

infoblox®

 Benefits



# 2026 EMPLOYEE BENEFITS GUIDE

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**This guide is an overview** and does not provide a complete description of all benefit provisions. For more detailed information, please refer to your plan benefit booklets or summary plan descriptions (SPDs). The plan benefit booklets determine how all benefits are paid.



# GETTING STARTED

## 2026 Benefits

January 1 through December 31, 2026

No matter where you are in your career, Infoblox supports you with benefit programs and wellbeing resources to help you thrive today and prepare for tomorrow.

This guide provides an overview of your health care coverage, as well as life, disability, retirement, voluntary options, and wellness programs.

You'll find tips to help you understand your medical coverage, save time and money on health care, reduce taxes, and balance your work and home life.

Take a look at what's available to make the most of your benefits package.

# WHO'S ELIGIBLE FOR BENEFITS?



## Employees

**Employees who work at least 30 hours per week are eligible to enroll in benefits.** Most benefits are effective on your date of hire as long as you enroll within 30 days of your date of hire.

## Eligible dependents

- Your legal spouse
- Your same or opposite gender domestic partner if you have completed a Domestic Partner Affidavit
- Your children (including your domestic partner's children):
  - Under the age of 26 if they are an eligible dependent. They do not have to live with you or be enrolled in school. They can be married and/or living and working on their own.
  - Over age 26 ONLY if they are incapacitated due to a disability and primarily dependent on you for support. You will need to designate in PeopleHub and provide a physician statement.
  - Named in a Qualified Medical Child Support Order (QMCSO) as defined by federal law.

## When you can enroll

New employees can enroll after your date of hire, but you must enroll within 30 days of becoming eligible. Existing employees can only enroll during the annual open enrollment period.

If you miss the enrollment deadline, you'll need to wait until the next open enrollment unless you experience a qualifying life event.

If you do not enroll in benefits, the only coverage you will have for the remainder of the plan year is company-provided Basic Life, Basic AD&D, Short and Long-Term Disability.

# CHANGING YOUR BENEFITS

Click to play video



## Life happens

A change in your life may allow you to update your benefit choices. Watch the video for a quick take on your options.

You can make or update your benefit elections:

- When you are newly hired
- During the annual Open Enrollment period

If you experience a qualifying life event, you may also be eligible to make changes outside of these times.

Common qualifying events include:

- Birth or adoption of a child
- Loss of other health care coverage
- Marriage
- Divorce
- Moving to a different state

You have 30 days from the effective date to enter the life event in PeopleHub. If you have questions, please file a ticket in AskHR.

Depending on the event, documentation (such as a marriage certificate) may be required.

If you miss the 30-day deadline, you'll need to wait until the next Open Enrollment period—unless another qualifying event occurs.

# ENROLLING FOR BENEFITS

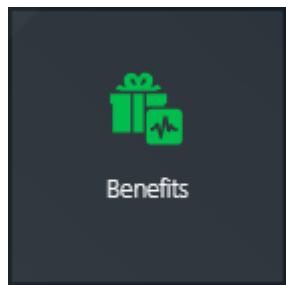
## Do I need to enroll?

Yes, you need to enroll in the benefit options you want. Be sure to add your dependents and beneficiaries.

During open enrollment, you will need to re-elect your health savings account (HSA) and flexible spending account (FSA) options.

## Before you enroll

- Take time to review your enrollment materials and understand your benefit options and costs for the upcoming year.
- Check your beneficiaries and emergency contact(s) to ensure they are current.
- Covering a dependent? Go to Benefits in PeopleHub and select **People to Cover**.

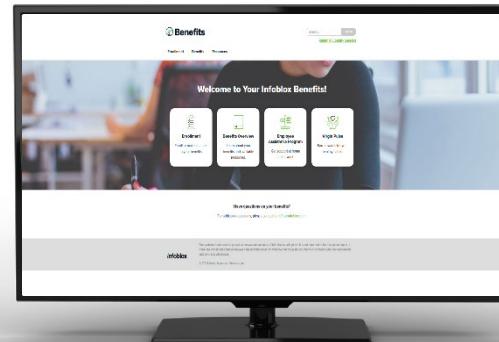


- When enrolling a dependent be sure to
  - Enter Date of Birth in **Biographical Info**.
  - Enter Social Security Number or TIN in **National Identifiers** for spouse or domestic partner.

## Enrollment tools & resources

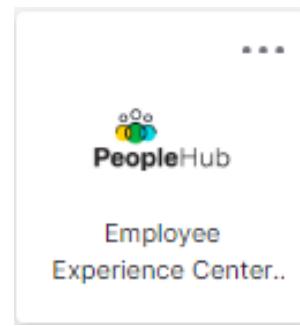
**Infoblox Benefits Portal:** [infobloxbenefits.com](http://infobloxbenefits.com)

- Learn about Infoblox's available benefit plans and wellness programs.



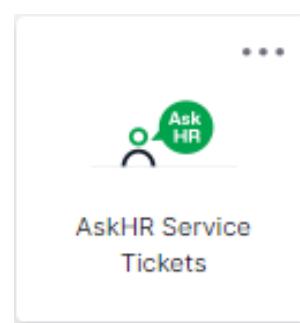
**PeopleHub:** [infoblox.okta.com](http://infoblox.okta.com)

- Make benefit elections, enter dependents and beneficiaries and report life events.



## Have questions about your benefits?

Submit a ticket: [AskHR Okta tile](#) (log in required) or email [benefits@infoblox.com](mailto:benefits@infoblox.com).





## HEALTH CARE

### Our commitment

We believe our employees should have access to health care coverage that promotes preventive care and helps cover the cost of illness.

Eligible employees and their dependents can enroll in medical, dental, and vision coverage.

### Medical

We offer two Cigna plans to all U.S. employees, and two Kaiser plans are available to employees in California. Choose the plan that best fits your health needs and budget.

### Dental

Routine checkups and cleanings are fully covered when you use a participating provider. Coverage also includes services like fillings, gum disease, orthodontia, and more.

### Vision

Our vision plan helps pay for eye exams, glasses, and contact lenses—so you can see clearly and feel your best.



# MEDICAL

## Words to know

Can you beat the Health Lingo game? Learn the words that will help you understand how your plan works.

[Click to play video](#)



- **Deductible:** The amount you pay out-of-pocket for health care before your plan starts to pay.
- **Out-of-Pocket maximum:** A safety cap on your spending. Once you reach this amount, your plan pays 100% of most eligible costs for the rest of the plan year.
- **Coinsurance:** After meeting your deductible, if your plan has one, you share costs with the plan. For example, if your plan pays 80%, you pay the remaining 20%. You'll receive a bill for your share after your visit.
- **Copay:** A fixed fee you pay at the time of service for certain care, like a doctor's visit. This replaces coinsurance for those services.
- **In-Network / Out-of-Network:** Using in-network providers saves you money. Out-of-network care usually costs more and may not be covered. Check your plan's website to find in-network doctors, hospitals, labs, and pharmacies.

# WHICH MEDICAL PLAN IS RIGHT FOR YOU?



## Consider a High Deductible Health Plan (HDHP) if:

- You want to save tax-free for health care expenses.
- You'd like to build a health savings account (HSA) for future medical costs—for yourself and your eligible family members.
- You're looking for an additional way to save for retirement.
- You want a plan at a lower cost per-paycheck by covering higher upfront costs

### Plans To Consider

- [Cigna OAP HDHP](#) (available to all U.S. employees)
- [Kaiser HDHP](#) (available to California employees only)

## Consider a PPO (preferred provider organization) if:

- You want the freedom to see any provider, including specialists, without a referral (Same as Cigna HDHP)
- You are willing to pay more per paycheck in exchange for a lower cost copay when you see your provider.
- You want coverage for out-of-network providers, though at a higher cost.

### Plans To Consider

- [Cigna OAP PPO Buy-up Co-Pay Plan](#)

## Consider an HMO (health maintenance organization) if you live in California and:

- You prefer lower, predictable out-of-pocket costs.
- You like having one doctor coordinate your care.
- You're satisfied with the Kaiser network of providers.
- You don't use out-of-network doctors.
- You have easy access to Kaiser facilities.

### Plans To Consider

- [Kaiser HMO \(CA Only\)](#)

# CIGNA OAP HDHP

The coinsurance (%) shows what you pay after the deductible.

Medical	In-Network	Out-of-Network <sup>3</sup>
Calendar Year Deductible	Individual: \$2,000 Family: \$4,000 <sup>1</sup>	Individual: \$4,000 <sup>2</sup> Family: \$8,000 <sup>2</sup>
Calendar Out-of-Pocket Maximum <sup>3</sup> (includes Deductible)	Individual: \$4,000 Family: \$8,000	Individual: \$8,000 Family: \$16,000
Preventive Care	No charge	You pay 30%*
Office Visit, Primary Care Physician	You pay 10%*	You pay 30%*
Office Visit, Specialist	You pay 10%*	You pay 30%*
Lab and X-ray	You pay 10%*	You pay 30%*
Urgent Care	You pay 10%*	You pay 10%*
Emergency Room	You pay 10%*	You pay 10%*
Inpatient Hospitalization	You pay 10%*	You pay 30%*
Outpatient Surgery	You pay 10%*	You pay 30%*
Retail Pharmacy (30-day supply)	In-Network	Out-of-Network
Generic (Tier 1)	You pay 10%*	You pay 30%*
Preferred Brand (Tier 2)	You pay 10%*	You pay 30%*
Non-Preferred Brand (Tier 3)	You pay 10%*	You pay 30%*
Specialty (Tier 4)	You pay 10%*	You pay 30%*
Mail Order Rx (90-day supply)	In-Network	Out-of-Network
Generic (Tier 1)	You pay 10%*	Not covered
Preferred Brand (Tier 2)	You pay 10%*	Not covered
Non-Preferred Brand (Tier 3)	You pay 10%*	Not covered
Specialty (Tier 4)	You pay 10%*	Not covered

\*After deductible.

1. Entire family deductible must be met prior to benefits being paid for any family members.
2. Entire out-of-pocket max must be met prior to plan paying 100% of covered charges for any family members.
3. Some Out-of-Network services require precertification. A 50% penalty is charged if Out-of-Network precertification is not completed.

# CIGNA OAP Buy-up Copay Plan

You always pay the copayment (\$). The coinsurance (%) shows what you pay after the deductible.

