

Transitioning from your Auth0 benefits to Okta US benefits

Open Enrollment is
November 1 – 15, 2021

Important information about the 2022 benefit options you can review and elect during Open Enrollment

Effective January 1, 2022, all Auziros will move to Okta's benefits program, and all employees will have the same benefits moving forward. Your current Auth0 benefit plans will end on December 31, 2021.*

During Open Enrollment (November 1 – 15, 2021), we encourage you to review your new benefit options and enroll in the plans and programs that will best support your needs through 2022.

This guide covers important things to know about the changes between the plans you have today and the plans you can elect for 2022.

For details about all of Okta's benefits, go to rewards.okta.com. You can also review the [Auth0 enrollment summary](#) 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.

CALL TO ACTION: ENROLL BY NOVEMBER 15, 2021.

Submit your 2022 benefit elections by Monday, November 15, 2021. If you take no action during Open Enrollment, you will only have company-provided benefits starting January 1, 2022.

Questions? Call Rightway.

Rightway is Okta's confidential resource available to you at no cost. Experts will help you decide which plans are right for you. Visit their [website](#) or download the Rightway app.

*Your eligible claims incurred through December 31, 2021, would still be covered in accordance with your Auth0 plans, even if filed after December 31, 2021.

2022 healthcare plan premiums

The amount you pay for benefits coverage will change. Review the 2022 monthly premiums for healthcare coverage below.* 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

*Employees in Hawaii can find information about HMSA and monthly premiums on rewards.okta.com.

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

Medical coverage

You have up to five medical plan options depending on where you live. (Employees in Hawaii can find information about HMSA on rewards.okta.com.)

Blue Shield medical plan options

Plans offered to all U.S. benefits-eligible employees (except Hawaii).

- **Blue Shield PPO**
- **Blue Shield EPO**
- **Blue Shield HDHP + HSA**

Kaiser medical plan options

Plans offered to U.S. benefits-eligible employees where available.

- **Kaiser HMO** (Available in California, Colorado, Georgia, Hawaii, mid-Atlantic states, Oregon, and Washington)
- **Kaiser HDHP + HSA Plan** (Available in California, Colorado, Georgia, mid-Atlantic states, Oregon, and Washington)

Blue Shield

- **Provider network:** The provider network will be based on the Blue Shield plan you choose. The vast majority of the providers in Premera's network are also in Blue Shield's network.

Location	Network	How to Find In-network Providers
California employees	Blue Shield's Full PPO and Full PPO Savings network	Go to choose.blueshieldca.com/okta to find providers.
Outside of California	Blue Shield's BlueCard network	Go to BlueCard's website . <ul style="list-style-type: none">• Enter your city and state.• Enter OTX as "Your Plan."• Select the type of provider you need.• Complete your search from there. Call Blue Shield at 855-599-2650 if you need help.

- **ID cards:** If you enroll in a Blue Shield plan during Open Enrollment, you will receive a new Blue Shield ID card by January. Cards will be mailed to homes.
- **Telemedicine:** Telemedicine is available through Teledoc and NurseHelp 24/7.
- **Transition of care:** Although your medical plan will change from Premera Blue Cross to Blue Shield, the vast majority of the providers in Premera's network are also in Blue Shield's network. Therefore, we anticipate most, if not all, of your ongoing care with current in-network providers will continue to be in-network through Okta's plans. Call Blue Shield at 855-599-2650 if you have questions.
- **One Medical:** Get same-day, on-time appointments with high-quality, board-certified doctors for all your primary care needs. One Medical is available in [many locations](#), including Seattle, Bellevue, and the San Francisco Bay area.

TRANSITION OF CARE
[Rightway](#) can help you navigate this transition. (You can also download the Rightway app.)

