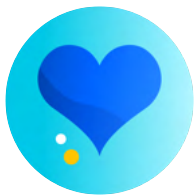




2021 Benefits & Perks

At Atlassian, we couldn't do what we do without you. That's why we're continually looking to enhance the ways we support you, your family, and the community with benefits programs and perks that allow you to do the best work of your life.



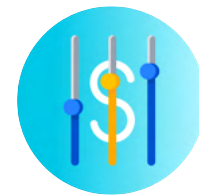
To Your Health

Atlassian wants to make sure that you and your family members have access to the best possible medical, dental and vision care available.



To Your Wellness

Atlassian believes that a happy mind and body makes a happy and successful employee, so we're pleased to offer exercise benefits and reimbursements, time-off, and complimentary lunches and snacks.



To Your Wealth

Peace of mind allows you to focus on other areas, like work! That's why we think it's important to ensure your home, family and funds are protected.

To Your Health

Medical ▾

Atlassian wants to make sure that you and your family members have access to the best possible medical care available. You can choose from three different medical plans, depending on your state of residence, all offering great coverage.

All regular employees scheduled to work 24 or more hours per week are eligible for medical coverage, as are their eligible dependents, including:

- Spouse
- Domestic partner
- Child(ren)
- Child(ren) of domestic partner
- Children can remain covered until age 26



Cost? Nothing! Atlassian pays 100% of all medical premiums for you and any enrolled dependents, regardless of the plan you choose. We stand by our commitment to make sure you and your family members have the best available medical coverage.



Medical Plan Comparison	Collective Health: Anthem PPO		Collective Health: Anthem HDHP		Kaiser HMO (CA Only)
	In Network	Out of Network	In Network	Out of Network	In Network
Lifetime Maximum Benefit	Unlimited		Unlimited		Unlimited
Deductible					
Individual	\$250	\$250	\$1,500	\$3,000	None
Family	\$750	\$750	\$3,000	\$6,000	None
Out of Pocket Maximum					
Individual	\$2,000	\$6,000	\$3,000	\$6,000	\$2,000
Family	\$4,000	\$12,000	\$6,000	\$12,000	\$4,000
Co-Insurance	10%	30%	10%	30%	N/A
Office Visit	\$20	Ded + 30%	Ded + 10%	Ded + 30%	\$20/\$40
Urgent Care	\$35	Ded + 30%	Ded + 10%	Ded + 30%	\$20 Copay
Preventive Services/ Well Baby Care	No Charge	Ded + 30%	No Charge	Ded + 30%	No Charge
Lab and X-ray	Ded + 10%	Ded + 30%	Ded + 10%	Ded + 30%	No Charge
MRI/CT/PET	Ded + 20%	Ded + 40%	Ded + 10%	Ded + 30%	\$100 Copay
Hospitalization	Ded + 10%	Ded + 30%	Ded + 10%	Ded + 30%	\$250 Copay
Outpatient Surgery	Ded + 10%	Ded + 30%	Ded + 10%	Ded + 30%	\$40 Copay
Emergency Room	\$100 (Waived if admitted) then 10%		Ded + 10%		\$100 Copay
Acupuncture	\$15 (15 per year)	Ded + 30%	Ded + 10%	Ded + 30%	\$20 Copay
Chiropractic Services	\$20 (24 per year)	Ded + 30%	Ded + 10% (24 per year)	Ded + 30%	Not Covered
Prescriptions					
- Rx Deductible*			Refer to medical deductible		
- Generic	\$10	Copay + 30%	Ded + \$10	Ded + 30%	\$10
- Brand	\$30		Ded + \$30		\$30
- Non-formulary	\$50		Ded + \$50		\$30
- Specialty	20% up to \$150	Not Covered	Ded + 20% up to \$150	Not Covered	\$30
Rates	Premiums paid by Atlassian		Premiums paid by Atlassian		Premiums paid by Atlassian

Kaiser HMO SBC 2021
[\(/media/14801/atlassian-kaiser-604142-sbc-2021.pdf\)](/media/14801/atlassian-kaiser-604142-sbc-2021.pdf)