Medical	In-Network	Out-of-Network <sup>2</sup>
Calendar Year Deductible	Individual: \$750 Family: \$750 per individual, up to \$2,250	Individual: \$1,500 <sup>1</sup> Family: \$1,500 per individual, up to \$4,500 <sup>1</sup>
Calendar Out-of-Pocket Maximum <sup>2</sup> (includes Deductible)	Individual: \$3,000 Family: \$3,000 per individual, up to \$6,000	Individual: \$10,000 Family: \$10,000 per individual, up to \$20,000
Preventive Care	No charge	You pay 30%*
Office Visit, Primary Care Physician	\$20 copay	You pay 30%*
Office Visit, Specialist	\$30 copay	You pay 30%*
Lab and X-ray	You pay 10%*	You pay 30%*
Urgent Care	\$35 copay*	\$35 copay*
Emergency Room	\$100 copay* waived if admitted	\$100 copay* waived if admitted
Inpatient Hospitalization	You pay 10%*	You pay \$500 per admission plus 30%*
Outpatient Surgery	You pay 10%*	You pay 30%*
Retail Pharmacy (30-day supply)	In-Network	Out-of-Network
Generic (Tier 1)	\$15 copay	You pay 50%
Preferred Brand (Tier 2)	\$30 copay	You pay 50%
Non-Preferred Brand (Tier 3)	\$50 copay	You pay 50%
Specialty (Tier 4)	You pay 20%	You pay 50%
Mail Order Rx (90-day supply)	In-Network	Out-of-Network
Generic (Tier 1)	\$30 copay	Not covered
Preferred Brand (Tier 2)	\$60 copay	Not covered
Non-Preferred Brand (Tier 3)	\$100 copay	Not covered
Specialty (Tier 4)	You pay 20%	Not covered

\*After deductible.

1. Combined with In-Network.
2. Some Out-of-Network services require precertification. A 50% penalty is charged if Out-of-Network precertification is not completed.

# KAISER PLANS – CA ONLY

You always pay the copayment (\$). The coinsurance (%) shows what you pay after the deductible.

Medical	Kaiser HDHP (In-Network Only)	Kaiser HMO (In-Network Only)
Calendar Year Deductible	Individual: \$2,000 Family: \$3,300 per individual, up to \$4,000 per family	Individual: None Family: None
Calendar Out-of-Pocket Maximum (includes Deductible)	Individual: \$3,600 Family: \$3,600 per individual, up to \$7,200	Individual: \$1,500 Family: \$1,500 per individual, up to \$3,000
Preventive Care	No charge	No charge
Office Visit, Primary Care Physician	\$30 copay*	\$20 copay
Office Visit, Specialist	\$50 copay*	\$20 copay
Lab and X-ray	\$10 copay*	No charge
Urgent Care	\$30 copay*	\$20 copay
Emergency Room	\$200 copay* (waived if admitted)	\$50 copay (waived if admitted)
Inpatient Hospitalization	\$250 copay*	\$250 copay
Outpatient Surgery	\$150 copay*	\$20 copay
Retail Pharmacy (30-day supply)	Kaiser HDHP (In-Network Only)	Kaiser HMO (In-Network Only)
Generic (Tier 1)	\$10 copay*	\$10 copay
Preferred Brand (Tier 2)	\$30 copay*	\$25 copay
Non-Preferred Brand (Tier 3)	\$30 copay*	\$25 copay
Specialty (Tier 4)	You pay 20%* up to \$250 per prescription	You pay 20% up to \$150 per prescription
Mail Order Rx (100-day supply)	Kaiser HDHP (In-Network Only)	Kaiser HMO (In-Network Only)
Generic (Tier 1)	\$20 copay*	\$20 copay
Preferred Brand (Tier 2)	\$60 copay*	\$50 copay
Non-Preferred Brand (Tier 3)	\$60 copay*	\$50 copay
Specialty (Tier 4)	You pay 20%* up to \$250 per prescription	You pay 20% up to \$150 per prescription

\*After deductible.

# HEALTH SAVINGS ACCOUNT (HSA)



Click on the video to play it



## Four reasons to love an HSA

- Tax-free.** Contributions, interest, and investment growth are free from federal and most state taxes. Withdrawals are also tax-free when used for eligible health care expenses.
- No “use it or lose it.”** Your HSA balance rolls over from year to year. You own the account—even if you change medical plans or leave the company.
- Use it now or later.** Pay for current health care expenses or save and invest your HSA funds for future needs.
- Boosts retirement savings.** After retirement, you can use your HSA tax-free for health care expenses. You can also use it for other living expenses—these will be taxed but not penalized.

Infoblox Benefits 2026

## Save for health care expenses

A **Health Savings Account (HSA)** is a convenient way to pay for health care expenses today and save for future expenses.

## How does an HSA work?

- Your Health Savings Account (HSA) is automatically set up on the first day of the month following the date you submit your enrollment.
- You can enroll in the HSA plan in the medical section after electing either the Cigna or Kaiser HDHP plan.
- Each year, Infoblox contributes to your HSA. This is not prorated, so you'll receive the full amount.

**Individual:** \$500

**Family:** \$1,000

- You can contribute up to the IRS annual limit. The total in PeopleHub includes the Infoblox contribution.

**Individual:** \$4,400 per year

**Family:** \$8,750 per year

## Have you celebrated age 55?

You can contribute with an extra \$1,000 per year!

- You can use your HSA debit card to pay for eligible expenses like office visits, lab tests, prescriptions, dental and vision care, and even some drugstore items.
- Forgot your card? Use your receipt to submit eligible expenses for reimbursement.

## See below to learn more:

[Eligible Expenses](#)

[Ineligible Expenses](#)

## Are you eligible?

To enroll in an HSA, you must meet all of the following:

- Be enrolled in the [Cigna OAP HDHP](#) or the [Kaiser HDHP](#) medical plan.
- Not be covered by any other non-HDHP medical plan, including Medicare, Medicaid, or Tricare.
- Not be claimed as a tax dependent on someone else's return.
- Not be enrolled in a health care Flexible Spending Account (FSA).

# HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Click to play video



## Are you eligible?

You don't have to enroll in one of our medical plans to participate in the Health Care FSA.

### Find out more

- [Eligible Expenses](#)
- [Ineligible Expenses](#)

### Do you pay for dependent care?

Look in the Financial Wellness section for information on tax savings through the [Dependent Care FSA](#).

**Set aside health care dollars for the coming year**

A health care FSA allows you to set aside tax-free money to pay for health care expenses you expect to have over the coming year.

## How the Infoblox Health Care FSA works

- Before enrolling, take time to estimate the health care expenses you and your dependents may have in the coming year. Consider costs for: office visits, surgery, dental and vision expenses, prescriptions, and eligible over-the-counter items.
- You can contribute up to **\$3,400**, the IRS annual limit. Contributions are deducted from your pay pre-tax, meaning no federal or state tax on that amount.
- During the year, you can use your FSA debit card to pay for eligible services and products. Withdrawals are tax-free as long as they're for eligible health care expenses.

## Estimate carefully!

If you don't use all the money in your account by the end of the year, you'll forfeit the remaining balance.

You cannot change your election mid-year unless you experience a qualifying event (such as marriage, birth/adoption, or loss of coverage).

## FSA TAX SAVINGS EXAMPLE (SINGLE FILERS)

### \$60,000 Annual Pay, with \$1,700 FSA Contribution

\$374	\$130	\$504
22% Federal income tax	7.65% FICA tax	Annual FSA tax savings

### \$120,000 Annual Pay, with \$3,000 FSA Contribution

\$720	\$230	\$950
24% Federal income tax	7.65% FICA tax	Annual FSA tax savings

*Your tax savings may vary depending on tax filing status and other variables*

# WHAT'S THE DIFFERENCE? FSA vs. HSA

	Health Care FSA	HSA
<b>Stands for</b>	Flexible Spending Account	Health Savings Account
<b>Who is eligible?</b>	Employees in the PPO or HMO plans	Members enrolled in a High Deductible Health Plan (HDHP) who do not have any other non-HDHP health plan, such as Medicare or a spouse's plan.
<b>Contribution limits*</b>	Health Care FSA: \$3,400	*Includes Infoblox's contribution Single coverage: \$4,400 Family coverage: \$8,750
<b>Who owns the account?</b>	Infoblox	You
<b>Contributions subject to income tax?</b>	No	No
<b>Does interest accrue?</b>	No	Yes
<b>Contributions</b>	Money is deducted (pre-tax) from your paycheck every pay period. Additional contributions are NOT allowed.	Money is deducted (pre-tax) from your paycheck every pay period. Additional contributions up to the maximum contribution amount ARE allowed.
<b>Disbursement of funds</b>	In most cases, the entire annual contribution amount is available from the beginning of the year.	Only funds paid in by you are available.
<b>Catch-up contribution for age 55+</b>	No	Yes. Members age 55+ may contribute up to \$1,000 more to their account per year.
<b>Portability and Forfeiture</b>	You lose any unspent money when employment is terminated.	This account is portable. HSA balance is not forfeited when you change employers or health plans.
<b>Expiration</b>	Unused money in an FSA expires and is lost at the end of the year.	Your funds never expire.
<b>Balance carry over (or rollover)</b>	No, you must use it or lose it, but for any claims incurred during the plan year you have until March 31 of the following year to submit for reimbursement.	Yes. Unused funds are carried over to the following year.
<b>Can I change my contribution?</b>	Only for Qualifying Life Events, such as a marriage, divorce, birth, or during Open Enrollment.	Yes, on a pay period basis.
<b>Eligible medical expenses</b>	Eligible expenses such as medical copays, coinsurance, deductibles, eyeglasses, over-the-counter medications prescribed by your doctor.	Medical, dental, vision and prescription drug expenses incurred by you and your eligible family members.
<b>Proof of expenses required?</b>	Yes	No. However, you should be prepared to substantiate to the IRS that the expense has been incurred, the amount of the expense, and its eligibility.



# DENTAL

## Our plan

### Cigna Dental PPO

*Click to play video*



## Why sign up for dental coverage?

Brushing and flossing are important—but regular dental exams help catch issues early, before they become serious or costly.

If treatment is needed, our dental plan makes it easier and more affordable to get the care you need to maintain a healthy smile.

Find out how it works!

# CIGNA DENTAL PPO

You always pay the deductible except for diagnostic & preventive care. The coinsurance (%) shows what you pay after the deductible.

