

One Team, One Score for Benefits



Our team is committed to offering rewards with flexible options that drive value and meet you where you are.

The Auth0 team has always had a strong culture — one where “one team, one score” is more than a core value — it’s a way of thinking that has propelled Auth0’s success. We know that your hard work is what made Auth0’s success possible, and your 2022 benefits reflect that by providing programs and services that meet your evolving needs with more choices and more personalized support than ever before.

As part of the Okta team, Auziros will move to the Okta benefits programs on January 1, 2022.

Open Enrollment: November 1 – 15, 2021



Our goal is to ensure your Total Rewards constantly evolve to meet your changing needs.

Okta provides employees with a broad Total Rewards package — from a competitive salary and employee stock purchase plan to professional development and flexible PTO. Benefits are an important part of our Total Rewards, connecting you and your family to an extensive portfolio of plans, services, and support for your health and wellness, financial well-being, and everyday living.



What you need to do

To enroll for 2022 benefits:

- 1 Learn about the benefits offered through Okta at rewards.okta.com/us.
- 2 Review the [transition guide](#) and [transition FAQs](#), and see [comparisons of Auth0's current plans to Okta's plans](#) to better understand how it will work to move to Okta's benefits.
- 3 Go to the Auth0 Workday app and open the task in your Workday inbox to get started (available November 1).
- 4 Submit your benefit elections November 1 – 15, 2021.

Open Enrollment is your only chance to enroll for 2022 benefits.*

If you miss the November 15 deadline, you (and your eligible family members/dependents) will not have medical, dental, vision, pretax spending accounts, and voluntary life coverage through Okta for 2022.

The benefits you elect during Open Enrollment become effective January 1, 2022.

**If you experience a qualifying event during 2022 (such as a loss or gain of other coverage, a marital status change, or a new child), you may be eligible to make some changes to your benefit elections based on the nature of your qualifying event.*





Health and wellness

Choose your care

Benefit choices	What to consider
Blue Shield HDHP + HSA — Available nationwide* <ul style="list-style-type: none">• Use any in-network or out-of-network provider, but you pay less when you use Blue Shield BlueCard PPO network providers.• Comes with a Health Savings Account (HSA).	<ul style="list-style-type: none">• No premiums for employee-only coverage.• Okta contributes to your HSA. <i>Learn more about HSAs in the Financial Well-being section.</i>
Blue Shield PPO — Available nationwide* <ul style="list-style-type: none">• Use any in-network or out-of-network provider, but you pay less when you use Blue Shield BlueCard PPO network providers.	<ul style="list-style-type: none">• Flexible plan with lower annual deductible.• Highest monthly premium.
Blue Shield EPO — Available nationwide* <ul style="list-style-type: none">• Use Blue Shield BlueCard PPO network providers only.	<ul style="list-style-type: none">• No deductible, with fixed costs at time of care.• Higher monthly premium.
Kaiser HDHP + HSA — California, Colorado, Georgia, Hawaii, mid-Atlantic states (MAS), Oregon, and Washington <ul style="list-style-type: none">• Use Kaiser providers and facilities only.• Comes with a Health Savings Account (HSA).	<ul style="list-style-type: none">• No premium for employee-only coverage.• Okta contributes to your HSA.
Kaiser HMO — California, Colorado, Georgia, Hawaii, mid-Atlantic states, Oregon, and Washington <ul style="list-style-type: none">• Use Kaiser providers and facilities only.	<ul style="list-style-type: none">• No deductible, with fixed costs at time of care.• Modest monthly premium.
Need help choosing your healthcare plans? <p>Connect with Rightway. Experts will help you decide which plans are right for you. Visit their website or download the Rightway app.</p>	
MetLife Dental — Available nationwide <ul style="list-style-type: none">• Use any provider, but you pay less when you use a MetLife PDP Plus network provide.• Full range of dental services included.	<ul style="list-style-type: none">• No premium for employee-only coverage.
VSP Vision — Available nationwide <ul style="list-style-type: none">• Use any provider, but you pay less when you use a VSP Signature network provider.• Full range of vision services included.	<ul style="list-style-type: none">• No premium for employee-only coverage.

*Excludes employees in Hawaii — go to rewards.okta.com to find information on HMSA, including monthly premiums.



Health and wellness

What you'll pay

The following table shows employee monthly premiums for healthcare coverage starting January 1, 2022. Go to rewards.okta.com for premiums of other plans.

