

# Total Rewards Snapshot

Balancing work and family life doesn't have to be a balancing act. Okta's Total Rewards connects eligible employees and their family members with a portfolio of health and well-being resources that provide more support and better solutions, reflecting where they are today and could be tomorrow.

Here's a quick look at the Okta Total Rewards program for 2022. When you join us, you'll find:

- **Competitive health and wellness benefits** like medical, dental, and vision, as well as fertility and adoption benefits.
- **Pay and incentives** that recognize your work and contributions and give you a stake in the company's success, such as the cash incentive bonus program and employee stock programs.
- Benefits that provide you with **everyday support**, like our employee assistance program and family care programs to help you care for your own well-being and the well-being of those you love.
- Programs that provide for your **financial security**, like life and accident insurance, disability coverage, 401(k) matching contributions, and financial wellness related to student loans and college savings.
- **Time off benefits** that help you give back and recharge.
- **Parental leave** to bond with your newest family member.



Okta Total Rewards are flexible, comprehensive, and tailored just for you. Explore [rewards.okta.com](https://rewards.okta.com) to learn more about what's available.



# Health + wellness

## Medical and prescription drugs

Okta partners with Blue Shield and Kaiser Permanente to offer flexible medical plans to fit your unique needs. Choose from:

- High-deductible health plan options that come with a company-funded health savings account (available nationwide, except HI\*)
- PPO plan option (available nationwide, except HI\*)
- EPO plan option (available nationwide, except HI\*)
- Regional HMOs (offered in California, Colorado, Georgia, Hawaii, mid-Atlantic states, Oregon, and Washington)

\*Employees in Hawaii can find information about HMSA and monthly premiums on [rewards.okta.com](https://rewards.okta.com).

**Check out the next page for a quick comparison of Okta's medical plans.**

## Health Savings Account (HSA)

If you choose a high-deductible health plan, Okta contributes to your HSA each pay period (annual contributions prorated for new hires). You can choose to contribute your own money too. Use your HSA funds to help pay for your healthcare expenses.

If You Enroll...	Okta's Annual HSA Contribution	Your Annual HSA Contribution
<b>Yourself Only</b>	\$780	Up to \$2,870
<b>Yourself and Your Family Members</b>	\$1,518	Up to \$5,782

## Dental

Get comprehensive dental coverage and access to a nationwide provider network through MetLife.

## Vision

With VSP's nationwide provider network, you'll have coverage for vision exams, glasses, contacts, and discounts for LASIK and other vision services.

## Fertility, adoption, and surrogacy services

Enjoy easy access to fertility care, from basic checkups to egg freezing and In-Vitro Fertilization (IVF) through Carrot. Carrot provides access to fertility care regardless of gender, sexual orientation, fertility diagnosis, or geographic location, as well as coverage for adoption and surrogacy.



## More for your health...

When you enroll in an Okta medical plan, you can join programs to help you lose weight, get fit, quit tobacco, sleep better, and manage stress!

And with OktaFIT, you can take part in on-site group fitness classes, compete against other Okta offices to log your steps and workouts, join an Okta sports league, and get discounts for local gym and studio memberships.

Go to [rewards.okta.com](https://rewards.okta.com) for all the details.

Compare the medical plans (your share of the costs for services)

	Blue Shield HDHP + HSA		Blue Shield PPO Plan		Blue Shield EPO Plan
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network
<b>Annual Deductible (individual/family)</b>	\$2,800 / \$5,600	\$3,700 / \$7,400	\$500 / \$1,500	\$1,500 / \$4,500	\$0 / \$0
<b>Out-of-Pocket Max (individual/family)</b>	\$3,700 / \$7,400	\$7,400 / \$14,800	\$3,500 / \$7,000	\$7,000 / \$14,000	\$2,000 / \$4,000
<b>Preventive Care</b>	No charge*	Not covered	No charge*	Not covered	No charge
<b>Office Visits (primary/specialists)</b>	No charge*	20%*	\$20 / \$20	30%*	\$15 / \$30
<b>Inpatient Hospital</b>	No charge*	20% plus additional costs above plan coverage of up to \$600/day*	10%*	30% plus additional costs above plan coverage of up to \$600/day*	\$250
<b>Urgent Care</b>	No charge*	20%*	\$20	30%*	\$15
<b>Emergency Room (waived if admitted)</b>	No charge*	No charge*	\$150	\$150	\$100
<b>Retail Prescriptions (30-day supply)</b>	Tier 1: \$10* Tier 2: \$25* Tier 3: \$40* Specialty: 30%, up to \$200*	Tier 1: 25% + \$10* Tier 2: 25% + \$25* Tier 3: 25% + \$40* Specialty: 30%, up to \$200 + 25% of purchase price*	Tier 1: \$10 Tier 2: \$20 Tier 3: \$40 Specialty: 30%, up to \$200	Tier 1: 25% + \$10 Tier 2: 25% + \$20 Tier 3: 25% + \$40 Specialty: 30%, up to \$200 + 25% of purchase price	Tier 1: \$10 Tier 2: \$20 Tier 3: \$40 Specialty: 30%, up to \$200
<b>Annual HSA Contribution from Okta</b>	Employee only: \$780 Family: \$1,518		HSA not offered with this plan		HSA not offered with this plan

