



Caring for you and your family

Open Enrollment for your 2022 benefits is November 1 – 15, 2021.



Welcome to 2022 Open Enrollment

Since everyone's needs are different, Okta provides a Total Rewards benefits package that connects you and your family to a broad portfolio of plans, services, and support. Our goal is to ensure our Total Rewards constantly evolve to meet your changing needs.

Open Enrollment is your annual opportunity to choose your Okta benefit plans for the next year, and it's right around the corner.

What you need to do

While you don't need to take action during Open Enrollment to continue health coverage in 2022, it's still important to:



Research: Review your options and the costs associated with each plan.



Choose: Decide which plans are the right fit for your current needs. (Remember, if you want to contribute to pretax spending accounts in 2022, you must make new elections during this time.)



Enroll: Use the Workday app on your Okta dashboard to enroll by Monday, November 15, 2021.

Any changes you make during Open Enrollment will become effective January 1, 2022.



Good news

For 2022, there are no changes to your medical plans. Additionally:

- We are adding new benefits to support your financial wellness and caregiver needs.
- We are enhancing our disability salary continuation benefit, including pregnancy disability. Now, we'll cover 100% of your salary for up to 30 days. After that, short-term disability benefits will kick in.



Health and wellness

Choose your care

Okta's plans and programs	For you	For your spouse/partner and children
Medical Coverage	<p>Choose coverage from up to five medical plans through Blue Shield or Kaiser, depending on where you live. Nationwide, Blue Shield's HDHP + HSA plan or the Blue Shield PPO plan lets you access providers who are either in-network or out-of-network. Blue Shield EPO plan covers care with Blue Shield BlueCard PPO network providers only</p> <p>Where available, Kaiser's HDHP + HSA plan (CA, CO, GA, mid-Atlantic states, OR, WA) and Kaiser HMO plan (CA, CO, GA, HI, mid-Atlantic states, OR, WA) provide all-in-one medical providers and coverage.</p>	Your spouse/partner and children can get the same kind of support that you receive through your healthcare plans.
Dental Coverage	Access a full range of dental services — from preventive and basic care to more complicated procedures like crowns and periodontal care through MetLife. You can see any provider, but using a dentist in the MetLife PDP Plus network can save you money on dental care.	Elect MetLife Dental for your spouse/partner and children during Open Enrollment.
Vision Coverage	Get great vision care with coverage for routine eye exams, lenses, frames, and contact lenses through VSP .	Elect VSP for your eligible spouse/partner and children during Open Enrollment.
Rightway Healthcare	<p>Get your very own healthcare Navigator to answer important questions and provide support. Whether you need help selecting a medical provider, understanding a recent diagnosis, getting assistance with your bills, or making a medical appointment, your Navigator is here for you.</p> <p>Access Rightway using the app on your Okta dashboard or go to their website.</p>	Your spouse/partner and children can get the same kind of support that you receive through a personal healthcare Navigator.



Health and wellness

We've got you covered

Okta's plans and programs	For you	For your spouse/partner and children
Telemedicine	<p>Available through Blue Shield and Kaiser to make those quick check-ins with your healthcare team easy — no clinic waiting rooms required! Telemedicine allows video and phone visits with your healthcare providers on a range of issues, like fevers, colds, flu, and even nutrition management and check-ins on chronic conditions.</p> <p>For Blue Shield members, Nurse Help is also on standby 24/7 to answer quick questions.</p>	<p>Your enrolled spouse/partner and children can also take advantage of this great and flexible care option.</p>
Healthcare to Self-Care	<p>Go beyond annual checkups with self-care, coaching and life management resources.</p> <p>Blue Shield's Wellvolution connects members with apps and resources to help set and achieve health goals – from eating and exercise habits to sleeping better.</p> <p>Through Kaiser, wellness coaching is available through the Kaiser app, and partner apps Calm and MyStrength, plus health classes and reduced rates for acupuncture, chiropractic care, and massage therapy.</p>	<p>Your spouse/partner and children can get the same kind of support that you receive through your healthcare plans.</p>
One Medical	<p>Get same-day, on-time appointments with high-quality, board-certified doctors for all your primary care needs at a location that is convenient for you. Pediatric care is also available in San Francisco, New York, and Phoenix.</p>	<p>Your enrolled spouse/partner and children can also use this concierge medical care.</p>
Modern Health	<p>On-demand digital tools with virtual coaching and therapy.</p> <p>Set up the approach that best meets your needs to address work performance, financial well-being, life challenges, stress and anxiety, healthy lifestyle choices, mindfulness and meditation, and relationship guidance.</p>	<p>Your spouse/partner and children can also get the support they need.</p>



Health and wellness

Okta's plans and programs	For you	For your spouse/partner and children
OktaFit Global Corporate Wellness Program	<p>Find resources to get you moving and help you reach your fitness goals through OktaFIT!</p> <ul style="list-style-type: none">• Use Headspace to improve sleep and manage stress through this employee-only, company-paid subscription• Join a corporate challenge and improve your health with Movecoach• Access discounted rate Gym & Wellness Studio Partnerships• Join the J.P. Morgan Corporate Challenge if running is your jam. We'll pay your entry fee.	