Medical coverage (continued)

- **Prescription drug formulary:** There is a list of drugs covered by the plan. There may be differences between Blue Shield's list and Premera's list. View Blue Shield's plan formulary online.
- **Prescription drug authorizations:** If you have authorization for a specific drug, this authorization will not automatically transfer to Blue Shield. Prior authorization and step therapy requirements are waived if you fill a prescription in the first 90 days (by March 31, 2022) for the medications in this [list](#).
- **If your medication is on the [list](#):** Get your prescription filled by March 31, 2022. When you do, you can fill subsequent prescriptions without prior authorization.
- **If your medication is not on the [list](#) or if you miss the March 31, 2022 deadline:** You or your physician will need to obtain **prior authorization** for your medication. Your physician's office may be required to provide supporting medical documentation.

Before January 1, 2022, take inventory of your medication and, if possible, obtain a refill prior to this date so you have sufficient medicine during this transition period.

- **Mail order program:** If you take regular medication for conditions like high blood pressure or diabetes, you may use Blue Shield's mail order program, but you're not required to.

To use Blue Shield's mail order program:

1. Register with CVS Caremark

- **Online:** Register online at [caremark.com](https://www.caremark.com).
- **By phone:** Call CVS Caremark at 866-346-7200.
Note: If you use TTY equipment, you can order forms by calling 711 (TTY).
- **By mail:** Print and complete the CVS Caremark mail order form by going to blueshieldca.com/pharmacy. Click on Pharmacy networks, then click Mail service pharmacy.

2. Send your prescription to CVS Caremark.

- **Electronically:** Ask your doctor to send an electronic prescription for a 90-day supply to CVS Caremark. This is called "e-prescribing" and is the simplest way to send a prescription.
- **By phone or fax:** Ask your doctor to submit your prescription for a 90-day supply by phone or fax to CVS Caremark.

CVS Caremark MD phone line: 800-378-5697 (M–F: 8 a.m.–4:30 p.m. CT)

CVS Caremark MD fax line: 800-378-0323

- **By mail:** Mail your prescription, completed order form, and payment to:

CVS Caremark
P.O. Box 659541
San Antonio, TX 78265-9541

Please allow 10 to 14 business days to receive your covered maintenance medications.

Medical coverage (continued)

Side-by-side comparison of Premera and Blue Shield Plans

The following table compares in-network services for Auth0's Premera medical and prescription drug plans to Okta's Blue Shield plans.

	Auth0 HDHP Premera	Okta HDHP + HSA Blue Shield	Auth0 PPO Premera + HSA	Okta PPO Blue Shield
	In-Network	In-Network	In-Network	In-Network
Deductible (individual/family)	\$2,000/\$4,000	\$2,800/\$5,600*	\$1,000/\$2,000	\$500/\$1,500
Out-of-Pocket Max (individual/family)	\$5,000/\$10,000	\$3,700/\$7,400	\$5,000/\$10,000	\$3,500/\$7,000
Coinsurance	20%**	No charge**	20%**	10%**
Office Visits (primary/specialist)	20%**	No charge**	\$35	\$20
Mental Health and Substance Use Disorder Services	20%**	No charge**	Office visits: \$35 Other services: 20%**	Office visits: \$20 Other services: 10%**
Prescription Drugs — Retail***	20%**	Tier 1: \$10** Tier 2: \$25** Tier 3: \$40** Specialty: 30% up to \$200**	Tier 1: \$10 Tier 2: \$40 Tier 3: \$80 Specialty: \$10–\$80	Tier 1: \$10 Tier 2: \$20 Tier 3: \$40 Specialty: 30% up to \$200
Prescription Drugs — Mail Order***	20%**	Tier 1: \$20** Tier 2: \$50** Tier 3: \$80** Specialty: 30% up to \$400*	Tier 1: \$25 Tier 2: \$100 Tier 3: \$200 Specialty: Not covered	Tier 1: \$10 Tier 2: \$40 Tier 3: \$80 Specialty: 30% up to \$400

*A member with family coverage will need to meet the individual deductible prior to the family meeting the family deductible within a calendar year.

