

NUTANIX

2019 Benefits @ a Glance

www.nutanixbenefits.com

Life @ Nutanix

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

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

*some locations

Benefits Eligibility

Part-time employees scheduled to work 20-29 hours per week and employees in an **Apprenticeship** scheduled to work 20-40 hours per week are eligible for medical benefits on the first of the month following 60 days of employment. The Nutanix, Inc. 401(k) Plan, Employee Assistance Program (EAP) and Health Advocate programs are available upon your date of hire.

Medical

Nutanix pays 100% of the United Healthcare POS medical plan premiums for you and your family - no payroll deductions! Also, the medical plan pays 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 when you utilize out-of-network providers and services.

United Healthcare POS Plan		
Annual Deductible (single/family)	\$0/\$0 in-network \$6,000/\$12,000 out-of-network	
Coinsurance	0% in-network 40% out-of-network	
Annual out-of-pocket maximum (single/family)	\$0/\$0 in-network \$10,000/\$20,000 out-of-network	
Office Visit	0% in-network 40% out-of-network	
Preventive Care	\$0 in-network Not covered out-of-network	
Prescription	In-Network	Out-of-Network
Retail Pharmacy	31 day supply	31 day supply
• Generic	\$0 copay	\$10 copay
• Preferred Brand	\$0 copay	\$30 copay
• Higher –cost Brand	\$0 copay	\$50 copay
Mail Order Pharmacy	Up to a 90-day supply	Not Available

UHC Medical Services: www.welcometouhc.com/nutanix 844-636-5296

UHC Mental Health Services: www.liveandworkwell.com

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 866-695-8622

Retirement Plan

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

- Part-time employees scheduled to work between 20-29 hours per week and are at least 21 years old are eligible to participate upon your date of hire
- Employees in an Apprenticeship that scheduled to work 20-40 hours per week are eligible to participate in the Plan after working 1,000 hours and are at least 21 years old
- 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 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 800-838-0908

Employee Assistance Program (EAP)

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

- 24/7 telephone counseling
- Face-to-face counseling – you will receive 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 (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.