Financial well-being

You got access

Benefit choices	For you	For your spouse/partner and children
<p>401(k) with matching contributions</p> <p>COMING SOON!</p>	<p>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.</p>	
<p>Disability</p>	<p>Company-paid disability coverage that pays part of your income if you're unable to work due to sickness or injury.</p>	
<p>Life and AD&D Insurance</p>	<p>Company-paid life and AD&D insurance with the option to purchase additional coverage for you and your eligible dependents.</p>	
<p>Business Travel Accident Insurance</p>	<p>Company-paid insurance for when you're traveling on company business; includes coverage for your eligible dependents, if they're traveling with you.</p>	
<p>Health Savings Account (HSA) and Pretax Spending Accounts (FSA)</p>	<p>Utilize the HSA and/or FSAs to improve your financial position during the year. When you set aside pretax money from your paycheck for these accounts, you reduce your taxable income and can then pay for qualified healthcare and dependent care expenses with tax-free dollars.</p> <p>Important for 2022! Your unused 2021 FSA healthcare and Limited-Purpose FSA balances will carry over. Additionally, the annual contribution for the HSA increases to \$3,650 for individual coverage and \$7,300 for family coverage. This is the total amount that both you and Okta can contribute to your HSA.</p>	<p>Use this pretax money to pay for qualified expenses for your eligible dependents</p>



Financial well-being

Benefit choices	For you	For your spouse/partner and children
Nationwide Pet Insurance	Care for your family members with fur, feathers, or scales with the help of pet insurance. It can help you pay for certain pet medical bills and help cover your pet's medical issues, such as accidental injuries, illnesses, and diseases.	Your furry, feathery, or scaly family members will be well taken care of!
Gradifi	Take care of your financial well-being by planning and paying for college through financial education resources and access to the student loan refinancing marketplace.	
Personal Travel Assistance	Peace-of-mind coverage through TravelConnect if you're faced with an emergency when traveling for business or for fun.	
Auto and Home Insurance	Save money on auto and home insurance through special group rates offered to Okta employees.	





Everyday living

Additional options

Benefit choices	For you	For your spouse/partner and children
Bright Horizons Child Care and Learning Help	Tap into this network when you need nannies, child care while you're working, a babysitter, and support for your kids' academic needs with remote learning and tutoring.	Your children will be well taken care of!
Grayce NEW FOR 2022!	Get specialized caregiving support and guidance for supporting elderly, ill, and vulnerable family members. Grayce also provides personal help as you navigate difficult situations.	Invite other family members to take advantage of Grayce's unique caregiver support.
Rocket Lawyer	Protect yourself from legal matters with estate planning, financial matters, real estate, family law, traffic offenses, immigration assistance, and more.	
Identity Theft Insurance	Protect your personal information, including your finances, reputation, and credit with identity monitoring and restoration, credit monitoring, and internet surveillance.	This coverage is available for your spouse/partner and children too.
Carrot	Get help paying for fertility treatments or other family-forming services like adoption and surrogacy. You'll be assigned a dedicated care team of benefits experts and fertility clinicians who create a personalized plan to help you reach your family-forming goals.	Carrot is available to your spouse or partner too!
Bump Boxes	And when you get the good news that your baby is on the way, you can register for Bump Boxes. When you register, you'll receive three boxes with fun (and useful) swag that promotes a healthy pregnancy and things you can use when your baby arrives.	Bump Boxes are available to your spouse or partner too!
Employee Experience Marketplace	Your one-stop shop for Okta-paid and discounted programs and services, with everything from food delivery to dance classes for your kids and Okta social events.	
Commuter Benefits	Set aside pretax money (up to \$270 per month) to pay for your everyday commuting expenses, including parking and transit.	



Everyday living

Benefit choices	For you	For your spouse/partner and children
Cell Phone & Internet Reimbursement	Get a reimbursement of up to \$200 per month for personal cell phone and internet service.	
Okta for Good	Further Okta for Good's mission to strengthen the connections between people, technology, and the community. 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). You can also join an employee resource group.	
Social and Environmental Responsibility	Help us maximize Okta's mission to help build a more secure, livable, sustainable, and generous future.	



