

Canada Benefits Summary

Infoblox intends to provide the following employee benefits from your date of hire. The benefits team will work with you and the applicable vendor to enroll you (and your eligible dependents) accordingly.

Life Policy <i>Empire Life</i> Employees & Dependents	1x annual earnings, up to CAD 500,000 reducing by 50% at age 65 <ul style="list-style-type: none"> The non-evidence limit is CAD 350,000 Dependents: <ul style="list-style-type: none"> Spouse: CAD 5,000 Dependent (from live birth): CAD 2,500
Accident Policy <i>Empire Life</i> Employees only	1x annual earnings, up to CAD 500,000 reducing by 50% at age 65 <ul style="list-style-type: none"> The non-evidence limit is CAD 350,000
Long Term Disability <i>Empire Life</i> Employees only	66.67% of monthly earnings up to CAD 7,500 <ul style="list-style-type: none"> any amount over CAD 6,000 is subject to the approval of the insurer) The Elimination Period is 119 days injury; 126 days sickness The benefit is payable up to age 65; non-taxable
Short Term Disability (Weekly Indemnity) <i>Empire Life</i> Employees Only	66.67% of weekly earnings up to CAD 3,600 or the EI maximum, whichever is higher <ul style="list-style-type: none"> any amount over CAD 2,000 is subject to the approval of the insurer) The Elimination Period is 0 days hospitalization, outpatient surgery & illness; 7 days sickness The benefit payable is taxable
Medical Insurance <i>Empire Life</i> Employees & Dependents	Supplementary Health <ul style="list-style-type: none"> 100% reimbursement Paramedical practitioner: up to CAD 500 per practitioner; 750 CAD for clinical psychologist Incidental Health Expense (IHE): CAD 100 per certificate Drug Coverage (Generic) <ul style="list-style-type: none"> 90% reimbursement through Costco; 80% for all other pharmacies Vision <ul style="list-style-type: none"> Eye exam: up to CAD 150 per 24 months for adults; CAD 150 per 12 months for children Glasses, contact lenses, laser eye surgery: CAD 200 every 24 months for adults; CAD 200 every 12 months for children Out-of-Country Coverage <ul style="list-style-type: none"> 100% reimbursement with a 60-day trip limit, up to CAD 5,000,000 per lifetime Dependent Children Cover

	<ul style="list-style-type: none"> An eligible dependent child is defined as your unmarried dependent child from birth under the age of 22 (26 years if attending school on a full-time basis) or unmarried children of any age who are mentally or physically handicapped. A child means a resident who is a natural child, stepchild, or legally adopted child or ward of the employee or of the spouse. The definition is the same for all lines (dependent life, health, and dental). <p>Telemedicine:</p> <ul style="list-style-type: none"> As of September 2020, all plan members with Empire Life will have access to Teladoc at no extra cost. By downloading the app, members are able to consult a doctor and receive a prescription immediately.
Dental Cover Empire Life Employees & Dependents	<p>The dental fee guide in effect on the date treatment is rendered for the province in which treatment is rendered. (Specialist charges are limited to the General Practitioner Fees.) No deductible applies.</p> <p>Reimbursement level:</p> <ul style="list-style-type: none"> Dental accident coverage: 100% covered Basic coverage: 100% covered Major coverage: 50% covered <p>Plan maximum</p> <ul style="list-style-type: none"> Basic and Major coverages combined: CAD 1,500 per calendar year Dental accident: unlimited <p>Other:</p> <ul style="list-style-type: none"> Recall exam: every 5 months Major dental services include the prior extraction limitation Basic dental services exclude oral hygiene instruction
Retirement (RRSP) Empire Life Employees only	<p>Matching contribution of 3% of earnings into employees' individual RRSP account per payroll if eligible. (Employees with no prior-year earnings aren't eligible until the following year.)</p>
Business Travel & Accident Assistance Chubb Policy number: 9912-41-89 Employees & Dependents	<p>When an emergency happens far away from home, Chubb partners with AXA Assistance, a leading global travel and medical assistance provider, to give you access to local care and assistance wherever you are.</p> <p>This includes out-of-country (emergency) travel & security cover during business travel:</p> <ul style="list-style-type: none"> Maximum of USD 250,000 for employees and FT Contractors Maximum of USD 25,000 for spouse/partner Maximum of USD 10,000 for dependent children

