

Benefits Open Enrollment is November 6 to 17

**Important details inside —
explore the changes for 2024 and enroll**



Rebalancing Our Benefits Portfolio

Offering a rich and comprehensive benefits program is a significant part of our commitment to you. We strive to ensure that our plans work together to support your total wellbeing, including your physical, emotional, and financial health.

Enhancing our retirement plan

Great news! We'll match contributions to the 401(k) Plan starting in January 2024. The 401(k) is an important part of building toward a secure retirement. Current employees and new hires have requested an employer match, and we're very pleased to introduce this benefit.

Introducing paycheck deductions for health plans

Paycheck deductions, also known as premiums, are the amount you pay for health plan coverage. If you cover a spouse/domestic partner and/or children on your medical plan in 2024, you'll pay a portion of their cost to be covered starting in January. There is no cost for your own medical plan coverage. All coverage, including employee coverage, on dental and vision plans will have a nominal paycheck deduction in 2024.

We understand this is a big change and that you want to know why we're doing this. Currently, we spend the bulk of our U.S. benefits budget on healthcare and virtually nothing on retirement. We're choosing to reallocate funds so that over time we can provide a more balanced total rewards package.

Cost sharing for dependent medical, dental, and vision coverage is an industry standard and doesn't negate the tremendous value of our plans. Premiums for coverage under Nutanix plans are lower than our peer companies, and the benefits program overall is extremely competitive, even with the new dependent coverage premiums.

Rebalancing our portfolio allows us to provide a truly dynamic benefits program that offers optimal value, choice, and innovative wellbeing options over the long term.

This mailer will help you understand the changes and your choices. We've also included details of upcoming webinars and on-site events, and we encourage you to take advantage of these and other resources.



- **Review your current elections**



- **Understand the benefit changes and ask questions.** For more information:
 - Visit the **Open Enrollment page** on the Nutanix benefits website
 - Register and attend in-person or virtual informational sessions or office hours
 - Attend informational webinars hosted by UHC, HealthEquity, and Fidelity
 - Visit the 2024 **Virtual Benefits Fair**
 - Contact **MyAdvocate** to discuss the pros and cons of each medical plan and what may be right for you in 2024
 - Contact **UHC** for specific questions about your benefits. Use group code #905005



- **Make your elections starting at 5:00 a.m. PT on November 6, 2023**
 - Log in to **Workday**
 - From your Workday inbox (upper-right corner) click on **Open Enrollment Change: “Your Name” 1/1/2024**
 - Review and make changes to your benefits
 - Click **Submit** to complete your benefit elections



- **Print or save the PDF copy** of your 2024 Benefits Statement



- **Complete your acknowledgment in Workday** that you’ve reviewed the new premium costs for dependent coverage by December 1, 2023. Premiums for your health plan will be deducted from each biweekly paycheck starting in January



- If you don’t submit changes to your coverage by November 17 at 5:00 p.m. PT:
 - You’ll have the same benefits and cover the same dependents you currently cover
 - You’ll have paycheck deductions for the premiums of your current health plan and coverage levels
 - You will not be able to contribute to a Healthcare, Limited Purpose, or Dependent Care Flexible Spending Account (FSA) in 2024. Enrollment in these accounts does not automatically roll over each year, **so you must re-enroll for 2024**