Plan	Employee Only	Employee + Spouse/Partner	Employee + Child(ren)	Employee + Family
Blue Shield HDHP + HSA*	\$0.00	\$115.00	\$85.00	\$195.00
Blue Shield EPO*	\$100.00	\$320.00	\$250.00	\$500.00
Blue Shield PPO*	\$110.00	\$350.00	\$270.00	\$525.00
Kaiser HDHP + HSA (CA, CO, GA, MAS,** OR, WA)	\$0.00	\$115.00	\$85.00	\$195.00
Kaiser HMO (CA, CO, GA, HI, MAS,** OR, WA)	\$85.00	\$250.00	\$215.00	\$380.00
MetLife Dental	\$0.00	\$16.00	\$22.10	\$38.10
VSP Vision	\$0.00	\$1.80	\$1.90	\$4.60

*Available nationwide, except Hawaii. Employees in Hawaii can find monthly premiums for HMSA on rewards.okta.com.

**Mid-Atlantic states (Virginia, Maryland, and Washington DC).





Health and wellness

We've got you covered

	For you	For your spouse/ partner and children
Modern Health — covered automatically	<ul style="list-style-type: none"> On-demand digital tools with virtual coaching and therapy. Provides support for work performance issues, financial well-being, life challenges, stress and anxiety, healthy lifestyle choices, mindfulness and meditation, and relationship guidance. 	Your spouse/partner and children can also get support — you can invite your eligible spouse/partner and children to take advantage of personalized support, group support, and self-service resources.
Headspace	<ul style="list-style-type: none"> Learn to meditate or develop a deeper meditation practice to improve sleep and manage stress. 	
Telemedicine (for enrolled Blue Shield and Kaiser members)	<ul style="list-style-type: none"> Video and phone visits with healthcare providers on a range of issues, like fevers, colds, flu, nutrition, and chronic conditions. 	Your spouse/partner and children enrolled in your medical plans can also use this option.
Rightway Healthcare — register anytime	<ul style="list-style-type: none"> Okta offers confidential service via Rightway, a concierge for personalized healthcare navigation support. Rightway can answer all your questions about the 2022 Open Enrollment, make recommendations based on your personal situation, compare your provider networks, and even help schedule appointments with doctors. 	Your spouse/partner and children can also get support.
One Medical (for enrolled Blue Shield members)	<ul style="list-style-type: none"> Get same-day, on-time appointments with high-quality, board-certified doctors for all your, your spouse's/partner's, and your children's primary care needs. Available in many locations, including Seattle, Bellevue, and the San Francisco Bay area. 	Enrolled spouse/partner and children can also use this concierge medical care.
Wellness Programs	<ul style="list-style-type: none"> Blue Shield and Kaiser offer wellness apps and additional resources and discounts to improve your health. 	
OktaFIT — participate anytime	<ul style="list-style-type: none"> Participate in virtual classes through the Employee Experience Marketplace. 	



Financial well-being

You got access

Benefit choices	What to consider
Health Savings Account (HSA) <ul style="list-style-type: none">• Pay for current or future expenses with pretax money.• Carry over unused funds from year to year.• Only available to HDHP + HSA plan participants.	<ul style="list-style-type: none">• Okta contributes to your HSA each pay period: up to \$780 annually for employee-only medical coverage or \$1,518 annually if you enroll family members (prorated for new hires).
Healthcare Flexible Spending Account/ Limited Purpose (FSA) <ul style="list-style-type: none">• Pay for current healthcare expenses with pretax money.	<ul style="list-style-type: none">• Rollover up to \$550 of unused funds to the next year.*• Forfeit any amounts over \$550 that are left over at the end of the year. <p><i>*Enrolling in an HDHP + HSA? Rollover up to \$550 to the limited purpose FSA next year.</i></p>
Dependent Care Flexible Spending Account (FSA) <ul style="list-style-type: none">• Pay for dependent care expenses with pretax money.	<ul style="list-style-type: none">• Use your full balance each year or lose it.
Basic Life Insurance — covered automatically <ul style="list-style-type: none">• Provides coverage for you.	<ul style="list-style-type: none">• Coverage equal to two times your base annual salary, up to \$500,000.• Your designated beneficiaries will receive a lump-sum payment if you die while employed by Okta.
Basic AD&D Insurance — covered automatically <ul style="list-style-type: none">• Provides coverage for you.	<ul style="list-style-type: none">• Coverage equal to two times your base annual salary, up to \$500,000.• Your designated beneficiaries will receive payment if you lose a limb or die in an accident.
Voluntary Life Insurance <ul style="list-style-type: none">• Provides additional coverage for you and your dependents.	<ul style="list-style-type: none">• Additional financial protection on top of company-provided coverage.• Paid for through after-tax payroll contributions.• You can name anyone as your beneficiary to receive your life insurance benefits in case of your death. And you can change your beneficiaries as often as you wish.