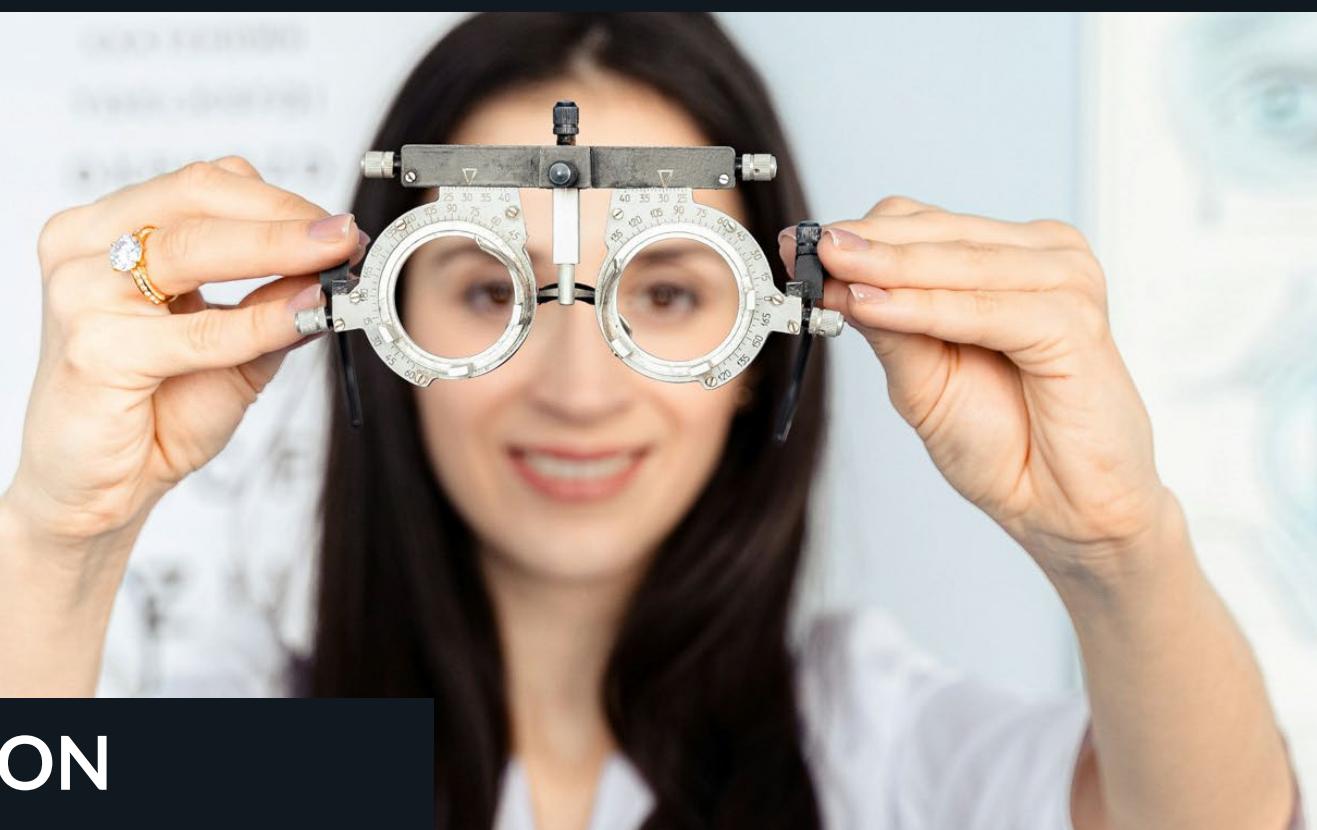
Dental	In-Network	Out-of-Network
Annual Deductible		Individual: \$50 Family: \$150
Annual Plan Maximum Benefit	\$2,000 per individual (Basic and Major Services combined)	
Diagnostic & Preventive	No charge	No charge <sup>1</sup>
Basic Services	You pay 10%*	You pay 20% after deductible <sup>1</sup>
Major Services	You pay 30%*	You pay 40% after deductible <sup>1</sup>
Orthodontia for Children & Adults	You pay 50%*	You pay 50% after deductible <sup>1</sup>
Ortho Lifetime Max	\$1,500	\$1,500

<sup>1</sup>Should you receive Out-of-Network services, you will be responsible for charges in excess of the Reasonable and Customary (R&C) charge of 90<sup>th</sup> percentile and charges for non-covered services.

## Details about the dental plan



Type of Plan	Preferred Provider Organization (PPO)
Features	See any provider, but you'll pay more Out-of-Network
Am I restricted to in-network providers?	No
Do I have to select a primary dentist?	No
Can I use my HSA or FSA?	If you participate in a health care HSA or FSA, you can use your account to pay for dental expenses.
How do I get more information?	myCigna.com or myCigna mobile app

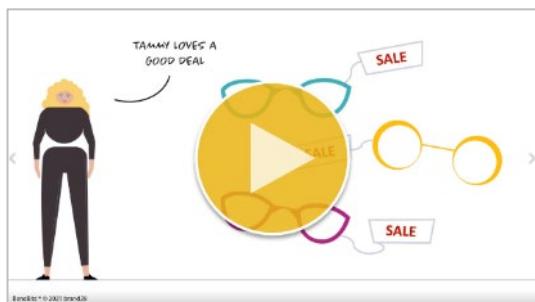


# VISION

## Our plan

### VSP Vision

[Click to play video](#)



## Why sign up for vision coverage?

Even if you have perfect vision, an annual eye exam is important—it helps monitor your eye health and can detect early signs of other medical conditions like diabetes or high blood pressure.

If you do need glasses or contacts, our VSP vision plan helps cover the cost, making it easier and more affordable to maintain your eye health.

Visit the plan's website for extra savings on services like LASIK and PRK, rebates on contact lenses, and discounts on hearing aids.

You can also access savings on health care expenses, support reviewing medical bills and negotiating payments, and discounts on gym memberships, coaching, family fun, travel, and lodging through VSP Simple Values.

# VSP VISION

Your vision checkup is fully covered after your Exam copay. After your Materials copay, the plan covers frames, lenses, and contacts as described below.

Traditional Vision Care	In-Network / Participating Provider	Out-of-Network / Non-Participating Provider
Copay	<b>Exam:</b> \$10 copay <b>Materials:</b> \$25 copay	<b>Exam:</b> Reimbursed up to \$50 after \$10 copay <b>Materials:</b> Reimbursement based on benefit schedule after \$25 copay
Frames	\$150 allowance after copay	Reimbursed up to \$70
Single Vision Lenses	No charge after copay	Reimbursed up to \$50
Bifocal Lens	No charge after copay	Reimbursed up to \$75
Trifocal Lens	No charge after copay	Reimbursed up to \$100
Contacts (Medically Necessary)	No charge after copay	Reimbursed up to \$210
Contacts (Elective)	\$130 allowance after copay	Reimbursed up to \$105
Frequency	<b>Exam:</b> Once every calendar year <b>Lenses:</b> Once every calendar year <b>Frames:</b> Once every other calendar year <b>Contacts (Elective):</b> Once every calendar year (in lieu of glasses)	
Computer Vision Care (Family Coverage)	In-Network / Participating Provider	Out-of-Network / Non-Participating Provider
Computer Vision Exam	Evaluates your needs related to computer use	Not Covered
Frames	<ul style="list-style-type: none"> <li>\$150 allowance for a wide selection of frames</li> <li>\$170 allowance for featured frame brands</li> <li>20% savings on the amount over your allowance</li> </ul>	Not Covered
Lenses	Single vision, lined bifocal, lined trifocal, and occupational lenses	Not Covered

## Details about the vision plan

### Coverage Frequency

Benefits reset at the beginning of each year.



### Features

See any provider, but you'll pay more Out-of-Network.

### What other services are covered?

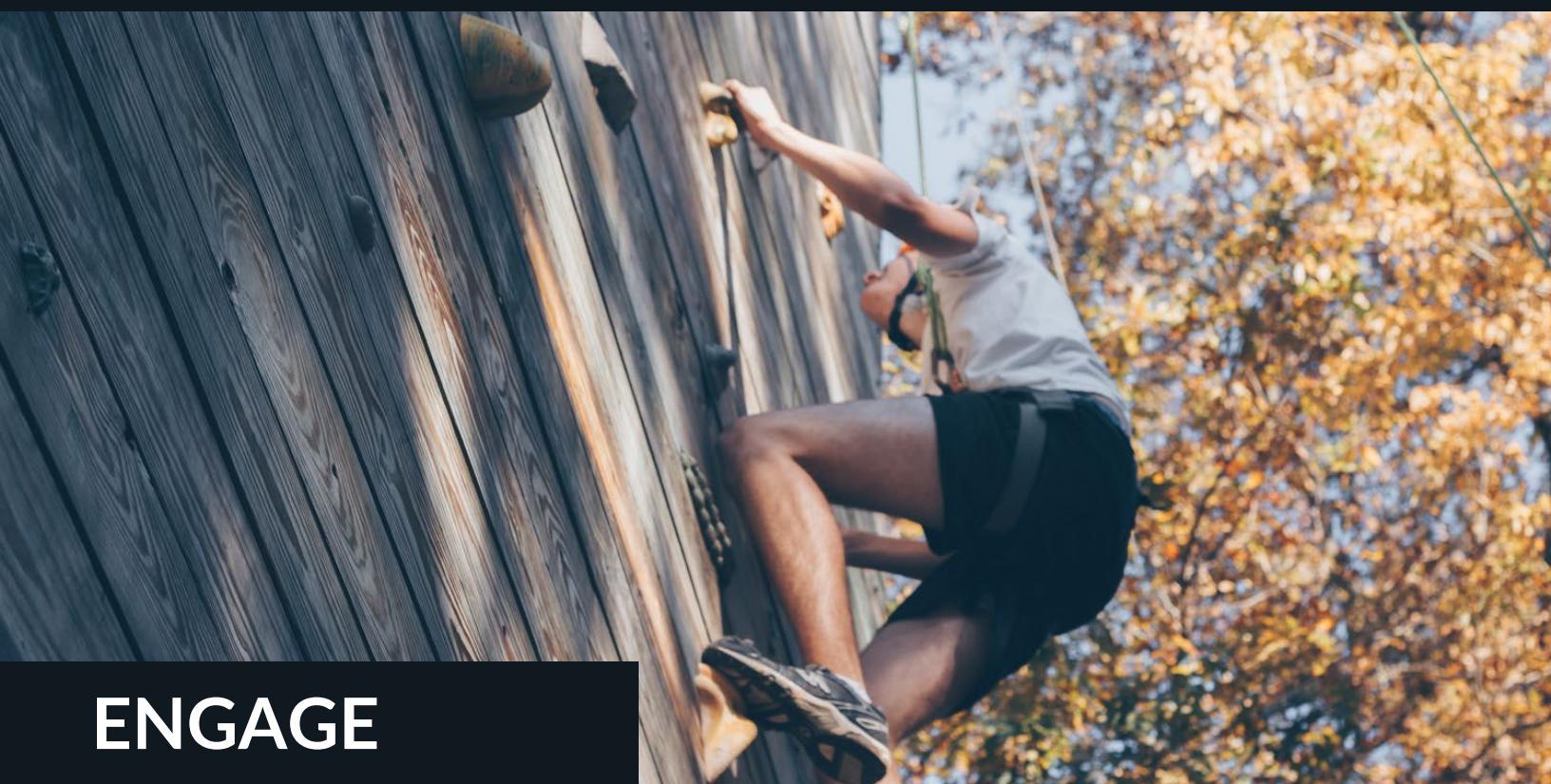
The plan can also help you save money on LASIK procedures and Computer Vision Care.

**Eyeglasses are expensive. I don't think I can afford them, even with insurance.**

Look for moderately priced frames. Remember that your benefit is higher in-network. If you participate in an HSA or health care FSA, you can use tax-free dollars to pay for vision care and eyewear.

### Where can I learn more?

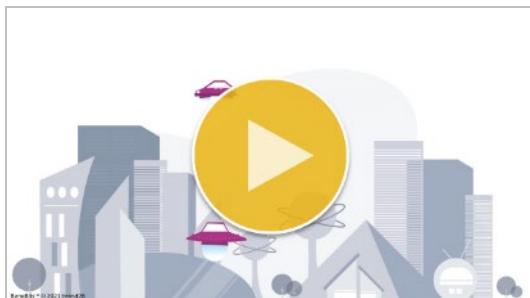
Visit [www.vsp.com](http://www.vsp.com)



Click to play videos



Urgent Care vs ER



Virtual Health Care

## Maximize your health care

Making informed choices about your health care can improve your well-being and help you manage costs. This section provides practical tips on how to get the most from your benefits, including:

- Finding the right care at the right cost
- Alternatives to hospital care
- Understanding preventive care benefits
- Saving money on prescription drugs

# KNOW WHERE TO GO

Where you get medical care can significantly influence the cost. Here's a quick guide to help you know where to go, based on your condition, budget, and time.