\*After deductible

Compare the medical plans (your share of the costs for services)

	Kaiser Permanente HDHP + HSA (CA, CO, GA, MAS,*OR, WA)	Kaiser Permanente HMO (CA, CO, GA, HI, MAS,* OR, WA)
	In-Network	In-Network
<b>Annual Deductible (individual/family)</b>	<b>CA, GA:</b> \$2,800 / \$5,450 <b>CO, MAS, WA:</b> \$2,800 / \$5,600 <b>OR:</b> \$3,000 / \$6,000	\$0
<b>Out-of-Pocket Max (individual/family)</b>	<b>CA, GA:</b> \$2,800 / \$5,450 <b>CO, MAS:</b> \$2,800 / \$5,600 <b>OR:</b> \$6,000 / \$12,000 <b>WA:</b> \$3,500 / \$7,000	<b>CA, CO, GA, WA:</b> \$1,500 / \$3,000 <b>HI:</b> \$2,500 / \$7,500 <b>MAS:</b> \$1,300 / \$2,600 <b>OR:</b> \$2,000 / \$4,000
<b>Preventive Care</b>	No charge**	No charge
<b>Office Visits (primary/ specialists)</b>	No charge** <b>OR:</b> \$30** / \$40**	<b>CA, CO, GA, HI, MAS, WA:</b> \$20 / \$20 <b>OR:</b> \$20 / \$30
<b>Inpatient Hospital</b>	No charge** <b>OR:</b> 20%**	<b>CA, CO, GA, MAS, WA:</b> No charge <b>HI:</b> 10% <b>OR:</b> \$250
<b>Urgent Care</b>	No charge** <b>OR:</b> 20%**	<b>CA, CO, GA, HI, MAS, WA:</b> \$20 <b>OR:</b> \$40
<b>Emergency Room (waived if admitted)</b>	No charge** <b>OR:</b> 20%**	<b>CA, GA, HI, MAS, WA:</b> \$100 <b>CO:</b> \$250 <b>OR:</b> \$150
<b>Retail Prescriptions (30-day supply)</b>	No charge** <b>OR:</b> <b>Tier 1:</b> \$15** <b>Tier 2:</b> \$30** <b>Tier 3:</b> \$30** <b>Specialty:</b> 20%, up to \$150**	<b>CA:</b> Tier 1: \$10, Tier 2: \$20, Tier 3: \$20, Specialty: 20%, up to \$200 <b>CO:</b> Tier 1: \$10, Tier 2: \$20, Tier 3: \$35, Specialty: \$20 <b>GA:</b> Tier 1: \$10, Tier 2: \$20, Tier 3: \$20, Specialty: \$20 <b>HI:</b> Tier 1: \$10, Tier 2: \$35, Tier 3: \$35, Specialty: \$200 <b>OR:</b> Tier 1: \$15, Tier 2: \$30, Tier 3: \$30, Specialty: 20%, up to \$150 <b>MAS:</b> Tier 1: \$10, Tier 2: \$20, Tier 3: \$35, Specialty: \$10 – \$35 <b>WA:</b> Tier 1: \$10, Tier 2: \$20, Tier 3: \$10 – \$20, Specialty: \$10 – \$20
<b>Annual HSA Contribution from Okta</b>	<b>Employee only:</b> \$780 <b>Family:</b> \$1,518	HSA not offered with this plan

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

\*\*After deductible



## 2022 employee monthly premiums for medical, dental, and vision coverage\*

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

\*Available nationwide, except Hawaii.

\*\*Hawaii employees can view monthly premiums for HMSA at [rewards.okta.com](https://rewards.okta.com).

## Pay + incentives

Your base pay works together with Okta's bonus, equity grants (aka "long-term incentives" or "RSUs"), and our employee stock purchase plan (ESPP) to provide you with competitive pay and ownership opportunity.

### Cash incentive bonus program

Okta's bonus can add to your cash compensation each year. It rewards you for your hard work and contributions, while also tying to Okta's financial performance.

### Equity grants

Here's your true opportunity to share in the value you're building—aligned directly with our shareholders' interest in Okta's long-term success. Most employees are eligible for annual equity grants, a form of noncash compensation that gives you a piece of company ownership.

### Employee stock purchase plan (ESPP)

By choosing to participate in the employee stock purchase plan (ESPP), you'll invest directly in the company—by purchasing shares of Okta stock at a discount.



# Financial benefits

## Flexible spending accounts

Set aside pretax money to pay for healthcare and dependent care expenses—up to \$2,750 for healthcare and \$5,000 for dependent care each year.

## Life and accident insurance

Okta provides company-paid basic life and accident coverage—two times your annual salary, up to \$500,000.

You can also enroll in voluntary employee life coverage of up to \$1 million, and purchase coverage for your family members.

In addition, Okta offers business travel insurance and global personal travel assistance when you're traveling.