Kaiser HMO Plan Summary 2021
[\(/media/14800/atlassian-kaiser-604142-plan-summary-2021.pdf\)](/media/14800/atlassian-kaiser-604142-plan-summary-2021.pdf)

Collective Health: Anthem PPO SBC 2021
[\(/media/14820/atlassian-collective-health-ppo-sbc-final-2021.pdf\)](/media/14820/atlassian-collective-health-ppo-sbc-final-2021.pdf)

Collective Health: Anthem HDHP SBC 2021
[\(/media/14819/atlassian-collective-health-hdhp-sbc-final-2021.pdf\)](/media/14819/atlassian-collective-health-hdhp-sbc-final-2021.pdf)

Collective Health: Anthem LiveHealth Online
[\(/media/7390/anthem-livehealth-online-flier.pdf\)](/media/7390/anthem-livehealth-online-flier.pdf)

Find a Kaiser Provider
<https://healthy.kaiserpermanente.org/southern-california/doctors-locations#/search-form>

Find an Anthem Provider
<https://join.collectivehealth.com/atlassian/getCare?planYear=2019&selectedMedicalPlan=2837&lat=37.79169&lng=-122.4035&locationQuery=465%20Pine%20St%202803&page=1&geolocate=1>

search...

Dental ▾



Collective Health is our dental care insurance provider, utilizing the Guardian network. Guardian's nationwide network of dentists provides you and your family members the flexibility to choose any dentist that you wish to use, with different reimbursement rates for in network dentists.

All regular employees scheduled to work 24 or more hours per week are eligible for dental coverage, as are their eligible dependents, including:

- Spouse
- Domestic partner
- Child(ren)
- Child(ren) of domestic partner
- Children can remain covered until age 26

Cost? Nothing! Atlassian pays 100% of all dental premiums for you and any enrolled dependents, regardless of the plan you choose. We stand by our commitment to make sure you and your family members have the best available dental coverage... period.



Dental	Collective Health: Guardian	
	In Network	Out of Network
Benefits		
Annual Max	\$2,000	
Orthodontia Lifetime Max	\$1,500 (Adult and Child)	
Deductible		
- Preventive	\$0	
- Basic (Individual/Family)	\$50/\$150	\$50/\$150
- Major (Individual/Family)	\$50/\$150	\$50/\$150
Coinsurance		
- Preventive	100%	
- Basic	90%	80%
- Major	60%	50%
- Orthodontia	50%	
Important Provisions		
- Endodontic Services	Basic	
- Periodontal Maintenance	Basic	
- Periodontal Surgery	Basic	
- Oral Surgery (Simple Extractions)	Basic	
- Oral Surgery (Complex Extractions)	Basic	
Usual & Customary	Negotiated Fee	90th Percentile
Rates	Premiums paid by Atlassian	

[Collective Health Dental Plan Summary 2021 \(/media/14798/atlassian-dental-benefit-summary-english-2021.pdf\)](#)

[Find a Dental Provider \(umb://document/41919a7884f14571819a9bb15229d390\)](#)

Vision ▾

We have selected Collective Health as our insurance provider, utilizing the premier vision care plan, VSP. VSP has the largest nationwide network of vision care providers in the US and this gives you and your family the flexibility to choose any provider that you wish.



All regular employees scheduled to work 24 or more hours per week are eligible for vision coverage, as are their eligible dependents, including:

- Spouse
- Domestic partner
- Child(ren)
- Child(ren) of domestic partner



- Children can remain covered until age 26



Cost? Nothing! Atlassian pays 100% of all vision plan premiums for you and any enrolled dependents, regardless of the plan you choose. We stand by our commitment to make sure you and your family have the best available dental coverage... period.



Vision	Collective Health: VSP	
	In Network	Out of Network
Benefits		
Office Visit Copay	\$10	
Materials Copay	\$25	
Eye Exam Reimbursement	100%	Up to \$50
Lenses		
- Single Vision	100% Covered after Copay	Up to \$50
- Bifocal		Up to \$75
- Trifocal		Up to \$100
Contact Lenses	\$150	Up to \$105
Frame Allowance	\$150 + 20%	Up to \$70
Frequency		
- Eye Exam Reimbursement	Every Calendar Year	
- Lenses	Every Calendar Year	
- Frames	Every Other Calendar year	
Rates	Premiums paid by Atlassian	

Collective Health: Vision Summary VSP
Signature Network 2021
(/media/14795/atlassian-vsp-plan-summary.pdf)

Find a Vision Provider
(umb://document/41919a7884f14571819a9bb15229d390)

Collective Health: Mobile App & Online Portal ▾

Collective Health is here to help!

