Frequently Asked Questions Regarding Merged 401(k) Plans
Symantec Corporation Section 401(k) Plan

Many of you have asked questions about the upcoming merger of the Symantec Corporation Section 401(k) Plan (the "Symantec Plan") with the VERITAS Software 401(k) Plan (the "VERITAS Plan"), which will take effect January 1, 2006. Many of you have also shared with us comments about the information we recently communicated regarding the investment choices that will be available to you under the merged Symantec Plan. To respond to these questions and provide you with some additional information, we thought it would be helpful if we published the following FAQs.

Merger of the Plans

Why is the VERITAS Plan merging with the Symantec Plan?

When companies merge, it is very common for their retirement plans to merge as well. Plan mergers make sense because the federal tax rules governing 401(k) retirement plans are extremely complex, and it is preferable (from a compliance point of view) to only maintain one plan for the merged company. Merging the two retirement plans will also further enhance the integration of the workforces of VERITAS and Symantec.

Who made the decision to drop Fidelity in favor of Schwab, and who selected the Plan's investment offerings?

These decisions were made by Symantec's Employee Benefits Administrative Committee (the "Committee"), which is made up of both legacy VERITAS and legacy Symantec employees. Since the merger of the companies, the Committee has worked diligently to make decisions that are beneficial to all participants in the merged Plan.

In deciding who should administer the merged Plan, the Committee worked with a consultant and conducted a comprehensive, thorough, and competitive bidding process, which included presentations and on-site visits by several vendors. Ultimately, the Committee agreed that administration of the merged Plan by Schwab, rather than Fidelity, would be in the best interests of Plan participants.
Investment Options

What funds will be available in the merged Plan?

Investment options in the merged Plan provide a diversified range of investment choices for Plan participants. They include funds in 12 different asset classes, plus three pre-mixed asset allocation funds. As described in our earlier communications, the following investment options are available in the merged Plan:

<table>
<thead>
<tr>
<th>Investment under Schwab</th>
<th>Asset Class</th>
<th>Expense Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schwab Value Advantage Instl Money Market</td>
<td>Money Market</td>
<td>0.24%</td>
</tr>
<tr>
<td>PIMCO Low Duration Instl</td>
<td>Low Duration</td>
<td>0.43%</td>
</tr>
<tr>
<td>MetWest Total Return I</td>
<td>Total Return</td>
<td>0.44%</td>
</tr>
<tr>
<td>Conservative Allocation Portfolio</td>
<td>Lifecycle Pre-Mix</td>
<td>0.62%</td>
</tr>
<tr>
<td></td>
<td>Conservative</td>
<td></td>
</tr>
<tr>
<td>Moderate Allocation Portfolio</td>
<td>Lifecycle Pre-Mix</td>
<td>0.73%</td>
</tr>
<tr>
<td></td>
<td>Moderate</td>
<td></td>
</tr>
<tr>
<td>Aggressive Allocation Portfolio</td>
<td>Lifecycle Pre-Mix</td>
<td>0.85%</td>
</tr>
<tr>
<td></td>
<td>Aggressive</td>
<td></td>
</tr>
<tr>
<td>Hotchkis &amp; Wiley Large Cap Value I</td>
<td>Large Value</td>
<td>1.20%</td>
</tr>
<tr>
<td>Vanguard Institutional Index</td>
<td>Large Blend</td>
<td>0.05%</td>
</tr>
<tr>
<td>American Funds Growth Fund of America R5</td>
<td>Large Growth</td>
<td>0.41%</td>
</tr>
<tr>
<td>Artisan Mid Cap Value</td>
<td>Mid Value</td>
<td>1.22%</td>
</tr>
<tr>
<td>Munder Mid-Cap Core Growth Y</td>
<td>Mid Growth</td>
<td>1.10%</td>
</tr>
<tr>
<td>Artisan Small Cap Value</td>
<td>Small Value</td>
<td>1.18%</td>
</tr>
<tr>
<td>Trendstar Small Cap</td>
<td>Small Growth</td>
<td>1.40%</td>
</tr>
<tr>
<td>Dodge &amp; Cox International Stock</td>
<td>International Value</td>
<td>0.70%</td>
</tr>
<tr>
<td>Neuberger Berman International Instl I</td>
<td>International Growth</td>
<td>0.85%</td>
</tr>
</tbody>
</table>

Investment Flexibility

Does the merged Plan have more or less investment flexibility than the VERITAS Plan?