Type	Examples
<b>Nurse line (24/7—No cost)</b> Quick answers from a trained nurse	Identifying if immediate care is needed Home treatment options and advice
<b>Online visit (24/7—\$)</b> Many nonemergency health issues	Cold, flu, allergies, headache, migraine Skin conditions, rashes Minor injuries Mental health concerns
<b>Office visit (\$\$)</b> Routine medical care and management	Preventive care Illnesses, injuries Managing existing conditions
<b>Urgent care (\$\$\$)</b> Non-life-threatening conditions requiring prompt attention	Stitches, sprains Animal bites High fever, respiratory infections
<b>Emergency room (24/7—\$\$\$\$)</b> Life-threatening conditions needing immediate care	Suspected heart attack or stroke Major bone breaks Excessive bleeding Severe pain Difficulty breathing

Click to play videos



Virtual Health Care



Urgent Care vs ER

# ALTERNATIVE FACILITIES

When your health concern is not an emergency, taking time to explore your treatment options can lead to significant savings. Many alternative care facilities offer the same quality outcomes as hospitals, often at a much lower cost.

Need	Alternative	Features	Savings
<b>SURGERY</b>	<b>Ambulatory Surgery Center (ASC)</b>	<ul style="list-style-type: none"> <li>Specializes in same-day surgeries</li> <li>Cataracts, colonoscopies, upper GI endoscopy, orthopedic surgery and more</li> <li>Held to same safety standards as hospitals</li> </ul>	Up to 50% over hospital stay*
<b>PHYSICAL THERAPY</b>	<b>Outpatient physical therapy facility</b>	<ul style="list-style-type: none"> <li>Important part of the recovery process after an injury or surgery</li> </ul>	40 to 60% over a hospital setting*
<b>SLEEP STUDY</b>	<b>Home testing</b>	<ul style="list-style-type: none"> <li>Diagnoses sleep apnea and other conditions</li> <li>Cost is often covered by insurance if considered medically necessary</li> </ul>	Approx. \$4,500*
<b>INFUSION THERAPY</b>	<b>Home or outpatient infusion therapy</b>	<ul style="list-style-type: none"> <li>For drugs that must be delivered by intravenous injections, or epidurals</li> <li>Delivered by licensed infusion therapy provider</li> <li>Maintain normal lifestyle and comfort of home or outpatient center</li> </ul>	Up to 90% over hospital stay*  <small>*in-network</small>

## How to find an alternative treatment facility

Ask your doctor if your treatment must be delivered in the hospital. You can also search for surgical centers, physical therapy, and similar services on your plan's website, or call member services for assistance. Online tools such as healthcarebluebook.com and healthgrades.com help you compare costs and doctor ratings.

Some alternative services include a facility fee to cover overhead costs. To avoid a surprise on your bill, ask about facility fees before you schedule your appointment.

# PREVENTIVE CARE



## Typical screenings for adults

- Blood pressure
- Cholesterol
- Diabetes
- Colorectal cancer screening
- Depression
- Mammograms
- OB/GYN screenings
- Prostate cancer screening
- Testicular exam

### Maintain your health like you maintain your car

Just as regular maintenance keeps your car running smoothly, annual preventive checkups help you stay on top of your health. These visits allow you and your doctor to establish a baseline for your well-being and catch potential issues early—before they become serious.

Under federal guidelines, health plans must cover a set of preventive services at no cost to you—even if you haven't met your deductible. The specific services recommended for you may vary based on your age, gender, and medical history.

Under the Patient Protection and Affordable Care Act (PPACA), your health plan also covers certain preventive medications and products at no cost to you.

### Be aware: Not all exams and tests are considered preventive care

While many exams and screenings are covered at no cost under preventive care benefits, not all services qualify. Here's what to keep in mind:

- **Diagnostic vs. Preventive**

Some tests may be considered diagnostic—rather than preventive—depending on your current health condition or symptoms. In these cases, you may be responsible for part or all of the cost.

- **Specialist Exams**

Visits to specialists are typically not classified as preventive care and may not be covered at 100%

- **Check Before You Schedule**

If you're unsure whether a service will be covered as preventive care, contact your medical plan or Member Services for confirmation. This can help you avoid unexpected charges.

# CIGNA PROGRAMS

Visit the [Benefits Portal](#) for more details!



## Fertility Benefits

Cigna plan participants are provided family planning benefits. Services covered up to a lifetime maximum of \$20,000 include:

Lab and radiology tests; Counseling; artificial insemination; in-vitro fertilization; gamete intrafallopian transfer (GIFT); Zygote intrafallopian transfer (ZIFT)

## Omada Diabetes, Blood Pressure, and Weight Loss Management

Omada is a one-on-one health coaching paired with smart devices to help members manage diabetes, lower blood pressure or prevent chronic disease.

Omada is offered to eligible Infoblox employees enrolled in a Cigna plan at no cost to you. Sign up at [omadahealth.com/infoblox](http://omadahealth.com/infoblox) or learn more [here](#).

## Oncology Consult Service

Cigna's Oncology Consult Service offers a comprehensive, whole-person approach to cancer care—supporting members from diagnosis through treatment and beyond. This program connects your treating oncologist with leading cancer specialists, ensuring access to expert guidance no matter where you live.

## Pathwell Bone & Joint Program

Pathwell Bone & Joint is a condition-specific care program that helps members with spine, knee, hip, or shoulder pain find optimal care and lower total medical costs.

## Visana Women's Health

A virtual women's health clinic dedicated to providing care at every stage of life.

Visana offers medical care for a wide range of women's health conditions:

Reduces the cost of care; Comprehensive care, from menstruation to menopause; World-class OB/GYN team; Unparalleled employee experience

## Heartbeat Health

Heartbeat Health is a virtual care model created to proactively identify, treat and manage moderate and high cardiovascular risk.

With experienced, high-quality cardiologists, practitioners, and resources in all 50 states. When necessary, Heartbeat Health coordinates closely with local providers to provide advanced cardiovascular care.

# PRESCRIPTIONS BREAKING YOUR BUDGET?

Click to play video



**The formulary drug tiers determine your cost**

Generic Drug	\$
Brand Name Drug	\$\$
Specialty Drug	\$\$\$

**Understanding the formulary can help you save**

When your doctor prescribes medication—especially for ongoing conditions—be sure to check your health plan's drug formulary. This resource helps you make informed choices and identify lower-cost options.

**What is a drug formulary?**

A formulary is a list of prescription drugs covered by your medical plan. Medications are typically grouped into tiers, ranging from lowest to highest cost to you. "Preferred" generics generally cost you less than "non-preferred" or specialty drugs.

**How to maximize your coverage**

To get the most out of your prescription drug benefits: Check the formulary to see where your medication falls Ask your doctor if a lower cost alternative is available

Consider generics—they're FDA-approved to be as effective as brand-name drugs and usually cost less.

**You can view your plan's formulary by visiting the plan's website or call the customer service number on your ID card.**

# EMPLOYEE ASSISTANCE PROGRAM (EAP)



## Contact Cigna EAP

**Phone:** (877) 622-4327

**Website:** [myCigna.com](http://myCigna.com)

**Employer ID:** Infoblox (Needed for initial registration only)

If you're already registered on myCigna.com, simply log in and go to the EAP link under the Review My Coverage tab.

## When you need support, the EAP is here

There are times when everyone needs a little help. Cigna EAP can help you handle a wide variety of personal issues such as emotional health and substance use disorder, parenting and childcare needs, financial coaching, legal consultation and eldercare resources.

Best of all, ***contacting the EAP is completely confidential***, free and available to any member of your immediate household whenever you need help (24/7/365).

## No cost EAP resources

The EAP is available around the clock to ensure you get access to the resources you need:

- 6 face-to-face in-person or video counseling sessions for short-term issues
- Unlimited web access to helpful articles, resources, and self-assessment tools.

### Counseling benefits

- Difficulty with relationship
- Emotional distress
- Job stress
- Communication/conflict issues
- Alcohol or drug problems
- Loss and death

### Legal consultation

- Referral to a local attorney
- Family issues (marital, child custody, adoption)
- Estate planning
- Landlord/tenant
- Immigration
- Personal Injury
- Consumer protection
- Real estate
- Bankruptcy

### Parenting & childcare

- Referrals to quality providers
- Family day care homes
- Infant centers and preschools
- Before/after school care
- 24-hour care

### Eldercare resources

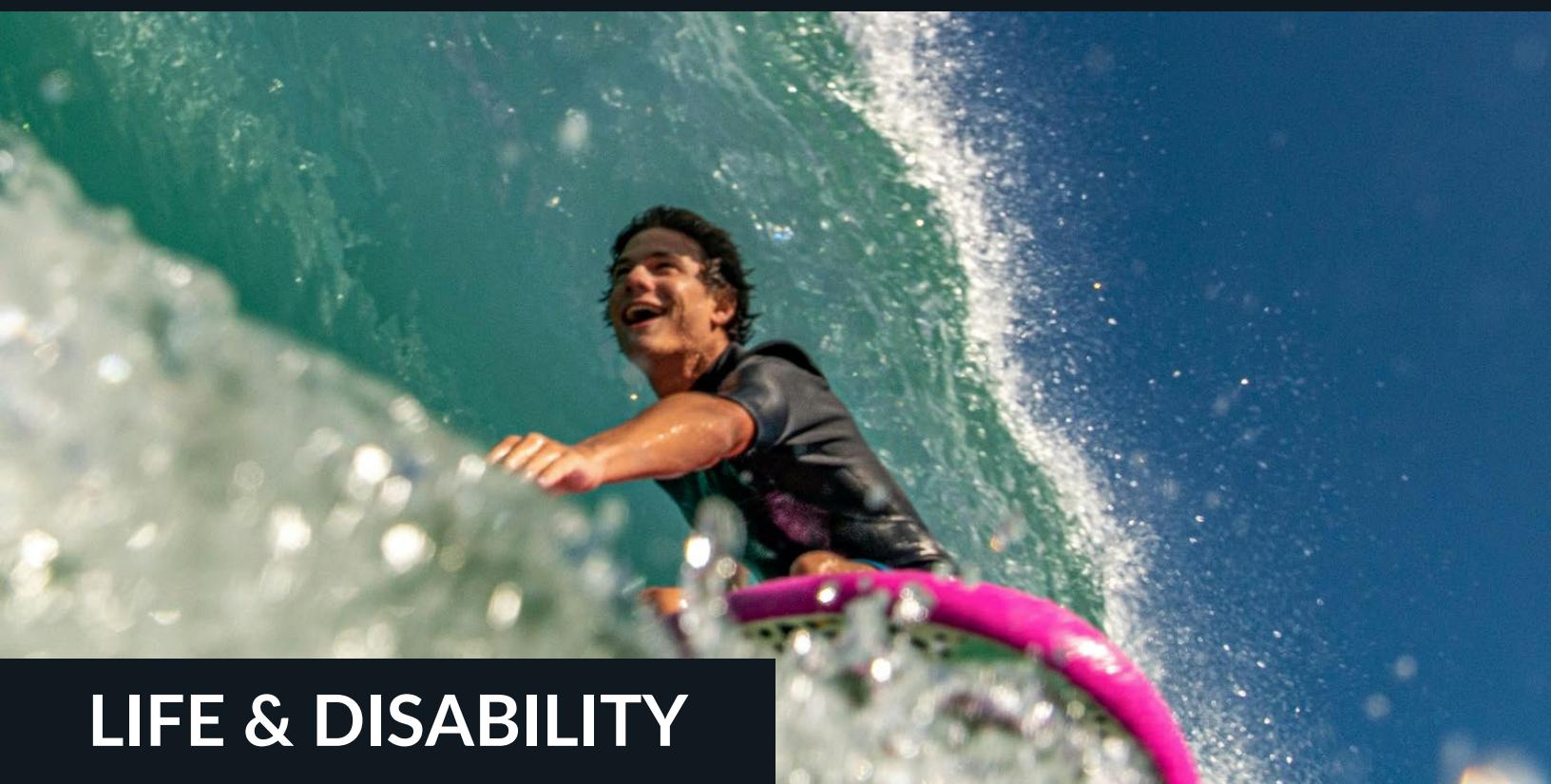
- Help with finding appropriate resources to care for an elderly or disabled relative

