



ACA MARKETPLACE EXCHANGE NOTICE

To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by the Norton.

What Is the Health Insurance Marketplace?

The Marketplace is designed to help individuals find health insurance that meets their needs and fits their budget. It offers “one-stop shopping” to find and compare private health insurance options. All U.S. citizens and legal residents will have access to individual health insurance policies through the Marketplace in their state for plan years starting January 1, 2014. Individuals may also be eligible for a new kind of tax credit that lowers their monthly premium right away.

Open enrollment for health insurance coverage through the Marketplace begins November 1, 2020 and ends December 15, 2020, for coverage starting January 1, 2021.

Can Individuals Save Money on Health Insurance Premiums in the Marketplace?

Individuals who do not have access to affordable, minimum value health care coverage through their employer may be eligible for a federal subsidy in order to make buying insurance through the Marketplace more affordable. The savings these individuals would be eligible for depends on their household income.

It's important to know that because Norton's health plans meet the government's standards for minimum value and affordability, you will not qualify for a federal subsidy if you are eligible for Norton benefits. You may find affordable coverage through a Norton health plan, through your spouse's employer plan or through your parent's employer plan (if you are under the age of 26).

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. Individuals who have an offer of health coverage from their employer that meets certain standards (as does Norton's health coverage) are not eligible for a tax credit through the Marketplace and may wish to enroll in their company's health plan. Individuals may be eligible for a tax credit that lowers their monthly premiums or a reduction in certain cost-sharing if their employer does not offer coverage at all or does not offer coverage that meets certain standards. If the contribution for the lowest cost plan from an employer *for employee-only coverage* is more than 9.5% of an employee's household income for the year, or if the coverage the employer provides does not meet the “minimum value” standard set by the health care reform law, an employee may be eligible for a tax credit. The amount of the tax credit depends upon the employee's household income.



What If I'm Not Eligible for Norton's Health Plans?

If you are not eligible for Norton's health plans, you should consider other options available to you, such as coverage through your spouse's employer plan, your parent's employer plan, Medicaid, Medicare or your state's Marketplace. Open enrollment in the Marketplace will begin in November.

If you decide to enroll through the Marketplace, you will need to provide the Marketplace with the following information about Norton and our plans:

Employer name: NortonLifeLock, Inc.

Employer Identification Number EIN: 77-0181864

Employer address: 60 E. Rio Salado Pkwy, Suite 1000, Tempe, AZ 85281

Employer telephone number: 800-457-1664

Name of contact for employee health coverage: Benefits Helpdesk- NortonLifeLock

Email address of contact: Americas_benefits@nortonlifelock.com

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by Norton, then you may lose Norton's contribution to the Company-offered coverage. Also, this contribution – as well as your employee contribution to employer-offered coverage – is often excluded from income for federal and state income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

Why Is Norton Providing This Notice?

Most U.S. employers are required to provide this notice to newly hired employees to raise awareness of the Marketplace and to help them understand how having access to their employer's health care plan may limit their eligibility for tax credits in the Marketplace.

How Can I Get More Information?

Remember, as of January 1, 2014, the health care reform law requires almost all Americans to have health care coverage or be subject to a penalty tax. If you have questions, please contact Benefits at 800-457-1664 or email Americas_benefits@nortonlifelock.com You may also visit HealthCare.gov for more information about the Health Insurance Marketplace, including the Marketplace in the state where you live.