The merged Plan offers a different type of investment flexibility, which the Committee decided would benefit the vast majority of participants in the merged Plan.

The merged Plan offers all Plan participants a total of 12 asset classes and 3 pre-mixed asset allocation funds. In contrast, the VERITAS Plan offered investments in 10 asset classes. However, the merged Plan will not offer the self-directed brokerage account option that was available under the VERITAS Plan, with the result being that this option will be phased out going forward. This decision was made by the Committee because self-directed brokerage accounts in the VERITAS Plan historically have not been utilized by a large number of participants, and because of a series of compliance challenges that such accounts create. Consequently, the Committee decided that, on balance, the expanded investment offerings under the merged Plan would offer the vast majority of participants more investment flexibility and diversification opportunities.
**Plan Costs / Investment Costs**

*Is the merged Plan more expensive than the VERITAS Plan? Are the investment funds more expensive or less expensive in the merged Plan?*

The investment choices offered under the merged Plan have lower costs to the Plan participants than the VERITAS Plan. Schwab utilizes an open investment platform for the merged Plan. The open investment platform provided the Committee with a broader choice of mutual funds to select from for the merged Plan and, because of the overall lower recordkeeping services cost, it also allowed the Committee to select more institutionally priced funds, compared to the investment platform and recordkeeping services offered by Fidelity in the VERITAS Plan.

For example, the VERITAS Plan utilized the PIMCO Low Duration Fund. This fund will continue to be offered under the merged Plan as well, but in the merged Plan, the fees for this fund are 25% lower than they were under the VERITAS Plan (0.43% in the merged Plan versus 0.68% in the VERITAS Plan).

The overall weighted average cost of the investment menu offered under the merged Plan, expressed as a percentage of Plan assets, is lower in the merged Plan than in the VERITAS Plan. The weighted average cost of the investment menu under the VERITAS Plan was 0.76% or 76 basis points, whereas the weighted average cost of the investment menu under the merged Plan is 0.64% or 64 basis points.

*Does the merged Plan offer a low cost index fund option?*

Yes, the merged Plan offers the Vanguard Institutional Index Fund (S&P500 Index), which has an expense ratio of 0.05% or 5 basis points.

*The earlier notice we received said that certain funds would be subject to redemption fees. Can you explain these fees?*

A redemption fee is another type of fee that some funds charge their shareholders when the shareholders redeem their shares. Mutual fund companies have been more stringent with enforcing their redemption fees or have adopted redemption fees in hopes of discouraging short-term fund traders and market timers. A redemption fee is typically used to defray fund costs associated with a shareholder's redemption and is paid directly to the fund. Some fund companies reserve the right to waive the redemption fee at its discretion if the fund company believes such a waiver is consistent with the best interests of the fund. Franklin Templeton and PIMCO chose not to impose their redemption fees because the instruction to exit/transfer shares out of their funds in the VERITAS Plan were given by Symantec. This exit/transfer was not related to any investor short-term trading and/or market timing. Fidelity, however, does not have the flexibility to waive its redemption fees.
There are currently two funds in the VERITAS Plan that have redemption fees:

1. The Fidelity Europe Fund, which imposes a 1.00% redemption fee on funds held less than 30 days; and

2. The Fidelity Low Priced Stock fund, which imposes a 1.50% redemption fee for funds held less than 90 days.

(Since our last communication, PIMCO has advised that it will waive the redemption fee for transfers from the PIMCO Low Duration Admin Fund.)

As previously communicated to you, if your VERITAS Plan accounts are invested in these funds, you will be charged these redemption fees at the time of the Plan merger, UNLESS you take action to minimize, or completely avoid, the impact of these redemption fees by directing that your VERITAS Plan accounts be invested in other funds offered by the VERITAS Plan before the Plan merger. Ultimately, it is your investment decision whether you wish to keep your VERITAS Plan accounts invested in these funds and pay the redemption fees, or to eliminate or avoid these fees by transferring your accounts to other investment options. If you would like further information on all charges imposed by investments in the VERITAS Plan, please refer to the funds' prospectuses.

**Participant Accounts**

*Can I roll money from another plan into the merged Plan?*

Money from another qualified plan, a 403(b) plan, or a 457(b) plan maintained by a governmental entity when you were with a prior employer can be rolled over into the merged Plan as long as it meets the requirements for an eligible rollover distribution. Money in a rollover conduit IRA can also be rolled over into the merged Plan, but money from personal IRAs cannot be rolled over into the merged Plan.