### Financial coaching

- Money management
- Debt management
- Identity theft resolution
- Tax issues

### Online resources

- Self-help tools to enhance resilience and well-being
- Useful information and links to various services and topics



## LIFE & DISABILITY

**NEW for 2026:** Infoblox is now offering life and disability coverage through Prudential

### Your beneficiary is who gets paid

If the worst happens, your beneficiary—the person (or people) on record with the life insurance carrier—receives the benefit.

**Make sure that you name at least one beneficiary in PeopleHub for your life insurance and AD&D benefits, and make sure to check your beneficiary info to ensure it is current.**

### Is your family protected?

Life insurance, Accidental Death & Dismemberment (AD&D), and disability insurance can fill financial gaps due to a loss of income. Consider your day-to-day costs and bills during a pregnancy or illness-related disability leave, or how you would manage large expenses (housing, education, loans, credit cards, etc.) after the death of a spouse or partner.

### If you need more coverage

In addition to company-provided coverage, we offer voluntary coverage that you can purchase for yourself, your spouse, and your children. See the Voluntary Plans section for details.

# COMPANY- PROVIDED LIFE AND AD&D INSURANCE



## Basic Life and AD&D

Basic life insurance pays your beneficiary a lump sum if you die. AD&D (accidental death & dismemberment) coverage provides a benefit to you if you suffer from loss of a limb, speech, sight, or hearing, or to your beneficiary if you have a fatal accident. The cost of coverage is paid in full by the company.

## Basic Life and Basic AD&D Benefit

Each plan is 2x your basic annual earnings to a maximum of \$750,000.

*The benefit amount will be reduced if you are age 70 or older. Refer to the plan documents for details.*

## A note about taxes

Company-provided life insurance coverage over \$50,000 is considered a taxable benefit. The value of the benefit over \$50,000 will be reported as taxable income on your annual W-2 form.

# VOLUNTARY LIFE/AD&D INSURANCE



## What is guaranteed issue?

If you purchase life insurance coverage above a certain limit (the "guaranteed issue" amount) or after your initial eligibility period, you will need to submit **Evidence of Insurability (EOI)** with additional information about your health in order for the insurance company to approve the amount of coverage.

Instructions to submit your EOI are provided after making your benefit elections.

## Protecting those you leave behind

Voluntary life insurance gives you the option to purchase additional coverage to help protect your family's financial future.

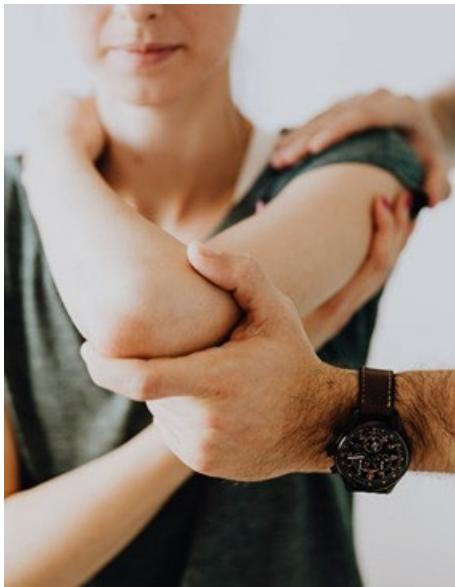
If you elect coverage for yourself, you can also choose to cover your spouse and/or child(ren)—providing added peace of mind for those who matter most.

This coverage can help ensure your loved ones are supported in the event of your passing.

Employee	\$10,000 increments up to lesser of 5x Annual Compensation <u>or</u> \$500,000.  Guaranteed issue of \$200,000. <i>*Evidence of Insurability may be required if electing more than \$200,000 when first eligible or increasing by any amount.</i>
Spouse	\$5,000 increments up to \$500,000.  Guaranteed issue of \$50,000. <i>*Evidence of Insurability may be required if electing more than \$50,000 when first eligible or increasing by any amount.</i>
Child(ren)	\$2,000 increments up to \$10,000. Guaranteed issue of \$10,000.

You can elect coverage up to the guaranteed issue amount during this year's open enrollment only. Electing or changing your coverage after this open enrollment period will require Evidence of Insurability.

# SHORT-TERM DISABILITY (STD) INSURANCE



## Expect the unexpected – protect your income

Many people underestimate the chance of becoming disabled during their working years.

Disability insurance helps protect your financial stability by replacing a portion of your income if you're unable to work due to illness or injury.

This coverage ensures you can continue to pay for everyday living expenses while focusing on recovery.

## Short-Term Disability (STD) Benefits

Short-Term Disability (STD) insurance replaces part of your income for limited duration issues such as:

- Pregnancy issues and childbirth recovery
- Prolonged illness or injury
- Surgery and recovery time

STD payments may be reduced if you receive other benefits such as sick pay, workers' compensation, Social Security, or state disability.

<b>Weekly benefit amount</b>	60% of your weekly earnings up to a maximum of \$3,460
<b>Benefits begin</b>	After 7 days of disability due to accident or sickness
<b>Maximum payment period</b>	12 weeks (based on first day you are disabled, not when benefits begin)
<b>Election Required</b>	Pre- or post-tax election required. For details, see <a href="#">Taxation of Disability Benefits</a> .

## How STD and LTD Work Together

### First 7 Days

PTO replaces 100% of your pay

### Next 12 Weeks

Approved STD replaces 60% of your weekly pay

### After 90 Days

LTD begins if approved

# LONG-TERM DISABILITY (LTD)



## Three things to know about long-term disability (LTD) insurance

1. Preserve Your Retirement Savings: LTD coverage helps protect your financial future by reducing the need to dip into your retirement savings during a period of disability.
2. Flexible Use of Benefits: You can use LTD benefits however you need—whether it's for housing, groceries, medical bills, or other living expenses.
3. Extended Support: If you remain eligible, LTD benefits can last a long time—from several weeks to even years—providing ongoing financial stability while you recover.

## Long-Term Disability (LTD) Benefits

Long-Term Disability (LTD) insurance replaces part of your income for longer term issues such as:

- Debilitating illness (cancer, heart disease, etc.)
- Serious injuries (accident, etc.)
- Heart attack, stroke
- Mental disorders

If you qualify, LTD benefits begin after Short-Term Disability benefits end. Payments may be reduced by state, federal, or private disability benefits you receive while disabled.

<b>Monthly benefit amount</b>	60% of earnings up to a maximum of \$15,000
<b>Benefits begin</b>	After 90 days of disability
<b>Maximum payment period</b>	Until you recover or reach your Social Security Normal Retirement Age, whichever is sooner
<b>Election Required</b>	Pre- or post-tax election required. For details, see <u>Taxation of Disability Benefits</u> .

## How STD and LTD Work Together

### First 7 Days

PTO replaces 100% of your pay

### Next 12 Weeks

Approved STD replaces 60% of your weekly pay

### After 90 Days

LTD begins if approved

# TAXATION OF DISABILITY BENEFITS

Who pays for your disability insurance premiums—and how premiums are paid—determines whether your benefits are taxable.

Infoblox's Short-Term and Long-Term Disability coverage, provided through Prudential, offers two options:

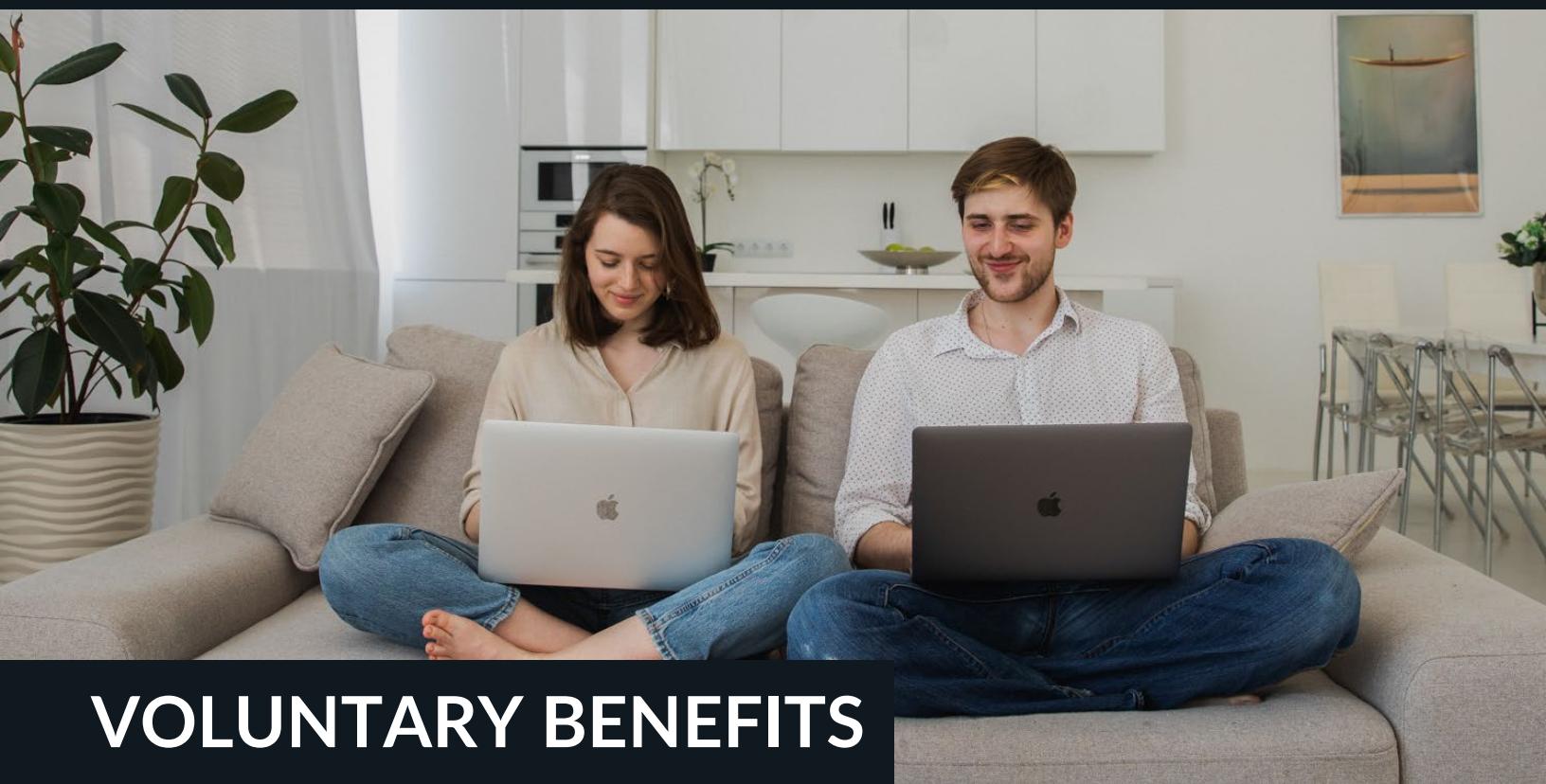
- Employee-Paid (Post-Tax)

If you choose to pay the premium from your paycheck using after-tax dollars, any benefits you receive if you become disabled will not be subject to federal taxes. You've already paid taxes on the premiums, so the IRS does not tax the benefit.

