan** – purchase Verisign stock up to certain limits at a discount through payroll deductions
- **PerkSpot** – online discount site that provides access to reduced prices on a wide range of products and services
- **Tuition reimbursement** – reimbursement for approved undergraduate or graduate level courses (up to \$5,250 annually)
- **Adoption assistance** – Up to \$5,000 per eligible child, to a lifetime maximum of \$10,000

## PROTECTION

- **Short- and long-term disability** – company-paid disability coverage at 80% (for short-term disability) or 67% (for long-term disability) of salary
- **Basic life insurance** – company-provided life insurance coverage at two times your base salary
- **Optional life insurance** – additional employee-paid life insurance at one to five times your base salary, with guaranteed issue at the lesser of 3 times salary or \$500,000
- **Spouse life insurance** - \$10,000 - \$250,000 in increments of \$10,000, with guaranteed issue at \$50,000
- **Child life insurance** - \$10,000 per child
- **Additional voluntary insurance**
  - **Home and auto insurance** – group discounts on home and auto insurance through convenient payroll deductions
  - **Critical illness and accident insurance** – cash benefits to help cover the out-of-pocket expenses associated with a newly diagnosed critical illness or an accidental injury
  - **Group legal plan** – Legal services for a wide range of personal legal matters through a network of experienced attorneys
  - **Pet insurance** – group discounts for pet insurance for accidents, illnesses and preventive care through convenient payroll deductions
  - **Long Term Care** – insurance that helps pay for assistance with daily living activities for an extended period

## TIME OFF

- **Paid Time Off (PTO)** – 18-27 days per year based on time in service, and as required by local law
- **Holidays** – 11 paid holidays per year
- **Baby bonding time** – eight work weeks of paid parental bonding leave for the birth or adoption of a child or children

## OTHER BENEFITS

- **Verisign Cares program** – Paid time off for volunteer work and company match on charitable donations (up to \$1,500 per year)
- **Back-up care** – access to back-up and emergency care for children and adults, with low copayments for use of day care centers and a low hourly rate for in-home care
- **Employee recognition** – multiple opportunities for employee appreciation and acknowledgement
- **Professional development** – in-person and online training and career development
- **Casual dress**
- **Onsite cafeteria** – (Reston) The Cafe offers a wide variety of well-priced, high quality dining options for breakfast, lunch and snacks as well as an onsite juice and coffee bar

The above is an overview and not intended to create any contractual rights or be a full description of the listed benefits or a guarantee that such benefits will continue. Verisign has the right, in its sole discretion, to add, change, suspend, or terminate its benefit plans and programs, at any time and in any manner.

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