

# NUTANIX®

## 2019 Benefits @ a Glance

[www.nutanixbenefits.com](http://www.nutanixbenefits.com)

### Life @ Nutanix

Free healthcare, daily lunches, and massages are just the beginning...

- Family-style catered lunches, snacks and beverages\*
- Flexible vacation and volunteer time off
- Massages, wellness activities and fitness center\*
- Game rooms – billiard, ping pong, foosball and ball pit\*

\*some locations

### Life @ Nutanix

Regular **Full-Time** employees working at least 30 hours per week are eligible for benefits on their date of hire. *Important* - enrollment with the carriers must first be completed in order to utilize the benefit plans.

### Medical

Nutanix pays 100% of medical plan premiums for you and your family - no payroll deductions! Also, both medical plans pay 100%\* for in-plan/in-network services, with no deductible. This means when you see in-network providers for covered services, there's no out-of-pocket cost to you. You pay the deductible and coinsurance under the United Healthcare POS Plan when you utilize out-of-network providers and services.

\*Kaiser participants have a Nutanix-funded HRA that reimburses up to the annual out-of-pocket maximum.

Medical Plans			
	United Healthcare POS		Kaiser HMO (CA Only)
<b>Annual Deductible</b> (single/family)	\$0/\$0 in-network \$6,000/\$12,000 out-of-network		\$0/\$0 in-network
<b>Coinsurance</b>	0% in-network 40% out-of-network		Not applicable for most services
<b>Annual out-of-pocket maximum</b> (single/family)	\$0/\$0 in-network \$10,000/\$20,000 out-of-network		\$1,500/\$3,000
<b>Office Visit</b>	0% in-network 40% out-of-network		\$20 copay (most primary care and specialist visits)
<b>Preventive Care</b>	\$0 in-network Not covered out-of-network		\$0
<b>Prescription</b>	In-Network	Out-of-Network	In-Network
Retail Pharmacy	31 day supply	31 day supply	30 day supply
• Generic	\$0 copay	\$10 copay	\$10 copay
• Preferred Brand	\$0 copay	\$30 copay	\$30 copay
• Higher –cost Brand	\$0 copay	\$50 copay	\$30 copay
Mail Order Pharmacy	Up to a 90-day supply	Not Available	Mail-Order is usually two times the plan pharmacy cost sharing for up to a 100-day supply

**UHC Medical Services:** [www.welcometouhc.com/nutanix](http://www.welcometouhc.com/nutanix) 844-636-5296

**UHC Mental Health Services:** [www.liveandworkwell.com](http://www.liveandworkwell.com)

**Kaiser:** [www.kp.org](http://www.kp.org) 800-464-4000

## Dental

Nutanix pays for 100% of the dental plan for employees and their family – there are no payroll deductions!

Delta Dental PPO		
	In-Network	Out-of-Network*
<b>Deductible</b> (Single / Family)	\$0 / \$0	
<b>Preventive</b> Exams, cleanings, x-rays, sealants	100%	100%
<b>Basic Services</b> Fillings, simple extractions	100%	80%
<b>Endodontics</b> (root canals) Covered under Basic Services	100%	80%
<b>Periodontics</b> (gum treatment) Covered under Basic Services	100%	80%
<b>Oral Surgery</b> Covered under Basic Services	100%	80%
<b>Major Services</b> Crowns, inlays, onlays and cast restorations, bridges and dentures, implants	80%	50%
<b>Calendar Year Maximum</b>	\$2,000 per person each calendar year	
<b>Orthodontia</b>	50% of costs up to \$2,000 per member (lifetime max)	

\*Out-of-network & Premier Delta Dental dentist may "balance bill" amounts above what is allowed by the plan.

**Delta Dental:** [www.deltadentalins.com](http://www.deltadentalins.com) 800-765-6003

## Vision

Nutanix pays for 100% of the vision plan for employees and their family – there are no payroll deductions!

VSP Vision Plan		
	In-Network	Out-of-Network
<b>Eye Exam</b>	100% (every calendar year)	Up to \$45 (every calendar year)
<b>Corrective Lenses</b> • Single • Lined Bifocal • Lined Trifocal • Progressive	100% 100% 100% 100% (every calendar year)	Up to \$30 Up to \$50 Up to \$65 Up to \$50 (every calendar year)
<b>Frames</b>	Up to \$300, then 20% discount on balance (every calendar year)	Up to \$70 (every calendar year)
<b>Contact Lenses</b> (in lieu of glasses)	• Up to \$300 if elective • Covered in full if medically necessary (every calendar year)	• Up to \$105 is elective • Up to \$210 if medically necessary (every calendar year)

**VSP:** [www.vsp.com](http://www.vsp.com) 800-877-7195

## Health Advocate

Telephone resource that provides personalized support for a range of healthcare issues such as:

- Find doctors and specialists in your area
- Schedule appointments
- Resolve claims issues

**Health Advocate:** [www.healthadvocate.com/members](http://www.healthadvocate.com/members) 866-695-8622

## Flexible Spending Accounts (FSAs), Health Reimbursement Account (HRA) & Commuter Benefit Program (CBP)

Nutanix partners with VitaFlex (Vita) to manage our Kaiser HMO Medical HRA, Flexible Spending Accounts and Commuter Benefit Program.

