

2025 Benefit Highlights

Connect with your benefits



Building a Secure Future

At Proofpoint, we earn the trust of our customers every day by providing them with advanced solutions in cybersecurity. We are a leader in our market and we take pride in attracting and retaining highly talented individuals who look beyond the ordinary. Our goal is to provide you with the resources you need to live a healthy life and enjoy success on the job. We are proud to offer great benefits that support your everyday needs and help you plan for your future.

Eligibility

Full-time employees working 30 or more hours per week are eligible from date of hire for most benefits (FSA and commuter benefits are effective first of the month following date of hire). Same or opposite sex spouses/domestic partners and dependent children up to the age of 26 are eligible for coverage under our benefit plans.

Securing Your Health

Medical

Proofpoint offers the following medical options:

- Cigna Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA)
- Cigna Preferred Provider Organization (PPO)

Employees in California may also be eligible for the following:

- Kaiser Health Maintenance Organization (HMO)
- Kaiser Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA)

Dental

Comprehensive coverage is provided through Cigna.

Vision

Vision care is provided by Vision Service Plan (VSP).

Finding Balance

Global Wellbeing Program

Proofpoint provides a variety of resources to help you focus on the overall wellbeing of you and your loved ones. These include access to:

- Origin Financial Wellness
- Care.com
- Modern Health
- Espresa (our global wellbeing activities, challenges, events, and company perks hub)

Monthly Contributions

	Cigna CDHP with HSA	Kaiser CDHP with HSA	Cigna PPO	Kaiser HMO	Cigna Dental	VSP Vision
Employee Only	\$47	\$45	\$182	\$149	\$5	\$2
Employee + Spouse or Partner	\$282	\$272	\$730	\$648	\$33	\$3
Employee + Child(ren)	\$255	\$288	\$614	\$547	\$30	\$4
Employee + Family	\$411	\$388	\$1,050	\$937	\$59	\$7

Protecting What's Important

Life & AD&D*

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

Voluntary Life & AD&D

Voluntary Life & AD&D insurance is available to you, your spouse, and your children through our plan with Lincoln Financial. These benefits serve as financial protection for you and your loved ones in the event of death.

Short-Term Disability (STD)*

Replaces 60% of your weekly salary after 14 days of disability or on the first day if hospitalized. Pays up to \$2,308 per week for up to 12 weeks, reduced by other sources of disability income, that is provided by state** disability coverage.

Enhanced Leave Program

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

Long-Term Disability (LTD)*

After 90 days of total disability, replaces 60% of your monthly salary up to \$20,000 per month, reduced by other sources of disability income.

Legal Services

Legal services are available to you through a network of attorneys for various legal matters. More information is linked here: [Proofpoint Legal Services](#).

Business Travel Accident Insurance*

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

Accident Insurance

Accident insurance provides a lump sum cash benefit for injuries from covered accidents.

* Coverage paid for by Proofpoint.

** Some states offer programs granting employees paid short-term disability benefits when they temporarily can't work.

Critical Illness Insurance

Critical Illness insurance provides a lump-sum payment to help offset out-of-pocket medical expenses and everyday bills in the event of a covered illness.

Hospital Indemnity Insurance

Hospital Indemnity insurance provides a fixed daily benefit to help cover out-of-pocket medical expenses and other costs related to a hospital stay.

Guarding Your Wealth

Health Savings Account (HSA)

You can contribute up to the annual IRS maximum: \$4,300 for individual coverage and \$8,550 for family coverage. An additional \$1,000 is allowed for those age 55 or older. Proofpoint provides quarterly contributions to your HSA.

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 \$3,300 annually
- Limited Healthcare (dental & vision only) – contribute up to \$3,300 annually
- Dependent care – contribute up to \$5,000 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 contributions up to 2.5% of your eligible compensation, capped at \$1,500 per year. To assist with retirement planning, Proofpoint also offers personalized planning and advice. More information can be found here: [Proofpoint 401\(k\)](#).

Commuter Benefits

Set aside pre-tax dollars up to \$325 for parking and \$325 for transportation per month.



Additional Resources Linked Below

[2025 Benefits Guide](#)

[2025 Kaiser CDHP Guide](#)

[2025 Cigna CDHP with HSA Guide](#)

[US Benefits Portal](#)

[Medical Plan Cost Calculator](#)