With Collective Health's Mobile App and Online portal, you can:

- Check your plan details
- Track your spending
- File claims
- Find a doctor or dentist in your network
- Ask Collective Health questions
- Have your Anthem, Guardian and VSP card on you, always

Once you receive your welcome email, you must sign in to <https://my.collectivehealth.com> (<https://my.collectivehealth.com>) to set up your personalized account.

Go online to learn the details about your plans and more: join.collectivehealth.com/Atlassian (umbraco/join.collectivehealth.com/Atlassian)

Need more help? Call a Member Advocate for a more human touch: **833-440-1638** (Monday through Friday, 5am to 6pm PST)

- This video link brings you to the 90 second Collective Health video, which may also be useful:
 - <https://vimeo.com/234056590/f7fd9b8c2a> (<https://vimeo.com/234056590/f7fd9b8c2a>)



Collective Health Medical Dental Vision Find Care How We Help Enroll

All Plans CDHP **PPO 500** In-Network **ATLASSIAN**

What's on this plan

Tip: Keep in mind that out-of-network costs may be subject to BALANCE BILLING >

Top Benefits * Premium perk included

<p>PREVENTIVE CARE ></p> <p>In-network: FREE Out-of-network: 30%</p>	<p>DOCTOR OFFICE VISITS ></p> <p>Primary Care (In-network): \$20 Specialist (In-network): \$45 Out-of-network: 30%</p>
<p>PHARMACY ></p> <p>Generic Drugs: \$10 Preferred Brand Drugs: \$30 Non-Preferred Brands: \$60</p>	<p>LABS ></p> <p>In-network: 10% Out-of-network: 30%</p>
<p>MATERNITY ></p> <p>Primary Care (In-network): \$20 Delivery (In-network): 10% Out-of-network: 30%</p>	<p>URGENT CARE ></p> <p>In-network: \$50 Out-of-network: \$50</p>

Collective Health: Web And Phone Flyer 2021 (/media/14821/atlassian-collective-health-web-and-phone-flyer.pdf)

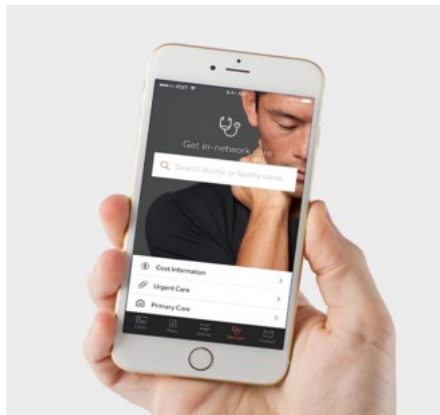
Collective Health: Claims Assistance ▾

Collective Health is here to help! Once you receive your welcome email, you must sign in to <https://my.collectivehealth.com> (<https://my.collectivehealth.com>) to set up your personalized account. Email, call or chat with a Collective Health Member Advocate about your questions regarding your Anthem, Guardian and VSP claims.

- All emails are responded to within 12 business hours
- More than 85% of all calls answered within 30 seconds of less!!

Monday through Friday, 6am to 6pm Pacific

Call - 833-834-1171



Collective Health: Searching for a Provider ▾

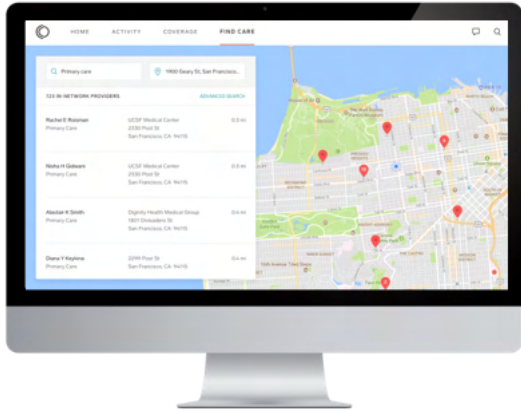
With Collective Health's Mobile App and Online Portal you can search for an In-Network doctor, dentist or facility whether you're at home or on-the-go.