Financial well-being

Benefit choices	What to consider
Voluntary AD&D Insurance <ul style="list-style-type: none">Provides additional coverage for you and your dependents.	<ul style="list-style-type: none">Additional accident protection on top of company-provided coverage.Paid for through after-tax payroll contributions.You can name anyone as your beneficiary to receive your AD&D insurance benefits in case of your death. And you can change your beneficiaries as often as you wish.
Short-Term and Long-Term Disability coverage — covered automatically	<ul style="list-style-type: none">Whether you need to be out for a short time or longer, Okta provides company-paid coverage that pays part of your income if you're unable to work due to sickness or injury.Coverage is provided at no cost to you; however, any benefits paid are considered taxable income.
401(k) with matching contributions — enrolled automatically	<ul style="list-style-type: none">Save for your future to build a solid retirement foundation, no matter where you are in your career.Starting February 1, 2022, Okta will match your contributions dollar for dollar up to \$208.33 per paycheck (up to \$5,000 per year), which will allow you to save even more for your future. (Stay tuned for details in the coming months.)
Gradifi — register anytime	<ul style="list-style-type: none">Access student loan refinancing resources. Use Gradifi's personalized calculators to make payment plans that fit your personal financial goals.
Business Travel Insurance — covered automatically	<ul style="list-style-type: none">If you're traveling on behalf of Okta for company business, you (and your eligible dependents, if traveling with you) are covered if something happens. There is no cost to you.
Personal Travel Assistance — covered automatically	<ul style="list-style-type: none">The travel assistance services from TravelConnect cover you if you're faced with an emergency when traveling for business or for fun.
Auto & Home Insurance — enroll anytime	<ul style="list-style-type: none">Save money on auto and home insurance by taking advantage of special group rates offered to Okta employees through MetLife.
Pet Insurance — enroll anytime	<ul style="list-style-type: none">Pay for your pet's medical care for illness, disease, and injury through Okta's group plan with group rates.



Everyday living

Additional options

Benefit choices	What to consider
Commuter Benefits — enroll anytime <ul style="list-style-type: none">• Pay for commuting expenses with pretax money.	<ul style="list-style-type: none">• Can be used for parking or public transit.
Legal Assistance — enroll anytime <ul style="list-style-type: none">• Get help with legal matters such as estate planning, financial matters, real estate, family law, traffic offenses, immigration assistance, and more.	<ul style="list-style-type: none">• Provided through a group plan with group rates.
Identity Theft Insurance — enroll anytime <ul style="list-style-type: none">• Protect your personal information.	<ul style="list-style-type: none">• Provided through a group plan with group rates.





Everyday living

Additional Options

	For you	For your spouse/ partner and children
Carrot — register anytime	<ul style="list-style-type: none">Get help paying for fertility treatments or other family-forming services like adoption and surrogacy.	Available to your spouse/ partner too!
Grayce — covered automatically	<ul style="list-style-type: none">Get specialized, personalized caregiving support and guidance for supporting elderly, ill, and vulnerable family members.	Invite other family members to get support.
Bright Horizons Child Care and Learning Help — covered automatically	<ul style="list-style-type: none">Use Bright Horizons provider networks for a range of caregiver resources — when you need a nanny, help with elder care while you are working, a babysitter, and support for your kids' academic needs (including remote learning).	
Bump Boxes — covered automatically	<ul style="list-style-type: none">Receive three boxes with fun (and useful) swag that promotes a healthy pregnancy and things you can use when your baby arrives.	Available to your spouse/ partner too!
Employee Experience Marketplace — use anytime	<ul style="list-style-type: none">Your one-stop-shop for so many great everyday living benefits! OktaFIT classes, social events, parenting resources, discounts on personal services such as meal delivery, on-demand dry cleaning, on-demand therapy, and much more!	
Cell Phone/Internet Reimbursement — covered automatically	<ul style="list-style-type: none">Get up to \$200 per month for your personal cell phone and internet service.	
Okta for Good — available anytime (starting February 2022)	<ul style="list-style-type: none">Receive a \$500 annual match for your charitable contributions and get four days off per year to volunteer with approved charitable organizations.	

Where to find more information

Total Rewards website: rewards.okta.com.

Explore all the details you need to learn about your 2022 benefits.

Transition materials: Review the [transition guide](#) and [transition FAQs](#), and see [comparisons of Auth0's current plans to Okta's plans](#) to better understand how it will work to move to Okta's benefits.

Rightway Healthcare: [Get help](#) choosing the right medical plan for your personal situation.

Drop-ins: Drop in November 1 – 15 to ask the Okta benefits team questions.

Virtual benefit webinars: During Open Enrollment, we'll also offer several webinars to explain Okta's plans and answer questions.

Your benefit resources

- rewards.okta.com
- [Rightway Healthcare](#)
- Drop-ins with the Okta benefits team
- benefits@okta.com

Questions? Email benefits@okta.com.