### Kaiser HMO

- Vita processes copays for hospital stays, doctor’s visits and prescriptions at 100% until you reach your annual out-of-pocket maximum (\$1,500 for individual coverage or \$3,000 for family coverage)
- Download the Vita Mobile app for your smartphone to take a picture of your healthcare receipts and upload them directly to your Vita account for fast claims processing, or
- Scan your healthcare receipts and upload them for easy claims processing through the Participant Portal on Vita’s website

### Flexible Spending Account (FSA) Annual Contributions

- Healthcare Account: \$100 minimum; \$2,700 maximum pre-tax dollars
- Dependent Care: \$100 minimum; \$5,000 maximum pre-tax dollars

### Commuter Benefit Program (CBP) Monthly Contributions

- Transit Expenses: \$265 pre-tax dollars
- Parking Expenses: \$265 pre-tax dollars

Vita: [www.vitacompanies.com](http://www.vitacompanies.com) 800-424-3052

## Financial Security

Nutanix offers income protection coverage through The Hartford for Life and AD&D insurance, disability programs (both short-term and long-term) as well as voluntary life and AD&D insurance for yourself, spouse/domestic partner and child(ren).

### Basic Life and AD&D

- Premiums are paid by Nutanix
- 3X your base annual earnings, up to \$1,000,000

### Voluntary Life and AD&D

Plans available to our employees, their spouse/domestic partner and child(ren)

- Employee: the lesser of \$1,000,000 or 6X your base annual earnings in \$10,000 increments
- Spouse/domestic partner: the lesser of \$500,000 or no more than the employee’s combined basic life and voluntary life insurance coverage in \$5,000 increments
- Child(ren): up to \$1,000 maximum benefit (from birth to 6 months)  
up to \$20,000 in \$2,000 increments (from 6 months to 26 years)

The Hartford: [www.thehartfordatwork.com](http://www.thehartfordatwork.com) 888-563-1124

## Disability Programs

The Hartford Disability Programs		
	Short Term Disability (STD)	Long Term Disability (LTD)
Who Pays	Nutanix	Nutanix
Benefits Provided	Up to 60% of your weekly base salary	Up to 60% of base monthly salary
Maximum Benefit Payable	Up to \$2,310 per week*	Up to \$10,000 per month
Maximum Benefit Duration	Up to 26 weeks while on an approved leave	Until you’re no longer disabled or you reach normal retirement age, whichever comes first

\*If you elect to pay taxes on the Nutanix paid STD premium (“imputed income”), STD benefits are tax-free. Otherwise, STD benefits are taxable.

The Hartford: [www.thehartfordatwork.com](http://www.thehartfordatwork.com) STD & LTD 800-549-6514

## Retirement Plan

The Nutanix, Inc. 401(k) Plan, administered by Fidelity, is available to our employees to help save for retirement savings.

- Regular Full-time employees are immediately eligible to participate in the Plan
- You can contribute up to 100% of your pay, up to IRS plan limits in the Traditional (pre-tax) and/or Roth (post-tax) plans
- 2019 limits: \$19,000 per year and an additional \$6,000 for employees age 50 or older

Fidelity: [www.401k.com](http://www.401k.com) 800-835-5097

## Employee Stock Purchase Plan (ESPP)

By participating in our ESPP, eligible employees can purchase shares of our Class A common stock through automatic payroll deductions.

- Eligibility - Employees generally will be eligible to participate in the ESPP if employed by Nutanix and are scheduled to work for us for at least 20 hours per week and more than five months in any calendar year (meaning employees that are not short-term or seasonal employees).
- Enrollment - E\*TRADE enrollment periods open on or around March 1 and September 1 each year.
- Limitations
  - Contributions –up to 15 percent of eligible compensation to purchase shares during each offering period (limits detailed in the Prospectus).
  - Share Limit – no more than 1,000 shares in each approximately 6-month purchase period.
  - Other Limits – the right to buy shares under the ESPP may not accrue at a rate exceeding \$25,000 worth of shares per calendar year in which an offer is outstanding.
- Purchase price - The purchase price will be the lesser of (a) 85 percent of the fair market value of our shares on the first trading day of the offering period, or (b) 85 percent of the fair market value of our shares on the last day of the applicable purchase period.
- Withdrawal - Participants may withdraw from the ESPP at any time.

Please read the *Nutanix, Inc. 2016 Employee Stock Purchase Plan* and related documents, which are available on the E\*TRADE enrollment site and include complete program administration and eligibility details, plan operation Q&As, and tax and ERISA (Employee Retirement Income Security Act) information.

E\*Trade: [www.etrade.com](http://www.etrade.com) 800-838-0908

## Employee Assistance Program (EAP)

The global EAP offered through Optum is designed to help manage most any questions, problems or concerns that arise in work or personal life:

- 24/7 telephone counseling
- Face-to-face counseling –up to six sessions per issue
- Independent legal and financial advice, delivered by experts
- Specialist advice/general information about benefits, health care, social services, child and dependent care, pre-travel advice and identity theft support
- Dedicated help line for managers
- 24/7 lifestyle advice and support

Optum EAP: [www.liveandworkwell.com](http://www.liveandworkwell.com) (access code: nutanix) 866-248-4094

*This document highlights some of the provisions of the company's benefits programs as of January 1, 2019. Complete details may be found in the official plan documents. In case of a conflict between the information contained in this summary and the plan documents, the plan documents always prevail. In addition, the company reserves the right to amend or end these plans at any time for any reason with or without notice.*

*Nutanix is an Equal Opportunity Employer and does not discriminate on the basis of race, color, ancestry, national origin, religion, creed, age, disability (mental and physical) sex, gender (including pregnancy, childbirth, breastfeeding or related conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, military and veteran status, or marital status with respect to employment opportunities.*