



**Symantec Political Action Committee (SymPAC)
Articles of Organization**

1. Name and Address: This organization shall be named the Symantec Political Action Committee and commonly referred to as the Symantec Political Action Committee ("SymPAC"). It shall be located at Symantec Corporation, 350 Ellis Street, Mountain View, California 94043
2. Organization: SymPAC shall be a nonprofit, unincorporated political association registered with the Federal Election Commission, and such state election offices as required by law.
3. Purpose: SymPAC is established to protect, preserve, and further the free enterprise system and the specific businesses in which Symantec ("Company") is engaged. It is also intended to promote good citizenship by encouraging employee participation in the political processes in government. To these ends it will solicit voluntary contributions from eligible Company employees and use them to support federal political candidates and committees whose views and actions are supportive of SymPAC's goals.
4. Participation: Participation by Symantec employees in SymPAC is strictly voluntary. The company shall determine which employees shall be eligible to participate in SymPAC and the methods of participation available, consistent with all applicable federal and state laws.
5. Board of Directors:
 - A. A Board of Directors ("Board") shall be responsible for overseeing which candidates and committees should be supported in order to best carry out the purposes of SymPAC.
 - B. The Board shall consist of a maximum of thirteen members representing a cross section of SymPAC participants who will be appointed by the Vice President, Legal or another Symantec senior officer. The number of Board member positions may be changed by a two-thirds vote of the Board. Board members shall serve two year terms of office, staggered to allow for board continuity. Board members may serve successive terms if they are appointed for such. All future terms of office shall begin on 1 January of the following year.

The Vice President, Legal, or another Symantec senior officer, shall fill any vacancies occurring on the Board. A vacancy shall be declared when a Board member voluntarily resigns, is no longer a full time Company employee, or fails to perform the duties and responsibilities of a Board member as described in these Articles of Organization.

- C. A Board member may appoint the SymPAC Board Chairman or another member of the Board to act as proxy with all powers they would possess if personally present.
- D. One Board member shall be elected Chairman by the Board each year. The Chairman's term of office shall begin on 1 January and continue through the end of the calendar year or until a successor is elected. He or she shall preside at Board meetings, but in his or her absence the members present shall appoint another to preside.
- E. Board decisions, unless otherwise specified, shall be made by majority of those present and voting. A quorum shall consist of a majority of the members of the Board, which shall include those represented by proxy.
- F. The Board shall meet at least once a quarter unless such meeting be waived by two-thirds consent of the Board. Board meetings may be conducted through the use of a conference telephone or other similar communications. The Board shall meet at the call of either the Board Chairman or the SymPAC Director to set operating procedures and criteria, approve budgets and oversee contributions to political candidates and committees.

6. Officers and Administration

- A. The company shall provide the Board with a Director who shall be responsible for implementing the Board's decisions, providing analytical information and advice, supervising day-to-day affairs of SymPAC, and providing periodic reports to participants on SymPAC's activity and political developments of interest to them.
- B. The Company shall provide a Treasurer and a SymPAC Administrator, who shall have the responsibility for SymPAC monies. The Treasurer shall have responsibility for the proper receipt, custody and disbursement of all funds; shall keep records of all funds received, held, and disbursed; shall perform all reporting, record-keeping and other requirements imposed by federal and state law; and shall provide participants with a written annual report of SymPAC receipts and disbursement. The SYmPAC Administrator shall assist with and carry out the Treasurer's duties in the Treasurer's absence.

7. Bank Accounts and Uses of SymPAC Monies: The Treasurer shall establish a bank account or accounts to serve as depository for monies of SymPAC. This depository shall contain SymPAC monies only, and SymPAC monies shall not be commingled at any time with monies belonging to Symantec Corporation. The Treasurer and SymPAC Administrator may authorize such individual or individuals as the Company may direct to sign such checks drawn on the depository as the Board shall direct. The Treasurer may, at the direction of the Board, invest monies awaiting distribution in secure higher interest bearing instruments such as U.S. government securities, certificates of deposit, and money market funds.

Contributions to SymPAC shall, to the extent legally possible, be used to support political candidates and political committees. Administrative expenses of SymPAC will be governed by federal and state law.

8. Payroll Deduction: The Company may provide for members to contribute to SymPAC by using payroll deduction. Procedures must comply with Federal and State legal requirements and Company procedures and policies.
9. Amendments: These Articles of Organization may be amended by a 2/3 vote of the Board with the approval of the Vice President, Legal, or another Symantec senior officer.
10. Dissolution: In the event of dissolution of SymPAC by the Company, all remaining monies held by SymPAC shall be spent in direct support of political candidates or committees as approved by the Board.

Approved by
Symantec Political Action Committee
Board of Directors
June 30, 2007
October 27, 2011 (Revised)