If you haven't registered yet, you can look up providers at <https://join.collectivehealth.com/atlassian> (<https://join.collectivehealth.com/atlassian>). After you are registered, you will be able to use your member portal to find providers. You can login to your member portal at <https://my.collectivehealth.com> (<https://my.collectivehealth.com>).

You can also contact Collective Health's Atlassian Member Advocate line to further assistance with finding an In-Network Provider:



Call 833-440-1638



To Your Wellness

A Place to Grow ▾

Take control of your own development at Atlassian with a variety of resources to support your personal and professional growth.

Opportunities

Whether it's growing in your current role, or moving to a new one, we'll support you along the way. We'll even spring for up to \$3,000 for pre-approved role-related training or tuition.

Growth

Drive your own development with free access to tools, in-depth onboarding, robust manager support, and plenty of other self-service resources.

Supporting You

There are boundless development opportunities for you to discover, along with plenty of opportunities to learn from your peers, honing your skills on the job, or crafting your learning journey with your manager.

Shipt

Every quarter, we give you 24 hours of total freedom to work on whatever your heart desires. What inspires you? Dream up that solution. Then present it to your peers. You've got 24 hours...go!

Peer to Peer Recognition ▾

Has a fellow Atlassian gone above and beyond big time? Our kudos program allows you to say thanks and recognize their efforts with a special "kudos" and gift especially for them.

Paid-Time Off ▾

We all need to relax and recharge periodically and Atlassian maintains a culture that encourages this! Atlassian provides a variety of time-off programs for vacation, sick, holidays, leaves and more..

Sick/Vacation

Exempt employees have a flexible non-accrued vacation policy.



Non-Exempt employees accrue 15 days of vacation, 2 floating holidays, as well as 9 sick days per year.



Foundation Leave

Be the change in your community. You can take up to 5 paid days a year to volunteer at your favorite charity. For every \$1 you donate, up to \$1k, Atlassian will match it.

Paid Parental Leave

Atlassian provides a generous parental leave policy, which provides birthing parents up to twenty-six (26) weeks of paid time off with 100% pay in coordination with any eligible state/private disability and paid family leave insurances.

Non-birthing parents can take up to twenty (20) weeks of paid time off with 100% pay, in coordination with any eligible state/private paid family leave benefit.

In addition, Atlassian provides various types of paid and unpaid leave for US employees as applicable to federal, state, and local laws, such as:

- **Medical**
- **Family Care**
- **Bereavement**

The company-paid leave is inclusive of company holidays that fall during the leave period, and the leave will run concurrently with any statutory leaves, as allowed under local law. The company-paid leave will be inclusive of any other statutory payments, benefits, or insurance payments the employee is eligible to receive during the same period.

Fitness & Wellness Reimbursement Plan ▾

We want to encourage all Atlassians to maintain great health and wellness. A major part of a healthy lifestyle is exercise, so we'll reimburse employees up to \$600 each calendar year for eligible fitness and wellness related activities including:

- Gym Membership
- Fitness Center, Club, or Studio Membership
- Health Center or Club Membership
- Personal Trainer
- Pilates, Tai Chi
- Martial Arts, Karate, Kick Boxing, Tae Kwan Do
- Rock Climbing
- Yoga Ski/Snowboard pass
- Marathon or other competitive event entry fees
- Bike repair and safety equipment

Additional fitness and wellness activities are available.

Discounted Gym Membership: 24 Hour Fitness ▾

Wiser encourages all employees to maintain great health and wellness. A major part of a healthy lifestyle is exercise, so we have made it easy to find fitness options near work or your home. Wiser provides a discounted gym membership to all benefited employees and discounted rates for their family members too.