Medical Benefits Abroad CIGNA Policy number: 09000A Employees & Dependents 24/7 Assistance: (in the US): 1 800 243 1348 (outside the US): +1 302 797 3535 Claims Website: www.cignaenvoy.com Username: 09000AMBA Password: Cigna1		Who's Covered: <ul style="list-style-type: none"> All full-time employees and FT contractors and their eligible dependents (spouse/domestic partner and children up to age 26) traveling on business and sojourn (max. 14 days) outside their country of residence. Key Benefits: <ul style="list-style-type: none"> Urgent or Emergency Medical Care: Up to USD 300,000 per calendar year Medical Evacuation & Repatriation: Up to USD 100,000 Emergency Dental: Unlimited (within medical maximum) Telehealth & In-Person Services: Available globally No Deductible or Coinsurance Required COVID-19 Coverage: Included
Employee Assistance Plan TELUS Health Employees & Dependents Global Contact Matrix		<ul style="list-style-type: none"> TELUS Health Global EAP is a free, confidential support service that can help you and your dependents solve a wide range of life's problems, challenges and complexities. The EAP Care Access Centre can be contacted 24/7 via phone, web or mobile app for professional support anytime, anywhere, always confidential
Annual Leave Entitlement & Period		Employees with up to 4 years of service are entitled to 15 days of paid annual leave per year After 4 years of service, employees are entitled to 20 days of paid annual leave per year
Public Holidays		Please refer to the Benefits Portal / Blox360 for updated holiday calendars
Paid Sick Leave		5 days per calendar year
Bereavement Leave		<ul style="list-style-type: none"> Death in immediate family - 5 days (spouse, parents, parents-in-law, children) Death of other relatives - 3 days (grandparents, grandparents-in-law, sibling, uncle, aunt)
Statutory Parental Leave	Maternity Leave	Maternity leave is dependent upon the number of expected children and dependent children. Female employees are entitled to 17 weeks of maternity leave for childbirth, commencing up to 13 weeks preceding the date of childbirth; maternity benefits are provided for a maximum of 15 weeks. Employees must have worked at least 6 months prior to qualify for maternity. Maternity leave may be extended for up to 52 weeks if the child is hospitalized.

	Paternity Leave	N/A
	Parental Leave	Parents are entitled to 53-63 shared weeks of statutory parental leave until the child's first birthday Parental benefits are provided for 35 weeks at 55% AWE or 61 weeks at 33% AWE (capped at CAD 573 per week) The exact (statutory) number/details vary per province
	Adoption Leave	Up to 37 weeks leave (statutory) Adoption benefits are provided for 28 weeks at 75% of AWE* or 37 weeks at 70% of AWE* for the first 12 weeks, then 55% thereafter Average earnings are capped at CAD1,510 per week
Infoblox Paid Parental Leave (PPL)		Infoblox PPL runs concurrently with the statutory benefits and offers 100% OTE (base pay + bonus/commission) as follows: <ul style="list-style-type: none"> • Primary Caregiver Leave = 12 weeks • Secondary Caregiver Leave = 4 weeks PPL leave is provided to eligible employees to bond with their newborn, newly adopted child or child newly placed for foster care
Volunteering		<ul style="list-style-type: none"> • All regular, full-time and part-time employees can volunteer up to 16 hours (2 days) per calendar year with a non-profit organization. • Please visit Blox360 for more details on this program

Infoblox Canada reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees.

Furthermore, subject to applicable laws, Infoblox Canada shall not at any time be required to compensate an employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alter of any benefit plan it offers.

This document is provided only as a summary of your benefits; if you have specific questions relating to coverage, please refer directly to insurance policies or contact our local employee benefits brokers/consultants shown below.

Benefit Broker:

Cowan Insurance Group
tpaservices@cowangroup.ca
Tel: 800-563-0000, ext 58334
225 King George Road
Brantford
Ontario N3R 7N7

For all questions and to avoid escalations, please copy benefits@infoblox.com on your queries