

Benefits Overview

[Employee Benefits](#)

Your Benefits are a key component of your rewards package from NortonLifeLock. They are designed to provide you and your family additional protection, security, and support for both your career and your life away from work. The benefits offered are comprehensive and fit a variety of needs and situations.

Use this website to:

- Learn About Your Benefits options
- Select benefit options and coverage levels that are right for your situation
- Start the benefits enrollment process

U.S. NortonLifeLock new hires actively working at least 20 hours per week are eligible to participate in NortonLifeLock's Benefit Programs, beginning their first day of employment. In addition, you're also able to cover your children and/or your spouse or domestic partner.

You have 31 days from your hire date to enroll in NortonLifeLock benefits. You can enroll starting the Wednesday following your first Monday of employment.

Refer to the [New Employee Checklist](#) for the actions you need to take.

Feedback

2021 Medical Plans

Anthem Health Savings Account (HSA) Plan:

- Lowest contributions of all Anthem options
- In-network and out-of-network benefits
- In-network preventative care covered at 100%
- Preventative generic drugs covered at 100%
- Deductibles for medical and prescription drugs are combined and must be met before pharmacy co-insurance and copays apply
- Includes a Health savings Account (HSA) - NortonLifeLock funds a portion of the HSA based on dependent coverage level
- Fertility benefits offered through Progyny

Anthem Preferred Provider Organization (PPO) Plan:

- In-network and out-of-network benefits
- In-network preventative care covered at 100%
- Preventative generic drugs covered at 100%
- Lowest in-network deductible of the Anthem options
- Fertility benefits offered through Progyny

Anthem Preferred Provider Organization (PPO) 500 Plan:

- In-network and out-of-network benefits
- In-network preventative care covered at 100%
- Preventative generic drugs covered at 100%
- Lowest in-network deductible of Anthem options

- Fertility benefits offered through Progyny

Health Maintenance Organization (HMO) coverage is available at these locations:

- California: Kaiser Permanente HMO

2022 Medical Plans

Cigna Health Savings Account (HSA) plan:

- Lowest contributions of all Cigna options
- In-network and out-of-network benefits
- In-network preventive care covered at 100%
- Preventive generic drugs covered at 100%
- Deductibles for medical and prescription drugs are combined and must be met before pharmacy coinsurance and copays apply
- Includes a Health Savings Account (HSA)—NortonLifeLock funds a portion of the HSA based on dependent coverage level
- Fertility benefits offered through Progyny

Cigna Open Access Plus (OAP) plan:

- In-network and out-of-network benefits
- In-network preventive care covered at 100%
- Preventive generic drugs covered at 100%
- Lowest in-network deductible of the Cigna options
- Fertility benefits offered through Progyny

Cigna Open Access Plus (OAP) 500 Arizona plan:

- In-network and out-of-network benefits
- In-network preventive care covered at 100%
- Preventive generic drugs covered at 100%
- Lowest in-network deductible of the Cigna options
- Fertility benefits offered through Progyny

Kaiser Permanente Health Maintenance Organization (HMO) California plan:

- In-network benefits
- In-network preventive care covered at 100%
- Preventive generic drugs covered at 100%
- Low copays for most services

Dental Plans

NortonLifeLock offers two Delta Dental Preferred Dental Program (PDP) options to choose from:

- Delta Dental Plan 1.0
- Delta Dental Plan 2.0

Both plans completely cover preventive care and oral surgery services that are both medical and dental in nature. Mouth guards, Invisalign and dental implants are covered under the 2.0 plan.

Vision Plans

Vision Service Plan (VSP) is a nationwide leader in vision care benefits. NortonLifeLock offers two VSP plans:

- VSP 1.0 Plan

- \$25 annual deductible
- Exams each calendar year
- One set of frames every other calendar year, one set of lenses each year or one set of contacts each calendar year in lieu of frames

VSP 2.0 Plan

- \$10 annual deductible
- Exams each calendar year
- One set of frames every calendar year, Two sets of lenses each calendar year or two sets of contacts each calendar year in lieu of lenses and frames
- Fully covered custom or premium progressive lenses, light-reactive lenses, or anti-glare coating each calendar year

Wellness Programs

- Best Doctors Second Opinion Service
- Employee Assistance Program (EAP)
- Wellness/Fitness Reimbursement
- Seasonal Flu Shots
- Tobacco-free Workplace
- Weight Management Programs
- On-Site Fitness Centers

Spending Accounts

Set aside pre-tax dollars to pay for eligible health care and dependent care expenses under the Flexible Spending Accounts (FSA):

- Health care account (up to \$2,750 per year)
- Dependent care account (up to \$5,000 per year)

Set aside pre-tax dollars to pay for qualified parking and transportation expenses:

- Commuter spending account (up to \$270/month)

Income Replacement

- Short Term Disability: 100% of your on-target earnings (OTE) for weeks 1-8 and 75% of base salary for weeks 9-26
- Long Term Disability: After 26 weeks of Short Term Disability you may be eligible to receive 60% of your OTE

These percentages include state disability benefits where applicable.

Insurance Plans

- Employee Basic Life Insurance
- Employee Optional Life Insurance
- Accidental Death and Dismemberment Insurance
- Spouse Life Insurance
- Child Life Insurance

401(k) Savings Plan

NortonLifelock's 401(k) plan offers flexibility and a company match. NortonLifelock provides a competitive company matching contribution of 50% of the first 7% of pay that you contribute, with a maximum company contribution of \$6,000 annually. Your total match will not exceed 3% of total compensation.

Time Off

- **Paid Time Off (PTO):** Non-exempt employees below grade 12 may take 20-30 days off annually, based on length of service.
- **My Time Off (MTO):** Exempt employees grade 12 and above and employees that are exempt are eligible for MTO. You may take time off as reasonably needed, subject to prior approval.
- **Public Holidays:** Employees receive 12 paid holidays per year

Work-Life Benefits

- Adoption Assistance Program
- Group Legal Insurance Plan - through ARAG
- Critical Illness Insurance
- Auto & Home Insurance
- Pet Insurance
- Tuition Reimbursement
- Discount Programs



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 United States

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