One of the discounted gym memberships we sponsor is to 24 Hour Fitness. 24 Hour Fitness has locations everywhere you are! Where is the closest 24 hour fitness? Visit www.24hourfitness.com (<http://www.24hourfitness.com/>)for location information.

To receive information on your discounted pricing send an email to 24hour@proco.global (<mailto:24hour@proco.global>).

24 Hour Gym Client Discount Flyer - NY NJ
MD VA HI SF Bay Area
(/media/15014/proco-24-hour-gym-client-discount-flyer-2020-ny-nj-md-va-hi-sf-bay-area-3312021.pdf)

24 Hour Gym Client Discount Flyer -
Excludes NY NJ MD VA HI SF Bay Area
(/media/15013/proco-24-hour-gym-client-discount-flyer-2020-excludes-ny-nj-md-va-hi-sf-bay-area-3312021.pdf)





Online Fitness, Wellness & Social Activities -

For those of you Exercise addicts out there, we have just the thing! Atlassian offers online classes. A great way to break up the work day and get your exercise fix!

Variety of online fitness, wellness and social activities available!

Employee Assistance Program -

This service, provided through Workplace Options, offers you and your family support with any work or personal issue, including short-term professional counseling and connecting you to local resources to help you manage emotional, physical, financial and social needs.

Unlimited EAP services:

- Access to a live counselor – 24/7
- In-person assessments
 - telephonic & video options
- Short-term counseling (5 sessions per incident each year)
- Referrals to long-term or specialized counseling

Unlimited Work/Life assistance:

Services including information, counseling, and referral resources for:

- Dependent Care (Child & Adult Care)
- Information Services (Daily Living Support)
- Wellness and health
- Legal and financial

THE SERVICE:

- is free - no cost to you
- is confidential
- is available 24 hours a day, 7 days a week, 365 days a year
- can be accessed in multiple ways

BrightPlan - Financial Wellness -

We have partnered with BrightPlan to offer you a company sponsored financial wellness benefit. BrightPlan can help you achieve your most important financial life goals.

With BrightPlan you can:

- Take the pulse of your financial health
- Create a custom plan for every goal
- Get on-demand coaching and Smart Budgeting
- Meet with an advisor
- Financial education on-demand with access to short videos, webinars, articles, and upcoming events.

The \$15 per month fee can be paid with your Atlassian wellness stipend! Enroll now to get started!

Modern Health - Mental Wellbeing -



Create a personalized care plan to maintain or improve your mental health and resiliency. Modern Health is a global mental health platform that provides access to a full spectrum of resources - so that you can get the type of care you need, when you need it.



All Regular full-time and part-time employees in all locations can access:

- Digital courses and meditations through the Modern Health app
- 6 in-app video visits per year and unlimited texting with a **coach**
- 6 in-person or video visits per year with a **licensed therapist** (also available to up to 3 dependents including your spouse/partner and children)

Wellthy - Care Coordinator ▾



A dedicated care professional to support you and those you love.

With Wellthy, your family is matched with a dedicated Care Coordinator. Your Care Coordinator will help tackle the logistical and administrative tasks of caring for the ones you love, including yourself. Wellthy is well suited for helping with complex, chronic, or ongoing care needs.



Aging

For aging family members dealing with all kinds of life changes



Mental Health

Ongoing support for those loved ones who may be struggling



Special Needs

Advocacy, expertise and partnership for special families



Financial Hardship

Support for hard working families feeling financially strained



Veteran Support

Helping our heroes and their families get the help they deserve



Health Conditions

Handling a tough diagnosis or ongoing condition

U.S.-based Atlassians have access to Wellthy at no cost. Visit wellthy.com/atlassian (<https://wellthy.com/atlassian/>) to learn more.