- Employer-Paid

If Infoblox pays the premium on your behalf, you won't see a deduction from your paycheck. However, if you become disabled, the benefits you receive will be considered taxable income for federal tax purposes.

Who Pays the Insurance Premium	Is the Benefit Taxable?	How Much of the Benefit is Taxable?
Employee pays 100% with post-tax dollars	No	None
Infoblox pays 100%	Yes	100%



## VOLUNTARY BENEFITS

### Our voluntary benefits

- [Accident Insurance](#)
- [Critical Illness Insurance](#)
- [LegalEASE](#)
- [Wishbone Pet Insurance](#)

### You're unique—and so are your benefit needs

Voluntary benefits are optional coverages that help you customize your benefits package to your individual needs.

You pay the entire cost for these plans, but rates may be more affordable than individual coverage. And you get the added convenience of paying through payroll deduction.

Voluntary benefits are just that: voluntary. You have the freedom and flexibility to choose the benefits that make sense for you and your family.

You can also choose not to sign up for voluntary benefits at all—it's up to you.

# ACCIDENT INSURANCE

Eligible Expenses	
	Emergency Room Visits
	Medical Exams – including major diagnostic exams
	Fractures and Dislocations
	Hospital Stays
	Physical Therapy
	Transportation and Lodging – if you are away from home when the accident happens

Sample Reimbursements	
Ground Ambulance	\$300
Emergency Room	\$150
X-ray	\$50
MRI	\$150
Hospital Stay – Admission + 5 days	\$2,000
Dislocated Hip	\$3,000
Appliances	\$100
Physical Therapy (4 sessions)	\$100
<b>Total Benefit Paid</b>	<b>\$5,850</b>

## Things to consider

Your medical plan helps cover the cost of an accident, but a serious or long-lasting crisis often involves additional expenses and may affect your ability to bring home a full paycheck. This plan provides you with resources to help you get by while there are additional strains on your finances.

Voluntary Accident Insurance through Prudential provides a fixed, cash benefit in the event a covered individual sustains injuries or undergoes medical treatments or care resulting from a covered accident. You can find a list of conditions eligible for coverage and the benefit amounts at the link below.

## You can use the cash benefit to offset:

- Copays and coinsurance
- Hospitalization
- Emergency room treatment
- Home health care costs
- Everyday expenses (e.g., utilities, groceries)

See [Prudential Accidental Injury Coverage](#) for more information.

## More Information

To learn more or to file a claim, visit [Prudential](#) or call **(844) 455-1002**.

## How The Plan Works

1. On his way to work, John was in a car accident.
2. He was transported by ground ambulance to the emergency room and admitted to the hospital.
3. He had a dislocated hip and spent five days in the hospital.
4. He had several physical therapy sessions before returning to work.
5. John submitted his accident claim and received \$5,850 from his accident insurance coverage.
6. He used it towards his deductible, copay and supplemental income for his missed workdays.

## Annual Wellness Benefit

Earn \$50 or \$75 (depending on your plan) each year for completing wellness treatment, health screening test, or preventive care. Examples includes (but are not limited to) routine gynecological exams, general health exams, mammography, and certain blood tests.

# CRITICAL ILLNESS INSURANCE

## Examples of Covered Conditions



Heart Attack



Multiple Sclerosis



Alzheimer's Disease



Parkinson's Disease



Stroke



Major Organ Failure

Critical Illness Insurance through Prudential provides a lump-sum payment if you're diagnosed with a covered illness or condition after your coverage begins. This benefit offers financial flexibility, helping you and your family manage costs related to medical treatment or everyday living expenses. Most importantly, it allows you to focus on recovery without the added stress of out-of-pocket medical bills and personal financial obligations.

See a list of covered conditions and benefit amounts at the link below.

[Prudential Critical Illness Coverage](#)

## More Information

Please note that new enrollees for Critical Illness Insurance have a pre-existing condition limitation of six months.

To learn more or to file a claim, visit [Prudential](#) or call (844) 455-1002.

## Example of How The Plan Works

1. Tom suffered a relatively small stroke
2. He was hospitalized for five days.
3. He began rehab to get back to where he was physically before the stroke.
4. Tom submitted his claim and received a lump-sum payment of \$10,000.

## Things to consider

While your medical plan helps cover the costs of an accident or illness, a serious or prolonged health event can lead to additional financial burdens—and may even impact your ability to earn income. This plan offers support and resources to help you manage expenses during times of financial strain, providing added peace of mind when you need it most.

## Annual Wellness Benefit

Earn \$50 each year for completing a wellness treatment, health screening test, or preventive care. Examples includes (but are not limited to) routine gynecological exams, general health exams, mammography, and certain blood tests.

# LegalEASE

LegalEASE provides paid-in-full coverage for a wide range of personal legal matters, helping you navigate life's challenges with confidence.



## Plan Details:

**\$17.96** Monthly  
via payroll deduction

## Who's Covered:

Employee, Spouse,  
Dependent Children  
up to age 26, Parents  
– Elder benefits  
designed for Plan  
member's and  
spouse's parents

With access to the largest and most highly qualified Attorney Provider Network—spanning all 50 states and covering 60 areas of law—you're supported no matter your situation or location.

Enrollment is limited to:

- Open Enrollment
- New hire eligibility
- Qualifying life events

## What's Included?



**FAMILY  
LAW**



**ESTATE PLANNING  
& WILLS**



**AUTO  
& TRAFFIC**



**HOME &  
RESIDENTIAL**



**FINANCIAL  
& CONSUMER**



**GENERAL  
COVERAGE**

## Enroll Today!

**Website:** [www.legaleaseplan.com/infoblox](http://www.legaleaseplan.com/infoblox)  
**Phone:** (800) 248-9000

# PET INSURANCE



Be prepared in case your pet gets sick or injured with Wishbone pet insurance.

Wishbone is accepted at any vet in the U.S., including emergency hospitals. They offer a simple online claims process that means you get reimbursed quickly, whether it's for routine care or an accident.

Protecting your pet's health and your finances has never been easier!

**Enroll Today!**

**Website:**

[www.wishboneinsurance.com/infoblox](http://www.wishboneinsurance.com/infoblox)

**Phone:** (800) 887-5708

## Available Wishbone Plans

Wishbone offers different plan options to fit your budget.

### Accident & Illness Plan

For the unexpected

- 80% reimbursement
- \$250 deductible
- \$10,000 annual limit
- Includes 24/7 pet telehealth

### Wellness Plan

For regular routine visits

#### Essential Plan

Up to \$300 in coverage

\$14/month

#### Premium Plan

Up to \$575 in coverage

\$25/month

*Rates based on your pet's age, breed & zip code.  
Reimbursements are based on a schedule of benefits outlined during enrollment.*



## FINANCIAL WELLNESS

### Plans to help you save

- [401\(k\) Retirement Savings Plan](#)
- [Dependent Care Flexible Spending Account](#)
- [Commuter Benefits](#)
- [Travel Insurance](#)
- [Health Care Flexible Spending Account](#)

### Is it time for a “financial wellness” checkup?

Are you feeling stressed about money—stretching your paycheck, managing debt, planning a major purchase, or saving for retirement?

Financial worries can affect your quality of life today and your future security. In fact, money-related stress can even impact your physical health.

We offer benefits and resources to help you take control of your financial well-being. From reducing your tax burden to building your retirement savings, we’re here to support your journey toward financial confidence.

# 401(k) RETIREMENT SAVINGS PLAN

[Click to play video](#)



## What are your plans?

Our 401(k) retirement plan will help you set a retirement savings goal and stick to it.

It's important to start now and set aside what you can, even if it's a small amount.

With Infoblox's match and compound interest, that "small amount" can grow over time.

You'll be a retirement saver before you know it.

## Save now, enjoy later

Our 401(k) Retirement Savings Plan helps you save for retirement with pre-tax contributions, a post-tax 401(k) Roth, and if you've reached the maximum in those plans, there's an additional After-tax plan to consider.

Visit the [Fidelity website](#) or call (800) 835-5095 to manage your account, investments and contributions.

Plan # 4153C

Fidelity offers a variety of quality investment options.

<b>Maximum annual contribution limit</b>	Up to \$24,500* per year. If you're age 50+ save an additional \$8,000* or more. If you're age 60-63 take advantage of the "super" catch-up contribution and save an additional \$11,250*.
<b>Infoblox matching contributions</b>	100% of every dollar you contribute, up to 3% of eligible earnings.
<b>Vesting</b>	To receive your employer-match, you must <b>Actively Enroll</b> in your 401(k).

\*IRS limits are evaluated annually and may change. All "catch-up" contributions must be made as Roth (after-tax).

### Important differences of a Roth 401(k)

- You pay taxes when you contribute, at your current tax rate.
- Account interest and dividends are not taxed if you meet certain criteria.
- Like a traditional 401(k), you can withdraw money without penalties when you reach age 59½, but you must have held the account for at least 5 years.
- You are not forced to take distributions at age 70½. You can keep the money in your Roth account as long as you want.

# DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (FSA)

*Click to play video*



## Every opportunity to save

The biggest deduction from your paycheck is likely federal income tax. Why not take a bite out of taxes while paying for necessary expenses with tax-free dollars?

## Paying for daycare? Make it tax-free! Up to \$7,500 per year tax-free

A Dependent Care FSA, administered by WEX Health, can help your family save hundreds of dollars per year on eligible day care expenses.

### How it works:

You set aside money from your paycheck, before taxes, to pay for work-related dependent care

Eligible expenses include:

- Childcare for children under age 13
- Preschool
- Before- and after-school care programs
- Summer day camps
- Day care for spouse or adult dependent who lives with you and is physically or mentally incapable of self-care

You can contribute up to \$7,500 per household per year. You can pay your provider directly from your FSA account or submit claims for reimbursement of eligible out-of-pocket expenses.