What's Changing for 2024

Benefit Starting January 1, 2024		
	What you need to know	Things to consider
New 401(k) Plan Matching Contributions	<p>Nutanix will match your contributions to the 401(k) Plan. We'll match 50% of what you contribute, up to \$2,000 each year.</p> <ul style="list-style-type: none"> • Matching contributions will be made on a per-paycheck basis, beginning with your first paycheck in January and will continue until you reach the \$2,000 match maximum. • Match applies to regular pre-tax and after-tax Roth contributions; match doesn't apply to after-tax in-plan conversions (aka Mega Backdoor rollover elections). • The contribution limit is also increasing to \$30,000 for contributions made toward the after-tax in-plan conversion. 	<ul style="list-style-type: none"> • Calculate how much you can contribute in 2024 by using Fidelity's 401(k) calculator. • Make sure you're contributing enough to take advantage of the match and contribute up to the annual plan limits to get the most out of saving for the future. • The 401(k) plan 2024 contribution limits will be shared once released by the IRS.
New Premiums for Dependent Medical Coverage	<ul style="list-style-type: none"> • You'll pay a portion of the cost to cover your spouse/domestic partner and/or children through biweekly paycheck deductions. Nutanix pays the bulk of the total cost, also known as premiums. • Nutanix will continue to cover the employee's cost. You'll have no paycheck deductions for your own medical plan coverage. • You pay biweekly as pre-tax paycheck deductions. We're not increasing copays or coinsurance, which are the costs you incur when you use the plan during the year. 	<ul style="list-style-type: none"> • Review your medical plan options, features, and costs in this brochure. You can also review further details on the Nutanix benefits website. If your spouse/domestic partner has access to medical coverage elsewhere, we encourage you to compare plans and costs. • Evaluate each plan to make sure you're enrolled in the option that will best meet your needs in 2024. (See page 6.) • If you opt out of coverage through Nutanix, you'll receive an opt-out credit of \$92.31 per biweekly paycheck.
Employee Medical Coverage	<p>Nutanix will continue to pay the full premium for employee medical coverage, no matter which medical plan you elect, even if you cover dependents.</p>	<ul style="list-style-type: none"> • If you want to maintain coverage on your current medical plan, it will automatically roll over to 2024. • Acknowledge that you've reviewed the new health plan costs through Workday by December 1.
New Premiums for Dental and Vision Coverage	<p>You'll pay between \$1.00 and \$5.00 per paycheck for coverage, depending on who you decide to cover. Nutanix pays the bulk of the premiums.</p>	<ul style="list-style-type: none"> • Decide if you want to make changes to your coverage. • If you want to maintain your current coverage, it will automatically roll over to 2024.

Definitions

Premiums: The annual amount you pay for coverage, which is broken into biweekly paycheck deductions. A premium is a set and regular cost paid throughout the year.

Deductible: A flat amount you pay each year before the plan begins to pay. The amount depends on if you cover yourself only or dependents.

Coinsurance: Once you've met the deductible, this is your share of costs for covered medical care services. Your share of the total of allowed charges is expressed as a percentage. Coinsurance does not include deductibles or copays.

Copays or Copayments: For the Kaiser plan, a fixed amount that is paid when you receive covered health care services.

Out-of-Pocket (OOP) Maximums: The annual maximum that you will pay toward medical care under your plan for the year. Once you reach this amount, the plan will pay 100% for the remainder of the year for all eligible expenses. The Nutanix plan OOP maximum includes the deductibles and coinsurance.



Benefit Starting January 1, 2024		
	What you need to know	Things to consider
All UnitedHealthcare (UHC) Plans* New Kaia Health Program	Kaia Health combines human care with an app that offers tailored programs to address all musculoskeletal issues, including back, neck, and joint pain.	Assess if Kaia is right for you and, after January 1, start your path to feeling better.
UHC CDHP–HSA, Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA) Update Increased Deductibles	The plan name has changed (formerly the High Deductible Health Plan (HDHP) with Health Savings Account (HSA)), but the plan remains the same. <ul style="list-style-type: none"> We're increasing in-network deductibles to align with the required IRS minimums of \$1,600 per individual and \$3,200 per family. Out-of-network deductibles will be \$3,200 per individual and \$6,400 per family. Preventive care, such as an annual checkup, is not subject to the deductible and is always covered at 100%. 	Consider switching to the UHC CDHP–HSA plan for 2024, which has several unique features, including: <ul style="list-style-type: none"> A health savings account (HSA) allowing you to set aside pre-tax dollars for current and future healthcare expenses Crossover-Concierge Health Clinics
Health Savings Account (HSA) Update Increased Employer Contribution New One-time Contribution Incentive Update Increased Annual Contribution Maximums	Available only on the UHC CDHP Plan–HSA <ul style="list-style-type: none"> Nutanix is increasing its annual contribution to \$800 per individual/\$1,600 per family. If you're currently or newly enrolled in the UHC CDHP–HSA on January 1, 2024, we're offering a one-time contribution incentive of \$250 per individual/\$500 per family. Contribution maximums are increasing to \$4,150 per individual/\$8,300 per family (for contributions from Nutanix and your own). 	<ul style="list-style-type: none"> An HSA is a tax-advantaged savings account designed to help you save money for current and/or future healthcare expenses while also saving for retirement. You contribute money to an HSA through pre-tax payroll deductions, which you can then spend on eligible healthcare expenses, or save and invest like your 401(k) Plan. See page 9 for information that can help you decide if enrolling in an HSA, or increasing your contributions if you're already enrolled, makes sense.
UHC POS Plan, Point of Service Plan New No Visit Limits for Autism Diagnosis Therapies	We're removing the 60-visit limit for in-network physical, speech, and occupational therapies for individuals with an autism diagnosis. UHC CDHP–HSA also has no limits on these therapies.	If you're covering a child with autism, the medical plan you choose can make a difference.
Dental Plan New Preventive Dental Services Enhancements	We'll continue to offer dental benefits through Delta Dental. Up to two preventive visits per calendar year (i.e., exams, cleanings, and sealants) will be excluded from the \$2,000-per-person annual maximums.	Delta Dental still has the strongest network where we have employees and has the lowest cost compared to other vendor options, which means you can stretch your maximum benefit further.
Voluntary Life Insurance Approval Without EOI	If you currently have voluntary life insurance, you can increase your current coverage in increments of \$10,000 up to a total increase of \$50,000. Increases above that amount, or above \$500,000, will require Evidence of Insurability (EOI).	Review your coverage and decide if additional coverage is right for you. If you're not currently enrolled, any amount of coverage you elect will require EOI.
Concern (EAP) Update Increased EAP Visits	Nutanix cares very much about our employees' emotional, psychological, and social wellbeing and is increasing the number of visits available through our EAP from 6 to 10 visits per issue per year.	Take advantage of the EAP, whether you need immediate help, ongoing help, or occasional support.
Flexible Spending Accounts (FSAs) Update Increased Annual Contribution Maximums	We're increasing FSA annual contribution maximums to: <ul style="list-style-type: none"> Healthcare FSA: \$3,050 Limited Purpose FSA: \$3,050 Dependent Care FSA remains the same: \$5,000 per household 	Enroll or re-enroll during Open Enrollment. Enrollment in these accounts does not automatically roll over each year.

