

# US Benefits Summary

## Step forward. Be you.

**There is no typical Pure employee.** Our differences push us to innovate. Great ideas drive our success, and we're committed to bringing together people who are excited to challenge the status quo and push limits. **You bring the passion, we'll support you to learn, grow, and innovate.**

**Pure Benefits reflects our people—unique, different, and highly specialized.** We're here to support you across critical life moments and everything in between.

Check out [purebenefits.com](https://purebenefits.com) to learn more about Pure's benefits.



# Stay healthy

*Benefit offerings at Pure are our commitment to celebrating and acknowledging the differences that make our company special. From individual and family insurance coverage to wellbeing and benefit perks, we have you—all of you—covered.*

For our medical, dental and vision plans, **Collective Health** is our concierge-level service provider and recordkeeper. Collective Health makes it easier for you to navigate and use Pure health care benefits ... all in one place with a personalized member portal and mobile app. You can view the cost of health care plans at [purebenefits.com](https://purebenefits.com).

## Medical

You have choices when it comes to medical benefits. We offer both a Preferred Provider Organization (PPO) Plan and High-Deductible Health Plan (HDHP) through Collective Health with a Blue Shield of California network so you can select which option is best for your lifestyle. Decide if you'd rather pay more up front and less at the doctor's office or vice versa.

If you live in California, you also have coverage options with Kaiser Permanente. You'll get care without a deductible through the Kaiser Health Maintenance Organization (HMO) Plan. However, this plan offers coverage only through in-network benefits.

If you are a benefit-eligible US Puritan, you, your spouse/domestic partner, and child dependents between the age of 18-26 also have access to comprehensive, virtual medical care through Crossover Health. COVID-19 testing and the flu vaccine will be available to all benefit eligible employees and dependents.

## Pharmacy benefits

Prescription drugs are covered through the PPO and HDHP plans through Express Scripts. Kaiser covers prescription drugs for the HMO Plan.

## Dental

Pure offers a fully covered PPO Basic Plan through Delta Dental. The PPO Basic Plan features an annual deductible and annual maximum amount. It offers fully covered preventive care with partial coverage for basic services, major services, and orthodontia.

There's also a PPO Plus Plan through Delta Dental with more coverage. You'll share the monthly payment for this coverage with Pure. In turn, you'll see a lower annual deductible, higher annual plan maximum, and increased coverage for services.

## Vision

Don't worry about vision coverage—it's fully covered by Pure. Offered through Vision Service Plan (VSP), the plan covers annual exams, a frame allowance, and contact lenses.



# Live your life

*We want Puritans to feel good about who they are—at work, at home, and out in the world. Wellbeing encompasses health, emotional, mental, and financial aspects of your life. We want you to stand out everywhere. And we're here to help.*

## Be mindful

Mental and emotional wellbeing mean different things for each Puritan. That's why we offer **flexible paid time off and holidays**. Take time and space to leave work behind, get out, and do what makes you tick. During times when you need to take extended time away from work—like when having a child or taking care of an ill loved one—you can take advantage of a **Leave of Absence**.

Your colleagues are here for you, too. **Employee Resource Groups** give Puritans with similar backgrounds or interests a way to connect and work together on things that matter to them. Take your pick from groups like Pure Pride, Rise (early in career), Coalition (under-represented groups), Pure Vets, Women@Pure, and others who help to create community and foster an environment of support, inspiration, and understanding.

We also have tools to help you through tougher times. Pure offers an **Employee Assistance and Resilience Program (EARP)**, plus **behavioral health** and **wellbeing programs**. These programs can help connect you with qualified experts to get the support you need.

## Be financially savvy

We want Puritans to be financially comfortable now and later in life. It's important to continuously take steps to make that happen.

Our **401(k) Plan** offers you the ability to save money for retirement. Put away pretax funds through payroll deductions, which are invested and accrue over time. Pure matches your contributions up to \$4,000 annually.

You can invest cash through the **Employee Stock Purchase Plan**. Buy Pure Storage stock at a discounted price—and hang on to it as we grow together.



## Be financially savvy (continued)

Need help with financial planning? Pure picks up the tab for a monthly subscription to **BrightPlan**, a digital financial planner. Use it to help you build a plan to pay off debt, save for the future, buy a home, connect with a certified financial planner, and more.

We also partner with **SoFi**, a financial service that can help you consolidate debt (like student loans or high credit card balances) with low interest rates. That means you might be able to get debt-free sooner.

If you're planning a trip—across the country or to the supermarket—**PerkSpot** can help you find discounts on a wide range of items.

If you need legal advice, we have you covered there, too. Get a free consultation with a lawyer through our partner, **Rocket Lawyer**. And, if you need to retain the lawyer, you'll receive a discounted rate for additional services.





# We have your back

Whether it's helping you pay for health care expenses, ensuring you and your family are insured in the event of an accident, or protection while traveling, Puritans have benefits for it.

## Save some cash

Puritans have access to three types of tax-advantaged accounts: **Health Savings Account (HSA)**, **Flexible Spending Account (FSA)**, and the **Commuter Account**. All accounts allow you to set aside some of your pay pretax, which lowers your total taxable income and the amount paid in taxes throughout the year.

- **HSA:** Set aside pretax money each pay period to use for qualified health care expenses, including deductibles, prescriptions, and more. The best part is that Pure also makes an annual contribution to the HSA. That's real cash to cover costs. (This account is paired with the medical HDHP.)
- **FSA:** You can elect to participate in **Health Care, Limited Purpose or Dependent Care** options.
  - The *Health Care FSA* is for those enrolled in the medical PPO Plan and allows you to set aside pretax funds for health care expenses.
  - The *Limited Care FSA* is for those enrolled in the medical HDHP. It supplements your HSA and allows you to set aside additional pretax funds for qualified dental and vision care expenses.
  - The *Dependent Care FSA* lets you set aside pretax funds for eligible child care and elder care expenses regardless of which medical plan you use.
- **Commuter:** Set aside pretax money to use on eligible expenses, such as train passes or parking.



## Protect you and yours

We support you by helping you look out for the best interests of your loved ones. Get the security to know that your loved ones will receive support if anything happens to you. Puritans receive **Basic Life** and **Accidental Death & Dismemberment** insurance at no cost. If you want extra protection, you can purchase additional **Supplemental Life** coverage for you and your dependents.

If you are unable to work due to a qualifying medical condition, Puritans receive automatic **Short- and Long-Term Disability** coverage. Be at ease knowing that your income is protected.

## Support for parents

Whether you're considering parenthood, looking to adopt, a surrogate parent, expecting, or busy warming bottles, Pure partners with **Cleo** to offer new parents comprehensive, personalized support from the start of pregnancy through your child's first year. Cleo is mobile friendly for support on the go and provides you with one-on-one expert sessions and workshops, resources for birth preparation and newborn care, sleep consultations, and more.

## Travel with peace of mind

When you're traveling for business, no matter where you are in the world, Pure's got you covered. Whether you need health care or experience an accident while you're traveling, you have benefits to help cover the cost and support you.

### International travel health insurance

If you travel internationally for business, Cigna Medical Benefits Abroad (MBA) provides urgent or emergent medical or dental care when outside your home country.

### Business travel accident insurance

Business Travel Accident (BTA) and Accidental Death & Dismemberment (AD&D) Insurance for both domestic and international travel is through Chubb Accident and Health.



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