**Estimate carefully!** You can't change your FSA election amount mid-year unless you experience a qualifying event. Money contributed to a Dependent Care FSA must be used for expenses incurred during the same plan year. Unspent funds will be forfeited.

# COMMUTER BENEFITS



## Contact Wex Health

Phone: (866) 451-3399

Website:  
[benefitslogin.wexhealth.com](http://benefitslogin.wexhealth.com)

## Commuter Spending Account—save on your taxes!

If you have out-of-pocket commuting expenses—such as public transportation, vanpooling, or worksite parking—you can save on taxes by enrolling in the Commuter Spending Account.

Set aside up to \$340 per month in pre-tax dollars through payroll deductions.

- Use your account to pay for eligible commuting expenses to and from work.
- Funds are deducted from your paycheck and deposited into your account automatically.
- You can access the funds in your account to pay for eligible commuting-related expenses.

## Eligible Expenses

Expenses for commuting to and from work, or paying parking fees at your work location, including:

- Transportation to or from work on a subway, train, bus, ferry, etc.
- Parking at or near your workplace or at a commuter lot where you transfer to a vanpool or mass transit.

## Contributions

The maximum contribution is \$340 per month to your transit/vanpool account and \$340 per month to your parking account.

- You can start or stop your monthly contributions at any time during the year.
- Unused funds roll over into the next month.
- Funds also roll over from year to year.
- If you leave the company and have funds in your account, you will forfeit the unused money in your account.

# TRAVEL INSURANCE

[Starter Kit PDF](#)



Save the Chubb Travel Assistance Program Start Kit and add to your file on iOS or Android devices.



## Global Business Travel Medical Insurance

With Medical Benefits Abroad insurance through Cigna, you and your covered dependents have extra protection while traveling for business, as well as personal travel of up to 14 days beyond the business trip. This coverage includes medical evacuation, medical repatriation, crisis assistance, and cash benefits for accidental death and dismemberment.

Before your trip, visit the [Benefits Portal](#) to print an ID card to take with you.

Assistance is available 24 hours a day, 7 days a week at **(302) 797-3535**.

## Global Business Travel Accident Insurance

Chubb's Business Travel Accident coverage provides you with 24/7 assistance services worldwide including travel, medical, and security when you travel for work. This coverage includes:

- Coverage for accidental death and dismemberment
- Emergency medical referrals
- Emergency travel assistance
- Security evacuation assistance

Before your trip, visit the [Benefits Portal](#) to print an ID card to take with you.

Call for information:

- Inside the U.S. or Canada: **(855) 327-1414**
- Outside the U.S.: **(630) 694-9764** (Call Collect)
- Email at: [MedAssist-USA@AXA-Assistance.us](mailto:MedAssist-USA@AXA-Assistance.us)



## PLAN INFORMATION

In this section, you'll find important plan information, including:

- Your medical, dental and vision benefit costs for 2026
- Contact information for our benefit carriers and vendors
- A Benefits Glossary to help you understand important insurance terms
- A summary of the health plan notices you are entitled to receive annually, and where to find them

# YOUR MONTHLY BENEFIT COSTS

The total amount that you pay for your benefits coverage depends on the plans you choose, how many dependents you cover, and for medical coverage, how much you earn. Your health care costs are deducted from your pay on a pre-tax basis—before federal, state, and social security taxes are calculated—so you pay less in taxes.

## Medical

		CIGNA OAP HDHP		CIGNA OAP PPO	
Coverage Tier	Infoblox Cost	Your Cost	Infoblox Cost	Your Cost	
Employee Only	\$788.44	\$97.00	\$1,004.77	\$258.00	
Employee + Spouse/DP	\$1,677.99	\$284.00	\$2,102.67	\$692.00	
Employee + Child(ren)	\$1,361.14	\$242.00	\$1,718.06	\$566.00	
Family	\$2,390.39	\$379.00	\$2,963.58	\$980.00	

		KAISER HDHP		KAISER HMO	
Coverage Tier	Infoblox Cost	Your Cost	Infoblox Cost	Your Cost	
Employee Only	\$615.96	\$95.00	\$704.92	\$259.00	
Employee + Spouse/DP	\$1,285.11	\$279.00	\$1,426.62	\$694.00	
Employee + Child(ren)	\$1,184.92	\$237.00	\$1,359.84	\$568.00	
Family	\$1,761.88	\$371.00	\$1,907.76	\$984.00	

## Dental & vision

		CIGNA DENTAL PPO		VSP VISION	
Coverage Tier	Infoblox Cost	Your Cost	Infoblox Cost	Your Cost	
Employee Only	\$37.94	\$19.00	\$6.37	\$2.00	
Employee + Spouse/DP	\$75.10	\$39.00	\$11.33	\$3.00	
Employee + Child(ren)	\$93.39	\$49.00	\$11.64	\$3.00	
Family	\$131.56	\$68.00	\$18.57	\$5.00	

*Please note that unless your domestic partner is your tax dependent as defined by the IRS, contributions for domestic partner coverage must be made after-tax. Similarly, the company contribution toward coverage for your domestic partner and his/her dependents will be reported as taxable income on your W-2. Contact your tax advisor for more details on how this tax treatment applies to you. Notify Infoblox if your domestic partner is your tax dependent.*

# PLAN CONTACTS

Coverage Type	Insurance Carrier / Plan Vendor	Phone Number	Website	Policy/Group #
Medical & Prescription Drug	Cigna	(800) 244-6224 Pre-enrollment: (888) 806-5042	<a href="http://mycigna.com">mycigna.com</a>	Infoblox Inc.: 3335382 Infoblox Federal Inc.: 2499245
	Kaiser	(800) 464-4000	<a href="http://kp.org">kp.org</a>	600773
Health Savings Account	HSA Bank	(800) 244-6224	Cigna: <a href="http://mycigna.com">mycigna.com</a> Kaiser: <a href="http://choicefund.hsabank.com">choicefund.hsabank.com</a>	
Dental	Cigna	(800) 244-6224	<a href="http://mycigna.com">mycigna.com</a>	Infoblox Inc.: 3335382 Infoblox Federal Inc.: 2499245
Vision	VSP	(800) 877-7195	<a href="http://vsp.com">vsp.com</a>	12251437
Life Insurance and Disability	Prudential	Life: (800) 524-0542 Disability: (800) 842-1718 EOI: (888) 257-0412	<a href="http://prudential.com">prudential.com</a>	72780
Flexible Spending Accounts, Commuter Benefits & COBRA	WEX	(866) 451-3399	<a href="http://wexinc.com">wexinc.com</a>	28726
401(k)	Fidelity	(800) 835-5095	<a href="http://netbenefits.com">netbenefits.com</a>	4153C
Accident & Critical Illness	Prudential	(844) 455-1002	<a href="http://prudential.com">prudential.com</a>	72780
Employee Assistance Program	Cigna	(877) 622-4327	<a href="http://mycigna.com">mycigna.com</a>	Login: infoblox
Travel Assistance	Chubb	Inside US: (855) 327-1414 Outside US: (630) 694-9764 (Call Collect)	<a href="http://TravelAssistance.Chubb.com">TravelAssistance.Chubb.com</a>	9912-41-89
Global Business Travel Medical	Cigna	Inside US: 800.243.1348 Outside US: 302.797.3535	<a href="http://customer.cignaenvoy.com/traveler">customer.cignaenvoy.com/traveler</a>	Username: 09000AMBA Password: Cigna1
Legal	LegalEASE	(800) 248-9000	<a href="http://www.legaleaseplan.com/infoblox">www.legaleaseplan.com/infoblox</a>	
Pet Insurance	Wishbone	(800) 887-5708	<a href="http://www.wishboneinsurance.com/infoblox">www.wishboneinsurance.com/infoblox</a>	

# GLOSSARY

## -A-

### **AD&D Insurance**

An insurance plan that pays a benefit to you or your beneficiary if you suffer from loss of a limb, speech, sight, or hearing, or if you have a fatal accident.

### **Allowed Amount**

The maximum amount your plan will pay for a covered health care service.

### **Ambulatory Surgery Center (ASC)**

A health care facility that specializes in same-day surgical procedures such as cataracts, colonoscopies, upper GI endoscopy, orthopedic surgery, and more.

### **Annual Limit**

A cap on the benefits your plan will pay in a year. Limits may be placed on particular services such as prescriptions or hospitalizations. Annual limits may be placed on the dollar amount of covered services or on the number of visits that will be covered for a particular service. After an annual limit is reached, you must pay all associated health care costs for the rest of the plan year.

## -B-

### **Balance Billing**

In-network providers are not allowed to bill you for more than the plan's allowable charge, but out-of-network providers are. This is called balance billing. For example, if the provider's fee is \$100 but the plan's allowable charge is only \$70, an out-of-network provider may bill YOU for the \$30 difference (the balance).

**Note:** Beginning January 1, 2022 the "No Surprises Act" provides protections against surprise billing for emergency services, air ambulance services, and certain services provided by a non-participating provider at a participating facility. For these services, the member's cost are generally limited to what the charge would have been if received in-network, leaving any balance to be settled between the insurer and the out-of-network provider. Consult your health plan documents for details.

### **Beneficiary**

The person (or persons) that you name to be paid a benefit should you die. Beneficiaries are requested for life, AD&D, and retirement plans. You must name your beneficiary in advance.

### **Brand Name Drug**

A drug sold under its trademarked name. For example, Lipitor is the brand name of a common cholesterol medicine.

## -C-

### **COBRA**

A federal law that may allow you to temporarily continue health care coverage after your employment ends, based on certain qualifying events. If you elect COBRA (Consolidated Omnibus Budget Reconciliation Act) coverage, you pay 100% of the premiums, including any share your employer used to pay, plus a small administrative fee.

### **Claim**

A request for payment that you or your health care provider submits to your health care plan after you receive services that may be covered.

### **Coinurance**

Your share of the cost of a health care visit or service. Coinsurance is expressed as a percentage and always adds up to 100%. For example, if the plan pays 70%, your coinsurance responsibility is 30% of the cost. If your plan has a deductible, you pay 100% of the cost until you meet your deductible amount.

### **Copayment**

A flat fee you pay for some health care services, for example, a doctor's office visit. You pay the copayment (sometimes called a copay) at the time you receive care. In most cases, copays do not count toward the deductible.

## -D-

### **Deductible**

The amount of health care expenses you have to pay for with your own money before your health plan will pay. The deductible does not apply to preventive care and certain other services.

Family coverage may have an **aggregate** or **embedded** deductible. Aggregate means your family must meet the entire family deductible before any individual expenses are covered. Embedded means the plan begins to make payments for an individual member as soon as they reach their individual deductible.

### **Dental Basic Services**

Services such as fillings, routine extractions and some oral surgery procedures.

### **Dental Diagnostic & Preventive**

Generally includes routine cleanings, oral exams, X-rays, and fluoride treatments. Most plans limit preventive exams and cleanings to two times a year.

## **Dental Major Services**

Complex or restorative dental work such as crowns, bridges, dentures, inlays and onlays.