**After deductible.

***Pharmacy benefits may vary, as the prescription drug formularies are different for Premera and Blue Shield.

In addition to the HDHP and PPO plans, Okta also offers a Blue Shield EPO plan:

	Okta EPO Blue Shield
	In-Network
Deductible (individual/family)	\$0/\$0
Out-of-Pocket Max (individual/family)	\$2,000/\$4,000
Office Visits (primary/specialist)	\$15/\$30
Mental Health and Substance Use Disorder Services	Office visits: \$15 Other services: No charge
Prescription Drugs — Retail	Tier 1: \$10 Tier 2: \$20 Tier 3: \$40 Specialty: 30%, up to \$200
Prescription Drugs — Mail Order	Tier 1: \$10 Tier 2: \$40 Tier 3: \$80 Specialty: 30%, up to \$400

Medical coverage (continued)

Kaiser

- **Provider network:** The provider network will be [Kaiser](#), and you must use a Kaiser provider. There is no out-of-network coverage (emergency care excluded).
- **ID cards:** If you enroll in a Kaiser plan during Open Enrollment, you will receive a new Kaiser ID card by January. Cards will be mailed to homes.
- **Telemedicine:** Telemedicine is available through Remote Care and the My Doctor Online app.
- **Transition of care:** You may be eligible for transition of care if you're currently going through long-term treatment. Long-term treatment includes being in your third trimester of pregnancy, cancer treatment, HIV treatment, dialysis, etc. Call Kaiser at 800-464-4000 for information about transition of care.
- **Prescription drug formulary:** This is the list of drugs covered by the plan. There may be differences between Kaiser's list and Premera's list. View Kaiser's formulary to check if your medication is listed.
- **Prescription drug authorizations:** If you enroll in a Kaiser plan and you have authorization for a specific drug through Premera, this authorization will not transfer to Kaiser. You will need to establish a relationship with a Kaiser primary care physician (PCP) to review the requested authorization and agree on a treatment protocol.
- **Mail order:** If you take regular medication for conditions like high blood pressure or diabetes, you may use Kaiser's mail order program, but you're not required to.

Kaiser plans at a glance

The following table shows in-network services for Okta's Kaiser plans.

	Okta HDHP + HSA Kaiser	Okta HMO Kaiser
	In-Network	In-Network
Deductible (individual/family)	CA, GA: \$2,800/\$5,450 CO, MAS, WA: \$2,800/\$5,600 OR: \$3,000/\$6,000	\$0/\$0
Out-of-Pocket Max (individual/family)	CA, GA: \$2,800/\$5,450 CO, MAS: \$2,800/\$5,600 OR: \$6,000/\$12,000 WA: \$3,500/\$7,000	CA, CO, GA, WA: \$1,500/\$3,000 HI: \$2,500/\$7,500 MAS: \$1,300/\$2,600 OR: \$2,000/\$4,000
Office Visits (primary/specialist)	No charge* OR: \$30*/\$40*	CA, CO, GA, HI, MAS, WA: \$20/\$20 OR: \$20/\$30
Mental Health and Substance Use Disorder Services**	No charge* OR: \$30*	\$20
Prescription Drugs — Retail	No charge* OR: Tier 1: \$15* Tier 2: \$30* Tier 3: \$30* Specialty: 20%, up to \$150*	CA: Tier 1: \$10, Tier 2: \$20, Tier 3: \$20, Specialty: 20%, up to \$200 CO: Tier 1: \$10, Tier 2: \$20, Tier 3: \$35, Specialty: \$20 GA: Tier 1: \$10, Tier 2: \$20, Tier 3: \$20, Specialty: \$20 HI: Tier 1: \$10, Tier 2: \$35, Tier 3: \$35, Specialty: \$200 MAS: Tier 1: \$10, Tier 2: \$20, Tier 3: \$35, Specialty: \$10 – \$35 OR: Tier 1: \$15, Tier 2: \$30, Tier 3: \$30, Specialty: 20%, up to \$150 WA: Tier 1: \$10, Tier 2: \$20, Tier 3: \$10–\$20, Specialty: \$10 – \$20
Prescription Drugs — Mail Order	No charge* OR: Tier 1: \$30* Tier 2: \$60* Tier 3: \$60*	CA: Tier 1: \$20, Tier 2: \$40, Tier 3: \$40 CO: Tier 1: \$20, Tier 2: \$40, Tier 3: \$70 GA: Tier 1: \$20, Tier 2: \$40, Tier 3: \$40 HI: Tier 1: \$20, Tier 2: \$70, Tier 3: \$70 MAS: Tier 1: \$20, Tier 2: \$35, Tier 3: \$50 OR: Tier 1: \$30, Tier 2: \$60, Tier 3: \$60 WA: Tier 1: \$20, Tier 2: \$40, Tier 3: \$20 – \$40

*After deductible.

