



LIVE WELL. WORK WELL.



## BENEFITS OVERVIEW

Verisign is committed to providing resources to help manage a healthy work-life balance by offering highly competitive benefits programs befitting a world-class organization. Our portfolio of choices assists in giving you and your family protection and peace of mind, so you can live well and work well.

Our U.S. benefit offerings currently include:



### HEALTH AND WELLNESS

- **Medical and prescription plans:**

- HSA-compatible health plan, with an employer contribution to the company-sponsored Health Savings Account (HSA) and 15% in-network coinsurance after deductible
- Health Reimbursement Account (HRA) option for those who are not eligible for HSAs
- Preferred Provider Organization (PPO), with copayments for office visits and prescriptions and deductible/coinsurance for other services
- All plans include:
  - 100% coverage for preventive care
  - Telemedicine via phone or video
  - On-demand mental health services – 24/7 coaching and counseling and therapy/psychiatry services within hours
  - A comprehensive support program for prospective and new parents on all paths to parenthood
  - 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

- **Behavioral Health Benefits:**

- 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
- Rethink Benefits program – support for all parents, with special resources for families raising children with developmental disabilities, learning, behavioral or social challenges
- Group education programs on emotional/mental health, mindfulness, and financial issues

## FINANCIAL

- **Traditional and Roth 401(k) with company match** with 50% company match on contributions up to 8% and immediate full vesting of company matching contributions
- **Health Savings Accounts (HSAs)** – tax-advantaged accounts for saving and investing money to pay for current and future health expenses
- **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
- **Free and personalized financial coaching from experienced advisors**
- **Free college coaching service** for employees, their spouses and children, including application preparation, essay reviews, and financing options

## 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 and AD&D insurance** – company-provided life and AD&D coverage at two times your base salary
- **Optional life insurance for employee** – 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

## TIME OFF

- **Paid Time Off (PTO)** – 18-27 days per year based on time in service, and as required by local law
- **Holidays** – 12 paid holidays per year
- **Family/Caregiver/Sick Leave** – 160 hours per year
- **Paid bonding leave** – 12 work weeks of paid parental bonding leave for the birth or adoption of a child or children

## WORK

- **Verisign Cares program** – paid time off for volunteer work and company match on charitable donations (up to \$3,000 per year)
- **Back-up child and adult 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 code**

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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