## Disability insurance

Short-term disability coverage provides you with financial protection if you're away from work for more than 10 consecutive work days. You may receive 100% of your base salary for the first 30 days of disability, then 60% of your weekly earnings (\$2,500 maximum per week) for up to 13 weeks.\*

If you need to be away for longer than 13 weeks, Okta provides long-term disability coverage of 60% of your monthly salary (\$12,000 maximum per month).

\*Coordinates with applicable state disability benefits.

## 401(k) plan

Save and invest for your future through the 401(k) savings plan administered by Fidelity. 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.

Set aside up to \$19,500 for 2022 (\$26,000 if you're age 50 or older) with pretax or Roth contributions; if you max out these contributions, you can save even more with after-tax contributions.

## Financial well-being program

Gradifi provides you with resources to help you take charge of your financial well-being, with guidance and valuable learning you can access 24/7. This includes:

- Interactive learning content to provide you with financial education on topics like opening a checking account, tackling student loan repayments, and planning for retirement.
- Personalized dashboards and calculators for visualizing different student loan repayment strategies.
- Marketplace of leading student loan refinancing lenders.

[rewards.okta.com](https://rewards.okta.com)



Your go-to resource for details about the Total Rewards programs mentioned here, plus others offered to Okta employees.



# Time away from work

## Paid time off

Okta doesn't set a limit on your paid time off—whether it's for vacation, personal business, or family matters. We just ask you to talk with your manager and decide what's reasonable.

## Paid holidays

You receive 11 paid holidays in 2022:

Holiday	Date
<b>New Year's Day</b>	Friday, December 31, 2021
<b>Martin Luther King, Jr. Day</b>	Monday, January 17, 2022
<b>President's Day</b>	Friday, February 21, 2022
<b>Memorial Day</b>	Monday, May 30, 2022
<b>Juneteenth</b>	Monday, June 20, 2022
<b>Independence Day</b>	Monday, July 4, 2022
<b>Labor Day</b>	Monday, September 5, 2022
<b>Veterans Day</b>	Friday, November 11, 2022
<b>Thanksgiving</b>	Thursday, November 24, 2022
<b>Friday After Thanksgiving</b>	Friday, November 25, 2022
<b>Christmas Day (observed)</b>	Monday, December 26, 2022

## Volunteer time off

Each year, you can take four paid days off to volunteer with the nonprofit of your choice. Plus, you get a \$500 charitable match per year.

## Parental leave

With our enhanced parental leave, take up to 18 weeks of time away with 100% of your base pay. You choose whether to take this leave all at once or break it up within the first 12 months of your child's birth or placement.

Okta's parental leave program is coordinated with state and local disability benefits and runs concurrently with federal, state, and local laws.







## Additional benefits for financial protection and your life needs

Okta offers add-ons for what may be most important to you:

- **Auto and home insurance** provided through MetLife
- **Legal assistance benefits** (phone support, documents, in-person counsel) with access to a nationwide network of attorneys through Rocket Lawyer
- **Pet insurance** offered through Nationwide
- **Identity theft protection** offered through LifeLock



## Everyday living

### Everyday well-being

Trying to balance work and family life while keeping our long-term goals and mental well-being in check has left us all searching for more support and better solutions. Okta offers expanded services that can help you thrive both individually and as a caregiver to your loved ones. Okta also extends services to your family so they can find the helping hands they need. From on-demand digital tools to virtual coaching or therapy, you set up the approach that fits your life. It's care that meets your needs 24/7.

### Bump Boxes

Expecting or adopting? Take advantage of Bump Boxes, Okta's benefit that celebrates and supports your new little one. With Bump Boxes, you'll receive three boxes with fun (and useful) items for a healthy pregnancy and things you can use when your baby arrives. Partners who are not carrying can register, too!

### Family care program

Through Bright Horizons Family Support Services, you have preferred access to the Bright Horizons provider networks for caregiver resources, tuition discounts, learning pods, and access to tutors, as well as pet sitters and housekeepers.

### Caregiving support

Get specialized caregiving support and guidance with Grayce for helping elderly, ill, and vulnerable loved ones. You can get personal support as you navigate difficult situations.

### Commuter benefits

Set aside pretax money (up to \$270 per month) to pay for your everyday commuting expenses, including parking and transit.

### Employee Experience Marketplace

The Employee Experience Marketplace through Espresa is your one-stop shop for Okta-paid and discounted programs and services. You can find everything from food delivery to dance classes for your kids and Okta Social Events.

### Cell phone and internet service reimbursement

And a little something extra: Okta reimburses full-time employees up to \$200 per month for personal cell phone and internet service.





# When you join us, you'll research, choose, and enroll

Read this brochure and go to [rewards.okta.com](https://rewards.okta.com) to learn about all of Okta's Total Rewards programs.

## Need help?

Once you join us, you can connect with a Rightway Navigator for personal assistance with understanding your benefits and making health decisions.

## Looking for premiums?

Check out your monthly premiums for medical, dental, and vision coverage on page 4.