**For some regions, group visits costs vary and can be lower.

Dental coverage

Dental coverage is offered through MetLife and covers a full range of dental services — from preventive and basic care to more complicated procedures like crowns and periodontal care.

- **Provider network:** The provider network will be through MetLife’s PDP Plus Network. Go to www.metlife.com/insurance/dental-insurance, click “Find a Dentist,” choose PDP Plus and enter your location to find a network provider.
- **ID cards:** If you are new to MetLife, you will receive an ID card by January. Cards will be mailed to homes.
- **Transition of care:** You may be eligible if you’re currently going through orthodontia treatment. Note, any orthodontia lifetime maximum accrued under another plan will be carried over to MetLife. Call MetLife at 800-942-0854 for additional information.

Side-by-side comparison

The following table compares in-network services for the Auth0’s dental plan to Okta’s dental plan.

	Auth0 PPO Delta Dental	Okta PPO MetLife Dental
	In-Network	In-Network
Deductible (individual/family)	\$25/\$75	\$50/\$150
Annual Maximum	\$2,000	\$3,250
Diagnostic & Preventive	100%	100%
Basic	90%*	90%*
Major	50%*	60%*
Orthodontics (adult & children)	50%	50%
Lifetime Maximum (orthodontics)	\$2,000**	\$2,500

After deductible.

***Orthodontics lifetime maximum for existing/prior treatment applies on Okta plan.*

Vision coverage

The vision plan, administered by VSP, helps you get great vision care with coverage for routine eye exams, lenses, frames, and contact lenses.

- **Provider network:** The provider network will be through VSP's Signature network. Go to www.vsp.com to find a network provider.
- **ID cards:** VSP does not provide ID cards.

Side-by-side comparison

The following table compares in-network services for the Auth0's vision plan to Okta's vision plan.

	Auth0 VSP	Okta VSP
	In-Network	In-Network
Coverage Frequency (exam/lens/frames)	12 months/12 months/24 months	12 months/12 months/12 months*
Eye Exam	\$10 copay	\$10 copay
Single Lens	Covered in full after eye exam copay	Covered in full after \$25 copay
Bifocal Lens	Covered in full after eye exam copay	Covered in full after \$25 copay
Trifocal Lens	Covered in full after eye exam copay	Covered in full after \$25 copay
Standard Progressive Lenses	\$0	\$0
Premium Progressive Lenses	\$95–\$105 copay	\$80–\$90 copay
Custom Progressive Lenses	\$150–\$175 copay	\$120–\$160 copay
Frames	\$150 allowance	\$150 allowance
Contacts (instead of glasses)	\$150 allowance, copay does not apply; up to \$60 copay for contact lens exam	\$150 allowance, copay does not apply; up to \$60 copay for contact lens exam

* Vision benefits start over for Auziros starting January 1, 2022.

Health Savings Account (HSA)

Administered by Optum Bank, the HSA is a tax-advantaged account for qualified medical expenses like your deductible and copays/coinsurance.

- **Enroll:** If you enroll in an HDHP through Blue Shield or Kaiser, elect the HSA during Open Enrollment. You must elect the Optum Bank HSA to receive Okta's annual contribution and make pretax payroll contributions.
- **Debit card:** If you enroll during Open Enrollment, you will receive a new debit card by January.
- **Transfer existing balance:** You can elect to transfer your HSA to Optum Bank. More information will be provided if you elect an HSA-eligible plan during the 2022 Open Enrollment.
- **Keep existing HSA:** If you leave money in your Auth0 HSA, you will pay a nominal monthly account maintenance fee.

Pretax spending accounts

Okta offers pretax spending accounts through Navia to help you save money on qualified healthcare, dependent care, and commuter expenses.