In order to roll money over into the merged Plan, a rollover form is required. This form is available on the Schwab plan website. It contains detailed information on what constitutes an “eligible rollover distribution.” Please note that the Committee retains the discretion not to accept a rollover contribution into the merged Plan.
I don't want to have the money from my account under the VERITAS Plan transferred to the merged Plan. This feels like a "forced rollover" to me. Can't I just call Fidelity and receive a distribution of my account from the VERITAS Plan instead?

Unfortunately, the answer to this question is "no", because of IRS rules governing 401(k) plans that are extremely complex and technical. Under these rules, if you are a legacy VERITAS employee who became an employee of Symantec Corporation when the companies merged, you are not eligible to obtain a distribution of your account from the VERITAS Plan because you did not experience a termination of employment. Instead, your account under the VERITAS Plan will be transferred automatically to the merged Plan, and you will be able to invest those funds, along with any new money that you contribute, based on the investment offerings under the merged Plan.

Will I have to open an account at Schwab prior to the moving of the Fidelity assets or will an account be opened automatically for me?

No, you will not need to open an account at Schwab. Schwab will work with Fidelity to transfer your retirement records.

Will contributions to the Schwab 401k account continue at the contribution rate to the Fidelity account at the time of the moving of assets or will I have to choose new contribution rates for the Schwab plan?

Your contribution rate from Fidelity will transfer automatically to Schwab. You can alter your contribution rate at Fidelity until December 23, 2005. Once the plan is live at Schwab (by January 9, 2006), you can also alter your contribution rate at Schwab.

Roth 401(k)

Will Symantec be adding a ‘Roth 401(k)’ feature to the merged Plan?

Roth 401(k) features can be added to qualified retirement plans for the first time, beginning January 1, 2006. As part of its ongoing oversight of the merged Plan, the Committee will continue to monitor the evolving law and will review the pros and cons of adding a Roth 401(k) feature to the merged Plan in the future. Of course, the Committee will advise you about any decision it makes to incorporate a Roth 401(k) feature in the future.

Advice Offering

What advice offerings does Schwab provide (both on the 401(k) side and on the IIE side)?

Advice At No Extra Charge: Feel more confident about investment choices you make with our Plan’s new advice service provided by GuidedChoice™ starting April 2006. This third-party independent investment advisor can show you how much to save, how to
create an asset allocation plan, and which funds to select, all at no extra charge. Get advice recommendations online or by phone as often as you wish. Simply log on to www.schwabplan.com or call a Schwab Advice Services Representative at 1-877-285-4929 between 5 a.m. and 7 p.m. PT and set up an appointment.¹

**Account Management**

*What about a single sign-on for my multiple accounts at Schwab?*

View all of your investing relationships with Schwab in one place with a single login.

- Check retirement savings in the 401(k) Plan or other Schwab retirement account.
- Keep up with employee stock options in Schwab Equity Award Center™
- Track all Schwab brokerage account balances.

**Single login accesses many websites**

- No need to log in to multiple websites.
- Move back and forth between Schwab websites without additional logins.
- Only one ID and password to remember.

**Steps to access**

Use the following table to utilize the Schwab Complete Account Access.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Go to <a href="http://portal.schwab.com">http://portal.schwab.com</a>.</td>
</tr>
<tr>
<td>2</td>
<td>Login using your Schwab brokerage account Login ID and password. schwabplan.com ID and password will not work.</td>
</tr>
<tr>
<td>3</td>
<td>Click on Change Consent link in the Employer Sponsored Plans to provide consent for your retirement plan information to be displayed.</td>
</tr>
<tr>
<td>4</td>
<td>Read through the agreement. Click I Agree.</td>
</tr>
<tr>
<td>5</td>
<td>Click Continue.</td>
</tr>
</tbody>
</table>

**How do I contact Schwab?**

Toll-free Schwab Retirement Plan hotline: 1-800-724-7526 (1-800-SCH-PLAN)
Web site for Symantec Corporation Section 401(k) Plan: [www.schwabplan.com](http://www.schwabplan.com)

**How do I get my PIN number? Why do I need a PIN number?**

If you have never logged on to the website or called the Voice Response Unit (VRU), your personal identification number (PIN) is the month and date of your birthday. For example if you were born November 16, 1960, your PIN would be 1116. Once you receive the PIN you may change it. The PIN and your social security number are used to access your account.

Remember your account will not be active until January 2006.