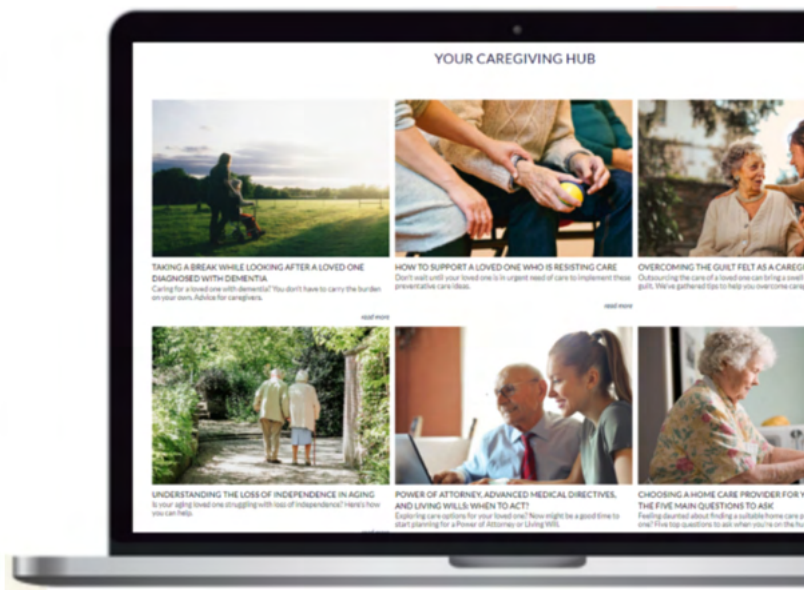




Parent and Caregiver support platform available to all Atlassians

- Articles & Videos
- Checklists
- Caregiving hub
- Wellness hub
- Conversation guides
- Webinars
- Real stories and case studies

How It Works (<https://circlein.com/how-it-works/>)



To Your Wealth

Life Insurance -

We really value family. That is why we want to make sure that your family is protected.

Atlassian provides all full-time employees with life insurance and accidental death & dismemberment insurance beginning on their date of hire. You name the beneficiary of your choosing and change it as needed.



Basic Life and AD&D		Standard	
Benefits			
Class	<input type="text" value="search..."/>	All Eligible Employees	<input type="button" value="Q"/>
Benefit Amount		2x Salary up to \$500,000	

Basic Life and AD&D		Standard
AD&D Benefit		2x Salary up to \$500,000
Guaranteed Issue		\$500,000

Standard Basic Life and AD&D Summary 2021 (/media/14802/atlassian-standard-basic-life-plan-summary-2021-original-copy.pdf)

Standard Life Services Toolkit (/media/6527/standard-life-services-toolkit-ee.pdf)

Travel Assistance Wallet Card (/media/11684/travel-assistance-wallet-card.pdf)

Voluntary Life and AD&D -

- You can buy additional life insurance and AD&D coverage for yourself and your spouse/domestic partner and children.
- You are eligible to purchase additional life insurance in increments of \$10,000 up to a maximum of \$1,000,000 or 6x your salary.
- You are eligible to purchase a separate benefit of Accidental Death and Dismemberment (AD&D) insurance.

When you sign up for coverage during the initial enrollment period, Standard will guarantee up to amounts listed below (Age Reduction Schedule applies starting at age 65).

Note: You can't buy more coverage for your spouse and child(ren) than you buy yourself. Coverage is limited to 100% of Employee Coverage.

Standard	
Benefits	
Benefit Amount	\$10,000 Increments up to \$1,000,000 or 6x Salary
AD&D Benefit	\$10,000 Increments up to \$1,000,000
Vol Life Guarantee Issue - Employee	\$300,000
Vol Life Guarantee Issue - Spouse	\$50,000
Vol Life Guarantee Issue - Children	\$10,000
Vol AD&D Guarantee Issue	100% Guaranteed Issued
Age Reduction Schedule	At age 65, benefit reduced by 35% At age 70, benefit reduced by 50%
Spouse Benefit	\$5,000 up to \$250,000
Child Benefit	up to \$10,000

Standard Voluntary Life Summary 2021 (/media/14794/atlassian-standard-vol-life-plan-summary-2021-original-copy.pdf)

Standard Voluntary AD&D Plan Summary 2021 (/media/14793/atlassian-standard-vol-add-plan-summary-2021-original-copy.pdf)

Q



Business Travel Accident -

When traveling on business for Atlassian, you and any of your accompanying dependents are protected up to \$500,000 for emergency medical needs under the Atlassian Business Travel Accident plan.