## **Dependent Care Flexible Spending Account (FSA)**

An arrangement through your employer that lets you pay for eligible child and elder care expenses with tax-free dollars. Eligible expenses include day care, before and after-school programs, preschool, and summer day camp for children under age 13. Also included is care for a spouse or other dependent who lives with you and is physically incapable of self-care.

## -E-

### **Eligible Expense**

A service or product that is covered by your plan. Your plan will not cover any of the cost if the expense is not eligible.

### **Excluded Service**

A service that your health plan doesn't pay for or cover.

## -F-

### **Formulary**

A list of prescription drugs covered by your medical plan or prescription drug plan. Also called a drug list.

## -G-

### **Generic Drug**

A drug that has the same active ingredients as a brand name drug, but is sold under a different name. For example, Atorvastatin is the generic name for medicines with the same formula as Lipitor.

### **Grandfathered**

A medical plan that is exempt from certain provisions of the Affordable Care Act (ACA).

## -H-

### **Health Reimbursement Account (HRA)**

An account funded by an employer that reimburses employees, tax-free, for qualified medical expenses up to a maximum amount per year. Sometimes called Health Reimbursement Arrangements.

## **Health Care Flexible Spending Account (FSA)**

A health account through your employer that lets you pay for many out-of-pocket medical expenses with tax-free dollars. Eligible expenses include insurance copayments and deductibles, qualified prescription drugs, insulin, and medical devices, and some over-the-counter items.

# GLOSSARY

**High Deductible Health Plan (HDHP)**  
A medical plan with a higher deductible than a traditional insurance plan. The monthly premium is usually lower, but you pay more health care costs (the deductible) before the insurance company starts to pay its share. A high deductible plan (HDHP) may make you eligible for a health savings account (HSA) that allows you to pay for certain medical expenses with money free from federal taxes.

## -I-

### In-Network

In-network providers and services contract with your health care plan and will usually be the lowest cost option. Check your plan's website to find doctors, hospitals, labs, and pharmacies. Out-of-network services will cost more, or may not be covered.

## -L-

### Life Insurance

An insurance plan that pays your beneficiary a lump sum if you die.

### Long Term Disability Insurance

Insurance that replaces a portion of your income if you are unable to work due to a debilitating illness, serious injury, or mental disorder. Long term disability generally starts after a 90-day waiting period.

## -M-

### Mail Order

A feature of a medical or prescription drug plan where medicines you take routinely can be delivered by mail in a 90-day supply.

## -O-

### Open Enrollment

The time of year when you can change the benefit plans you are enrolled in and the dependents you cover. Open enrollment is held one time each year. Outside of open enrollment, you can only make changes if you have certain events in your life, like getting married or adding a new baby or child in the family.

### Out-of-Network

Out-of-network providers (doctors, hospitals, labs, etc.) cost you more because they are not contracted with your plan and are not obligated to limit their maximum fees. Some plans, such as HMOs and EPOs, do not cover out-of-network services at all.

### Out-of-Pocket Cost

A health care expense you are responsible for paying with your own money, whether from your bank account, credit card, or from a health account such as an HSA, FSA or HRA.

### Out-of-Pocket Maximum

Protects you from big medical bills. Once costs "out of your own pocket" reach this amount, the plan pays 100% of most remaining eligible expenses for the rest of the plan year.

Family coverage may have an *aggregate* or *embedded* maximum. Aggregate means your family must meet the entire family out-of-pocket maximum before the plan pays 100% for any member. Embedded means the plan will cover 100% for an individual member as soon as they reach their individual maximum.

### Outpatient Care

Care from a hospital that doesn't require you to stay overnight.

## -P-

### Participating Pharmacy

A pharmacy that contracts with your medical or drug plan and will usually result in the lowest cost for prescription medications.

### Plan Year

A 12-month period of benefits coverage. The 12-month period may or may not be the same as the calendar year.

### Preferred Drug

Each health plan has a preferred drug list that includes prescription medicines based on an evaluation of effectiveness and cost. Another name for this list is a "formulary." The plan may charge more for non-preferred drugs or for brand name drugs that have generic versions. Drugs that are not on the preferred drug list may not be covered.

### Preventive Care Services

Routine health care visits that may include screenings, tests, check-ups, immunizations, and patient counseling to prevent illnesses, disease, or other health problems. Many preventive care services are fully covered. Check with your health plan in advance if you have questions about whether a preventive service is covered.

### Primary Care Provider (PCP)

The main doctor you consult for health care issues. Some medical plans require members to name a specific doctor as their PCP, and require care and referrals to be directed or approved by that provider.

## -S-

### Short Term Disability Insurance

Insurance that replaces a portion of your income if you are temporarily unable to work due to surgery and recovery time, a prolonged illness or injury, or pregnancy issues and childbirth recovery.

## -T-

### Telehealth / Telemedicine

A virtual visit to a doctor using video chat on a computer, tablet or smartphone. Telehealth visits can be used for many common, non-serious illnesses and injuries and are available 24/7. Many health plans and medical groups provide telehealth services at no cost or for much less than an office visit.

## -U-

### UCR (Usual, Customary, and Reasonable)

The amount paid for a medical service in a geographic area based on what providers in the area usually charge for the same or similar medical service. The UCR amount sometimes is used to determine the allowed amount.

### Urgent Care

Care for an illness, injury or condition serious enough that care is needed right away, but not so severe it requires emergency room care. Treatment at an urgent care center generally costs much less than an emergency room visit.

## -V-

### Vaccinations

Treatment to prevent common illnesses such as flu, pneumonia, measles, polio, meningitis, shingles, and other diseases. Also called immunizations.

### Voluntary Benefit

An optional benefit plan offered by your employer for which you pay the entire premium, usually through payroll deduction.

# IMPORTANT PLAN INFORMATION

## Health plan notices

These notices must be provided to plan participants on an annual basis and are available in the Annual Notices document, located on our [benefits website](#):

- **Medicare Part D Notice:** Describes options to access prescription drug coverage for Medicare eligible individuals
- **Women's Health and Cancer Rights Act:** Describes benefits available to those that will or have undergone a mastectomy
- **Newborns' and Mothers' Health Protection Act:** Describes the rights of mother and newborn to stay in the hospital 48-96 hours after delivery
- **HIPAA Notice of Special Enrollment Rights:** Describes when you can enroll yourself and/or dependents in health coverage outside of open enrollment
- **HIPAA Notice of Privacy Practices:** Describes how health information about you may be used and disclosed
- **Notice of Choice of Providers:** Notifies you that your plan requires you to name a Primary Care Physician (PCP) or provides for you to select one
- **Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP):** Describes availability of premium assistance for Medicaid eligible dependents.

## Cobra continuation coverage

You and/or your dependents may have the right to continue coverage after you lose eligibility under the terms of our health plan. Upon enrollment, you and your dependents receive a COBRA Initial Notice that outlines the circumstances under which continued coverage is available and your obligations to notify the plan when you or your dependents experience a qualifying event. Please review this notice carefully to make sure you understand your rights and obligations.

## Deadline for filing lawsuit under ERISA after exhaustion of all claims procedures

Any lawsuit must be filed within 36 months of the final decision on the claim. Exhaustion of all claims and appeals procedure is required prior to filing suit. Please refer to the WRAP Summary Plan Description for the plan specific statute of limitations.

# PLAN DOCUMENTS

Important documents for our health plan and retirement plan are available on our benefits website. Paper copies of these documents and notices are available if requested. If you would like a paper copy, please contact the Plan Administrator.

## Summary plan descriptions (SPD)

The legal document for describing benefits provided under the plan as well as plan rights and obligations to participants and beneficiaries.

- The Infoblox Health and Welfare Plan Summary Plan Description

## Summary of benefits and coverage (SBC)

A document required by the Affordable Care Act (ACA) that presents benefit plan features in a standardized format. SBC documents are available on the [benefits website](#).

- Cigna OAP PPO (All U.S.)
- Cigna OAP HDHP (All U.S.)
- Kaiser HMO (California Only)
- Kaiser HDHP (California Only)

Paper copies of these documents and notices are available if requested. If you would like a paper copy, please contact [benefits@infoblox.com](mailto:benefits@infoblox.com).

## Statement of material modifications

This enrollment guide constitutes a Summary of Material Modifications (SMM) to the Infoblox Health and Welfare Plan. It is meant to supplement and/or replace certain information in the SPD, so retain it for future reference along with your SPD. Please share these materials with your covered family members.

# DETERMINING ELIGIBILITY

## Employee eligibility: look-back measurement method

The information below explains how your eligibility for health care coverage is determined, in accordance with the rules of the Affordable Care Act (ACA).

Under the ACA, employers are required to report specific benefits information to IRS on "full-time" employees as defined by the ACA. A "full-time" employee is generally an employee whose works on average 130 hours per month. ACA full-time status can affect or determine major medical benefits eligibility but is not a guarantee of benefits eligibility. Infoblox uses the look-back measurement method to determine group health plan eligibility.

**NEW EMPLOYEES HIRED TO WORK FULL-TIME:** If you are hired as a new full-time employee (work on average 130 or more hours a month), you and your dependents are generally eligible for group health plan coverage as of 12-month.

**NEW EMPLOYEES HIRED TO WORK A PART-TIME, VARIABLE HOUR OR SEASONAL SCHEDULE:** If you are hired into a part-time position, a position where your hours vary and Infoblox is unable to determine—as of your date of hire—whether you will be a full-time employee, or you are hired as a seasonal employee who will work for six (6) consecutive months or less (regardless of monthly hours worked), you will be placed in an initial measurement period (IMP) of 12 months. Your IMP will begin on your date of hire. If, during your IMP, you average 130 or more hours a month, you will become full-time and, if otherwise eligible for benefits, you will be offered coverage by the first of the month after your IMP ends. Your full-time status will remain in effect during an associated stability period that will last 12 months. If your employment is terminated during that stability period, and you were enrolled in benefits, you will be offered coverage under COBRA.

**ONGOING EMPLOYEES:** An ongoing employee is an individual who has been employed for an entire standard measurement period. A standard measurement period is the 12-month period during which Infoblox counts employee hours to determine which employees work full-time. Those employees who average 130 or more hours a month over the standard measurement period will be deemed full time and, if otherwise eligible for benefits, offered coverage as of the first day of the stability period associated with the standard measurement period. Full-time status will be in effect during an associated stability period for 12 months. If your employment is terminated during a stability period, and you were enrolled in benefits, you will be offered continued coverage under COBRA.

Infoblox uses the standard measurement period and associated stability period annual cycle set forth below:

**MEASUREMENT PERIOD:** November 1 through October 30. Time to determine if you work 130+ hours per month on average – used to establish if you are "full-time" or "part-time" for medical eligibility.

**STABILITY PERIOD:** January 1 through December 31. Time during which you will be considered "full-time" or "part-time" for medical plan eligibility - based on hours worked during preceding Measurement Period.



This brochure highlights the main features of the Infoblox Employee Benefits Program. It does not include all plan rules, details, limitations, and exclusions. The terms of your benefit plans are governed by legal documents, including insurance contracts. Should there be an inconsistency between this brochure and the legal plan documents, the plan documents are the final authority. Infoblox reserves the right to change or discontinue its employee benefits plans at any time