- **Enroll:** Elect a flexible spending account (FSA) during Open Enrollment to use it in 2022.
- **Debit card:** If you enroll during Open Enrollment, you will receive a new debit card by January.
- **Rollover balance from 2021:** If you participate in a healthcare FSA now, up to \$550 will automatically rollover to Okta's FSA through Navia. You will receive a new debit card to access this money.
- **Enrolling in a HDHP + HSA for 2022?** If you participate in a healthcare FSA now and you have a balance at the end of the year, up to \$550 will automatically rollover to Okta's limited purpose FSA through Navia. Keep in mind that the money that is rolled over can only be used for dental and vision expenses in 2022.

You will receive a new debit card to access money in your limited purpose FSA.

Life insurance

Okta offers coverage through Lincoln Financial Group.

- **Beneficiaries:** Your beneficiary information will transfer to Okta. However, you **must** confirm they are correctly designated during Open Enrollment. Please review your beneficiaries and designate or update as appropriate during the enrollment process.
- **Voluntary coverage:** If you currently have coverage, your coverage will **not** transfer to Okta. You must elect coverage during Open Enrollment.

IMPORTANT! During this Open Enrollment period only, you can purchase coverage for yourself and your spouse/partner up to the guarantee issue amounts without providing evidence of good health. (You need to provide evidence of good health for any amount over guarantee issue amounts.) After this Open Enrollment, you will need to provide evidence of good health for any coverage amount.

Side-by-side comparison

The following table compares life insurance coverage for Auth0 and Okta.

	Auth0 Unum	Okta Lincoln Financial
Basic Life (company-paid)	3x base annual earnings, up to \$500,000	2x base annual earnings, up to \$500,000
Employee Voluntary Life	Increments of \$10,000, lesser of 5x earnings or \$500,000 (guarantee issue of \$150,000)	Increments of \$10,000, up to \$1 million (guarantee issue of \$500,000*)
Spouse/Partner Voluntary Life	Increments of \$5,000, lesser of 100% of employee benefit or \$250,000 (guarantee issue of \$50,000)	Increments of \$5,000, lesser of 100% of employee benefit or up to \$250,000 (guarantee issue of \$50,000*)
Child Voluntary Life	Up to \$2,500 (age affects benefit)	\$10,000

**Guarantee issue amounts for employees and spouses/partners begin for Auziros on January 1, 2022. This means, Auziros can purchase coverage up to guarantee issue amounts during Open Enrollment without providing evidence of good health. Coverage over guarantee issue amounts will require evidence of good health.*

AD&D insurance

- **Beneficiaries:** Your beneficiary information will transfer to Okta. However, you must confirm they are correctly designated during Open Enrollment. Please review your beneficiaries and designate or update as appropriate during the enrollment process.
- **Voluntary coverage:** If you currently have voluntary coverage, your coverage will not transfer to Okta. You must elect coverage during Open Enrollment.

Side-by-side comparison

The following table compares AD&D insurance coverage for Auth0 and Okta.

	Auth0 Unum	Okta Lincoln Financial
Basic AD&D (company-paid)	3x base annual earnings, up to \$500,000	2x base annual earnings, up to \$500,000
Employee Voluntary AD&D	Increments of \$10,000, up to 5x earnings or \$500,000	Increments of \$10,000, up to \$1 million
Spouse/Domestic Partner Voluntary AD&D	Increments of \$5,000, lesser of 100% of employee benefit or \$250,000	Increments of \$5,000, up to \$250,000
Child Voluntary AD&D	Up to \$2,500 (age affects benefit)	\$10,000

Disability insurance

You automatically receive company-paid short-term and long-term disability coverage at no cost to you. This plan pays a benefit when you're unable to work for a longer period due to illness or injury.

Short-Term Disability

The following table compares Short-Term Disability (STD) coverage for Auth0 and Okta. This benefit is company-paid.