[Welcome Kit Medical Benefits Abroad \(/media/11913/welcome-kit-medical-benefits-abroad.pdf\)](/media/11913/welcome-kit-medical-benefits-abroad.pdf)

[MBA Benefits At A Glance Eligibility Update \(/media/11914/mba-benefits-at-a-glance-eligibility-update.pdf\)](/media/11914/mba-benefits-at-a-glance-eligibility-update.pdf)

Disability Plans -

Short-Term Disability

The short-term disability plan is designed to protect all full-time employees with income if they are unable to work due to injury, illness or other eligible event, including maternity. All employees are automatically enrolled in this benefit as of their date of hire and Atlassian pays 100% of the cost.

Long-Term Disability

The long-term disability plan is designed to protect and provide all full-time employees with income if they are unable to work for a period longer than 90 days due to injury or illness. This is an extremely important benefit, in that it will provide disability income to age 65 in the case of a total permanent disability. All employees are automatically enrolled in this benefit as of their start date. All employees are automatically enrolled in this benefit as of their date of hire and Atlassian pays 100% of the cost.

Standard Employee Assistance Plan

Standard EAP provides confidential referral and counseling services when you need a bit of extra support in your personal life and professional life.



Disability	Short Term	Long Term
Benefits		
Benefit Percentage	67% of your weekly salary up to \$2,500 max	67% of your monthly salary
Benefit Maximum	Top up to 100% of your salary paid by Atlassian	\$10,000
Elimination Period	7 days	90 days
Maximum Duration	90 days	SSNRA
Own Occupation	-	2 years
Pre-existing Exclusion	None	3/12

search...



Standard LTD Plan Summary 2021
 (/media/14113/atlassian-standard-ltd-plan-summary-2021-original-copy.pdf)

Standard EAP Flyer (/media/6526/standard-eap-flyer.pdf)

Health Savings Account (HSA) -

You are eligible to open an HSA if you are enrolled in the Collective Health Anthem HDHP with HSA plan. Our HSA administrator is *HealthEquity*.

How do Health Savings Accounts work?

- Can only be opened if your medical plan is HSA-compatible.
- Allows employers and employees to set federally pre-tax dollars aside for qualified medical expense use.
- Funds contributed to your health savings account ROLL OVER every year.
- Funds contributed always remain with the employee and cannot be returned.
- Individuals receiving HSA contributions CANNOT have other health insurance in place (including Medicare).

Investing your HSA

- Just like a traditional savings account, your HSA earns interest which is not taxed.
- This makes your HSA an effective component of your retirement strategy. Once your account meets a certain threshold (\$2k), you can invest in mutual funds to maximize your HSA earning potential.

Options to fit your needs:

- No-risk, federally-insured cash account
- Low-risk Yield Plus
- Varying risk mutual funds

For a complete list of expenses covered by your HSA; see **IRS Publication 502, "Medical & Dental Expenses"** (<http://www.irs.gov/pub/irs-pdf/p502.pdf>)

2021 Health Savings Account Maximum Elections	
Individual	\$3,600
Family	\$7,200
2021 Atlassian Employer Contributions	
Individual	\$1,000/annual
Family	\$2,000/annual

Flexible Spending Account (FSA) -

The **Flexible Spending Account (FSA)**, administered by *HealthEquity|Wageworks*, allows you to make pre-tax deductions from payroll and then use those pre-tax funds to pay for eligible expenses. There are two separate FSA elections that can be made: Healthcare FSA and Dependent Care FSA. Once your annual election is made, it will be divided by the remaining pay periods in 2021 and be deducted from payroll. You then submit eligible expenses to *HealthEquity|Wageworks* (online, fax, debit card, etc.) and will be reimbursed promptly.

2021 Maximum FSA Elections

- Medical FSA: \$2,750
- Dependent Care FSA: \$5,000

Healthcare FSA Qualified Expenses

- Copays
- Prescription copays
- LASIK
- Dental costs

Dependent Care FSA Qualified Expenses



- Preschool
- Babysitting
- Summer camps
- After school programs



[FSA Quick Start Guide \(/media/2635/fsa-quick-start-guide.pdf\)](/media/2635/fsa-quick-start-guide.pdf)

Commuter Benefits ▾

Commuter plan currently suspended until further notice due to the pandemic

If you are commuting to work using public transportation or paying for parking at work, we want to help you out!