* Except Hawaii

UHC CDHP–HSA

UHC CDHP–HSA is the new name for the UHC HDHP with HSA. Only the name has changed; the plan's features are the same. The UHC Consumer Driven Health Plan offers rich medical coverage combined with an HSA, a personal tax-advantaged health savings account that allows you to budget for healthcare expenses like deductibles while also helping you save for the future.

Features and Benefits

- **Preventive services are always fully covered—you pay nothing.**
- Coverage is available for both in- and out-of-network services. If you use out-of-network services, after the deductible, you'll pay less for these services than with the UHC POS Plan.
- Once you meet your deductible, the plan begins to pay for your benefits. You'll share the costs of services by paying coinsurance up to an annual maximum. When you reach the annual maximum, the plan will pay 100%.
- Your HSA is administered by HealthEquity. You make contributions to the HSA through payroll deductions up to an annual maximum set by the IRS. If you're 55 or older in 2024, you can also make catch-up contributions.
- Nutanix contributes to your HSA as well, which helps it grow faster. These combined contributions accumulate over time and earn interest. Once your balance reaches \$1,000, you can invest the funds similar to how you invest your 401(k) plan.
- The funds in your HSA are yours to keep. They roll over from year to year. The HSA is portable, so you can take it with you if you leave Nutanix.
- If you are enrolled in the UHC CDHP–HSA, you can also enroll in a Limited Purpose FSA, which allows you to pay for eligible dental and vision expenses with pre-tax money. Remember, an FSA is a use-it-or-lose-it account and does not roll over each year, whereas the funds in an HSA are yours to keep.

Check Out Crossover Health

If you're enrolled in the UHC CDHP–HSA plan, you have exclusive access to Crossover Health, which offers virtual and near-site concierge healthcare at a very low cost. Take advantage of near-site clinics in the Bay Area, Dallas/Fort Worth, New York City, and Seattle, or access quality providers and white-glove service through a virtual visit from any state. You can find details on Crossover Health's [website](#) or join a webinar after Open Enrollment.





UHC POS Plan

The UHC Point-of-Service (POS) Plan offers eligible in-network services covered at 100% with no deductible. You can see out-of-network providers if you don't mind paying a deductible and coinsurance.

Features and Benefits

- **Preventive services are always fully covered—you pay nothing.**
- When you use out-of-network services, the deductible and coinsurance are higher on this plan than on the UHC CDHP-HSA.
- With the UHC POS Plan, you cannot contribute to an HSA. Consider pairing the UHC POS Plan with a Healthcare FSA to help cover any out-of-pocket expenses.
- You contribute to a Healthcare FSA through pre-tax payroll deductions, and you can use these funds to pay for qualified medical, dental, or vision expenses for you and your eligible dependents.
- Unlike the HSA, you must enroll every year, even if you currently participate, and these funds do not roll over. They are subject to the use-it-or-lose-it rule, which means it's a good idea to estimate your annual election carefully.