	Auth0 Unum	Okta Lincoln Financial
Employee Premium	100% employer paid	100% employer paid
Benefit	100% of covered weekly earnings; no weekly maximum	100% base salary for 30 days, then 60% of weekly earnings, up to \$2,500 per week
Elimination Period	7 days	0 days
Benefit Duration (includes elimination period)	13 weeks	13 weeks

Long-Term Disability

The following table compares Long-Term Disability (LTD) coverage for Auth0 and Okta. This benefit is company-paid.

	Auth0 Unum	Okta Lincoln Financial Group
Employee Premium	100% employer paid	100% employer paid
Benefit	90 days	90 days
Elimination Period	60% of monthly earnings, up to \$5,000 per month	60% of monthly earnings, up to \$12,000 per month

Family forming benefits/fertility coverage

Under Okta's benefits plans, you have access to inclusive and globally-available fertility, adoption, and surrogacy coverage through Carrot. Okta also offers a financial benefit to help you pay for care. You can learn more by creating an account at get-carrot.com/signup.

- **Diagnosis:** Carrot does not require a diagnosis of infertility to use benefits.
- **Transition of care:** If you're currently going through fertility treatment, you may be eligible for transition of care. Before Carrot becomes effective on January 1, 2022, the Carrot Care Team can help you understand your fertility benefits, check if your current provider is in the Carrot network, and help you find an eligible provider if needed.
- If you are in the middle of treatment with a provider that is not in Carrot's provider network, Carrot will approve relevant reimbursements to ensure a seamless transition. Once your treatment has ended, the Care Team can help you find an eligible Carrot provider for future care.
- Contact the Care Navigation team at support@get-carrot.com to any questions and to discuss transition of care.

401(k)

You will be eligible to participate in Okta's 401(k) savings plan starting January 1, 2022. Okta's plan is administered by Fidelity. The 401(k) is a great way to take care of yourself financially and save for your future. 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.) Through your contributions and Okta's matching contributions, you can build a solid retirement foundation, no matter where you are in your career.

Voluntary benefits

Okta offers several voluntary programs, some of which are similar to the voluntary programs you have:

- **Pet Insurance (Nationwide):** Pay for your pet's medical care for illness, disease, and injury through Okta's group plan with group rates. You must purchase through Okta to continue this type of coverage.
- **Legal Assistance (Rocket Lawyer):** Get help with legal matters such as estate planning, financial matters, real estate, family law, traffic offenses, immigration assistance, and more. You must purchase through Okta to continue this type of coverage.
- **Identity Theft Insurance (LifeLock):** Protect your personal information and get peace of mind that it is safe with identity theft insurance. You must purchase through Okta to continue this type of coverage.
- **Auto and Home Insurance (MetLife):** Save money on auto and home insurance by taking advantage of special group rates offered to Okta employees through MetLife. You must purchase through Okta to access this type of coverage.

Additional benefits

Okta offers additional health and wellness, financial, and everyday living plans that are available at no cost to you.

- **Modern Health:** On-demand digital tools with virtual coaching and therapy that provides support for work performance, issues, financial well-being, life challenges, stress and anxiety, healthy lifestyle choices, mindfulness and meditation, and relationship guidance.
- **Headspace:** Learn to meditate or develop a deeper meditation practice to improve sleep and manage stress.
- **OktaFIT:** Participate in virtual classes through the Employee Experience Marketplace.
- **Gradifi:** Access student loan refinancing resources. Use Gradifi's personalized calculators to make payment plans that fit your personal financial goals.
- **Business Travel Accident:** 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.
- **Personal Travel Assistance:** The travel assistance services from TravelConnect cover you if you're faced with an emergency when traveling for business or for fun.
- **Grayce:** Get specialized, personalized caregiving support and guidance for supporting elderly, ill, and vulnerable family members.
- **Bright Horizons Child Care and Learning Help:** 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:** Receive three boxes with fun (and useful) swag that promotes a healthy pregnancy and things you can use when your baby arrives.
- **Employee Experience Marketplace:** 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:** Get up to \$200 per month for your personal cell phone and internet service.
- **Okta for Good:** Receive a \$500 annual match for your charitable contributions and get four days off per year to volunteer with approved charitable organizations (starting February 2022).