Atlassian has selected *HealthEquity|Wageworks* to assist with convenient payment of public transportation and commuter services with pre-tax deductions directly from your paycheck. Atlassian provides a subsidy of \$42 per month.

2021 Pre-tax Limit:

- Parking \$270 per month
- Transit Pass/Commuter Vehicle \$270 per month

[Wageworks Commuter Quick Start Guide \(/media/2634/wageworks-commuter-quick-start-guide.pdf\)](/media/2634/wageworks-commuter-quick-start-guide.pdf)

Retirement ▾

Working hard should equal a relaxing retirement. We want to help each and every Atlassian save for the future. That is why we provide a 401(k) plan, administered by *Fidelity*, that is second to none.

You can defer up to 80% of your pay each pay period utilizing our Traditional (pre-tax) 401(k) and/or Roth (after-tax) 401(k) up to the IRS maximum allowable contribution each year. The plan also includes 100% dollar for dollar matching up to 4% of your eligible compensation. This is our way of helping you achieve your retirement goal, whatever it may be!!

You can also save an additional 10% after-tax (non-Roth) into the 401(k). These funds are not eligible for the dollar for dollar match. This additional savings above the regular IRS limit and these funds can also be converted to Roth for more tax-free funds in retirement!

You can invest your savings in one of two ways. Choose a target-date fund, which chooses the level of risk in your portfolio based on an estimated retirement age of 65, or create your own portfolio by selecting from our lineup of core funds.

Maximum Deferral

- Individual—\$19,500
- Additional Catch-Up Contribution (Age 50+)—\$6,500

Company Matching Contribution

- 100% company match (dollar for dollar), up to 4% of eligible compensation
- Compare this to our peer group... another area where our corporate philosophy of taking care of our own is on full display!

Vesting Provisions

- You are always 100% vested in the funds that you defer as well as the company matching funds! You are important to us!

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Atlas Shop Discount Program ▾



Atlassian's program through *Rewards Gateway* provides deep discounts available from thousands of vendors in the U.S. and Australia. Purchase through the Atlas Shop portal and receive instant cash back into your account.

You can then use that cash for future purchases, gift cards, or cash out!

Back-up Child and Adult Care ▾

For those of you with little ones at home, we know it doesn't come without challenges. High quality daycare for your children is your #1 priority and it sometimes is difficult to navigate.

Atlassian has partnered with *Bright Horizons* to provide you with high quality back-up child care and elder care when your regular caregiver is not available. Features are as follows:

- In home or care or use one of the many Bright Horizon facilities
- Over 95% of emergency child care requests successfully filled
- Simple access, online or by phone, 24/7/365
- Carefully and thoroughly screened providers
- High capacity that ensures coverage for all ages
- Highly skilled teachers who are adept at working with children in new surroundings
- Classrooms and our own back-up child care curriculum for school-aged children
- Ability to provide care for children with special needs

*Adult care included as well!

Bright Horizons Overview
(/media/7628/benefit-
overview_atlassian_ntx5002-1.pdf)

Referral Program ▾

We're growing fast. Which means we need your help to find amazing talent to bring to the team. A successful employee referral can earn you a generous \$5k, paid after 3 months.

Anniversary Awards ▾

At Atlassian, your dedication and commitment is recognized. Take a few extra days off at 3 years of service. After 5 years of service, Atlassian will reimburse employees up to \$3,000 for a vacation of their choice. Bon voyage! Felices viajes! Buoni viaggi! Goede reis! Ligtas na paglalakbay!

Workspace Your Way ▾

Whether you're based in an office or working remotely, we provide the tools or financial support to make your workspace work for you.



Disclaimer: This website is not intended to be a complete description of these benefits. For more complete details, refer to the Summary Plan Description ("SPD"), the plan documents and policies. If there is any conflict between the information presented here and the official plan documents, the plan documents will govern. Atlassian reserves the right to modify or terminate any of the benefits described here at any time. The descriptions of these benefits are not guarantees of current or future employment or benefits.