

Connect With Your Benefits

2026 Benefits Highlights



BUILDING A SECURE FUTURE

At Proofpoint, we succeed when our people thrive—in their work, in their wellbeing, and in their lives. Our benefits are built to support you at every stage, offering comprehensive and competitive resources for today and for the future. As a cybersecurity leader, we earn customer trust by cultivating exceptional talent and creating an environment where people can do their best work. We are proud to provide the benefits and support that help you grow and succeed.

Eligibility

Full-time employees working 30 or more hours per week are eligible for most benefits starting on their date of hire. You may also enroll your spouse or domestic partner and dependent children up to age 26.

SECURING YOUR HEALTH

We offer a variety of medical plans to fit your needs—from Consumer Driven Health Plans (CDHPs) with a Health Savings Account (HSA) to PPO and HMO options.

Available in all locations

Cigna CDHP
Cigna PPO

Available to eligible California residents only

Kaiser CDHP
Kaiser HMO

Monthly Contributions

	Cigna CDHP/HSA	Kaiser CDHP/HSA	Cigna PPO	Kaiser HMO	Cigna Dental	VSP Vision
Employee Only	\$59	\$56	\$199	\$162	\$5	\$2
Employee + Spouse or Partner	\$309	\$297	\$800	\$706	\$33	\$3
Employee + Child(ren)	\$279	\$314	\$673	\$596	\$30	\$4
Employee + Family	\$450	\$421	\$1,100	\$1,000	\$59	\$7

FINDING BALANCE

Global Wellbeing Program

Proofpoint provides a variety of resources designed to support the overall wellbeing of you and your loved ones, including access to:

- Origin Financial Wellness
- Care.com
- Modern Health
- Wellhub

Maven Family Support*

Maven offers 24/7 virtual support for family planning, pregnancy, parenting, menopause, and more. Proofpoint fully covers you and your partner's Maven membership, so you can focus on receiving the care and support you need without worrying about the cost.

*This benefit is available to all employees regardless of gender, but is not available to interns and contractors.

PROTECTING WHAT'S IMPORTANT

EMPLOYER PROVIDED COVERAGE

Proofpoint provides basic life, accident, and disability insurance at no cost to you, offering financial protection and peace of mind.

Life & AD&D

2x base annual salary, up to \$1,200,000.

Short-Term and Long-Term Disability

Disability coverage provides up to 60% of your salary if you're unable to work. Short-Term Disability offers up to \$2,308 per week for 12 weeks, and Long-Term Disability provides up to \$20,000 per month after 90 days, both offset by other disability income sources.

Enhanced Leave Program

Paid time away under Proofpoint's Global Leave Enhancement program include time off for medical leave, caregivers, new parents, and more.

Business Travel Accident Insurance

Coverage for accidental death or dismemberment, emergency medical, and travel assistance services while traveling on business.

VOLUNTARY BENEFITS

Proofpoint offers a range of voluntary options, so you can tailor coverage to fit your unique needs.

Voluntary Life & AD&D

Voluntary Life & AD&D insurance is available to you, your spouse, and your children-these benefits serve as financial protection for you and your loved ones in the event of you or a covered family member passing away.

Legal Services

Legal services are available to you through a network of attorneys for various legal matters, such as creating a will, buying a house, navigating a divorce, and more.

Accident, Critical Illness and Hospital Indemnity Insurance

These voluntary benefits provide cash payment directly to you if you experience an accident, certain serious illnesses, or a hospital stay. You can use these funds to help cover out-of-pocket costs like deductibles, copays, or other everyday expenses.

GUARDING YOUR WEALTH

Health Savings Account (HSA)

An HSA (paired with the Cigna or Kaiser CDHP) is a long-term savings account you can use to pay for health care expenses.

You can contribute up to the annual IRS maximum: \$4,400 for individual coverage and \$8,750 for family coverage. An additional \$1,000 is allowed for those age 55 or older. Proofpoint provides quarterly contributions to your HSA (prorated based on hire date).

Flexible Spending Account (FSA)

FSAs allow you to set aside pre-tax money to pay for eligible healthcare and/or dependent care expenses.

- **Healthcare** – contribute up to \$3,400 annually
- **Limited Healthcare (dental & vision only)** – contribute up to \$3,400 annually
- **Dependent care** – contribute up to \$7,500 annually

401(k) Plan

Traditional, Roth 401(k) and After-tax with Roth In-Plan Conversion are available to help you save for retirement. Proofpoint matches up to 2.5% of your eligible compensation, capped at \$2,100 per year. To further assist with your retirement goals, Proofpoint offers personalized planning and advice, as well as a student loan match program

Commuter Benefits

Set aside pre-tax dollars up to \$340 for parking and \$340 for transportation per month.

ADDITIONAL RESOURCES



ONE-TIME HOME OFFICE STIPEND

- In support of and planning for a future where nearly all Proofpoint employees work in a hybrid approach, we provide a one-time home office stipend to all part-/full-time employees
- \$300 paid out to new hires, less applicable taxes; generally pays out within two (2) payroll cycles from start date
- Employees can spend the money on whatever they choose and there's no expense reporting, nor any need to submit receipts to anyone
- Contractors, consultants, and interns (summer and work-study) are not eligible for the one-time stipend
- Please note that this office stipend is a one-time-only award amount. If you require additional office items for medical reasons, please contact accommodations@proofpoint.com prior to making any purchases. It is important not to purchase office items ahead of time, as all items intended for medical needs require prior approval. At Proofpoint, we do not reimburse items purchased without prior approval from the Accommodations team.