How to enroll

Take action November 1 – 15, 2021, to enroll in Okta benefits. To complete your benefits enrollment:

- 1 Use the Workday app on your Okta dashboard
- 2 Visit your Workday inbox to view the Open Enrollment task available November 1
- 3 Open the task to start your Open Enrollment wizard and submit your elections by **Monday, November 15, 2021.**

Your elections become effective on January 1, 2022.

If you don't submit benefit elections, you will be enrolled in the same 2022 healthcare plans, and your flexible spending account (FSA) participation will end. The next time you can change plans is if you have a qualified life event (marriage, new child, etc.), or during next year's Open Enrollment.



Where to find more information

Total Rewards website: rewards.okta.com.

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

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

Drop-ins: Drop in to ask the Okta benefits team questions.

Virtual benefit webinars: See schedule below. Hear from Okta's benefit providers to learn firsthand about your benefit options and get answers to questions.

Your benefit resources

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

<p>Monday, November 1</p> <p>Rightway, 9:30 AM PT</p>	<p>Tuesday, November 2</p> <p>Blue Shield, 9 AM PT Kaiser, 1 PM PT</p>	<p>Wednesday, November 3</p> <p>Carrot, 10 AM PT</p>
<p>Thursday, November 4</p> <p>Kaiser, 10 AM PT Grayce, 12 PM PT OE meeting, 1 PM PT</p>	<p>Wednesday, November 10</p> <p>OE meeting, 9 AM PT</p>	<p>November 1 – 15</p> <p>Drop-ins with Okta benefits team</p>

Questions? Email benefits@okta.com.



Who to contact

Health and wellness	Financial benefits	Everyday living
<p>Medical — Blue Shield 855-599-2650 blueshieldca.com</p> <p>Teladoc (Blue Shield members) 800-Teladoc (835-2362) member.teladoc.com/bsc</p> <p>Medical — Kaiser California: 800-464-4000 Colorado: 800-632-9700 Georgia: 888-865-5813 Hawaii: 800-966-5955 Mid-Atlantic states: 800-777-7902 Oregon/SW Washington: 800-813-2000 Washington: 888-901-4636 kp.org</p> <p>Video visits (Kaiser members) mydoctor.kaiserpermanenteorg/ncal/videovisit</p> <p>Dental — MetLife 800-942-0854 metlife.com</p> <p>Vision — VSP 800-877-7195 vsp.com</p> <p>Rightway Healthcare rightwayhealthcare.com</p> <p>One Medical (Blue Shield members) onemedical.com/mybenefit (company code: OKTXOM)</p> <p>Modern Health Email: help@joinmodernhealth.com Website: joinmodernhealth.com</p> <p>Headspace headspace.com</p>	<p>401(k) plan — Fidelity 800-294-4015 netbenefits.com</p> <p>Disability — Lincoln Financial Group 888-408-7300 mylincolnportal.com (plan/group number: OKTAINC)</p> <p>Business travel accident insurance — Chubb Call Okta People Ops chubb.com</p> <p>Health Savings Account (HSA) — Optum Bank 866-234-8913 Email: HSAGroup@OptumBank.com Website: optumbank.com</p> <p>Flexible spending accounts — Navia Benefits 800-669-3539 Email: customerservice@naviabenefits.com Website: naviabenefits.com</p> <p>Pet insurance — Nationwide 800-872-7387 benefits.petinsurance.com</p> <p>Gradifi FinancialCore 844-GRADIFI membersupport@gradifi.com</p> <p>Personal travel assistance — TravelConnect 866-525-1955 (US/Canada) +1-603-328-1955 (all locations) Email: mail@oncallinternational.com Website: mysearchlightportal.com (plan/group number: LFGTravel123)</p> <p>Auto and home insurance — MetLife 800-GET-MET 8 (800-438-6388) (use code “EBG”)</p>	<p>Child and elder care resources — Bright Horizons clients.brighthorizons.com/okta</p> <p>Legal assistance — Rocket Lawyer 877-881-0947 Email: benefitssupport@rocketlawyer.com Website: go.rocketlawyer.com/okta</p> <p>Identity theft protection — LifeLock 800-543-3562 lifelock.com</p> <p>Carrot Email: support@get-carrot.com Website: get-carrot.com/signup</p> <p>Employee Experience Marketplace Select the Espresa app on your Okta Dashboard.</p> <p>Commuter benefits — Navia Benefits 800-669-3539 Email: customerservice@naviabenefits.com Website: naviabenefits.com</p>