Express Scripts: 2024 Prescription Drug Administrator

Express Scripts (ESI) will continue to be the prescription drug administrator for UHC plans (except Hawaii). To review coverage under each plan, find in-network pharmacies, review the ESI Formulary, and compare costs, visit the [Express Scripts website](#).

Kaiser Permanente HMO

Kaiser Permanente Health Maintenance Organization (HMO) is available only to full-time employees in California. This plan provides coverage only when you receive care from in-network providers. There is no out-of-network coverage.

Features and Benefits

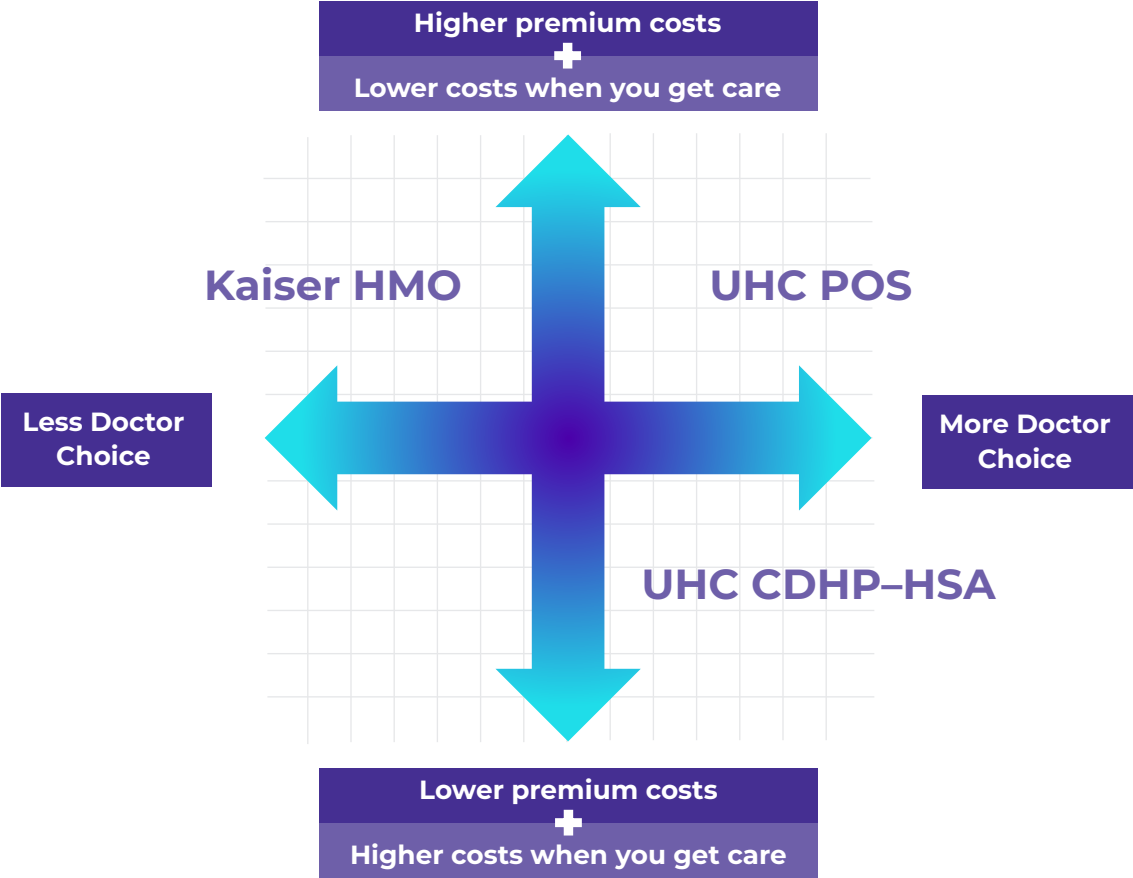
- **Preventive services are always fully covered—you pay nothing.**
- You don't have an annual deductible, and most office visits are covered after a \$20 copay.
- You also have a company-funded Health Reimbursement Account (HRA) to cover your copays and other eligible out-of-pocket expenses. The account is funded equal to your annual out-of-pocket maximum. The HRA account is owned by Nutanix and does not roll over each year.

Which Plan Option Is Right for You?

In 2024 Nutanix will continue to offer the current plan options. Each delivers comprehensive coverage, flexibility, and choice, no matter who you cover.

How the Plans Compare

The plans differ in how you pay for care and the choices you have in providers.



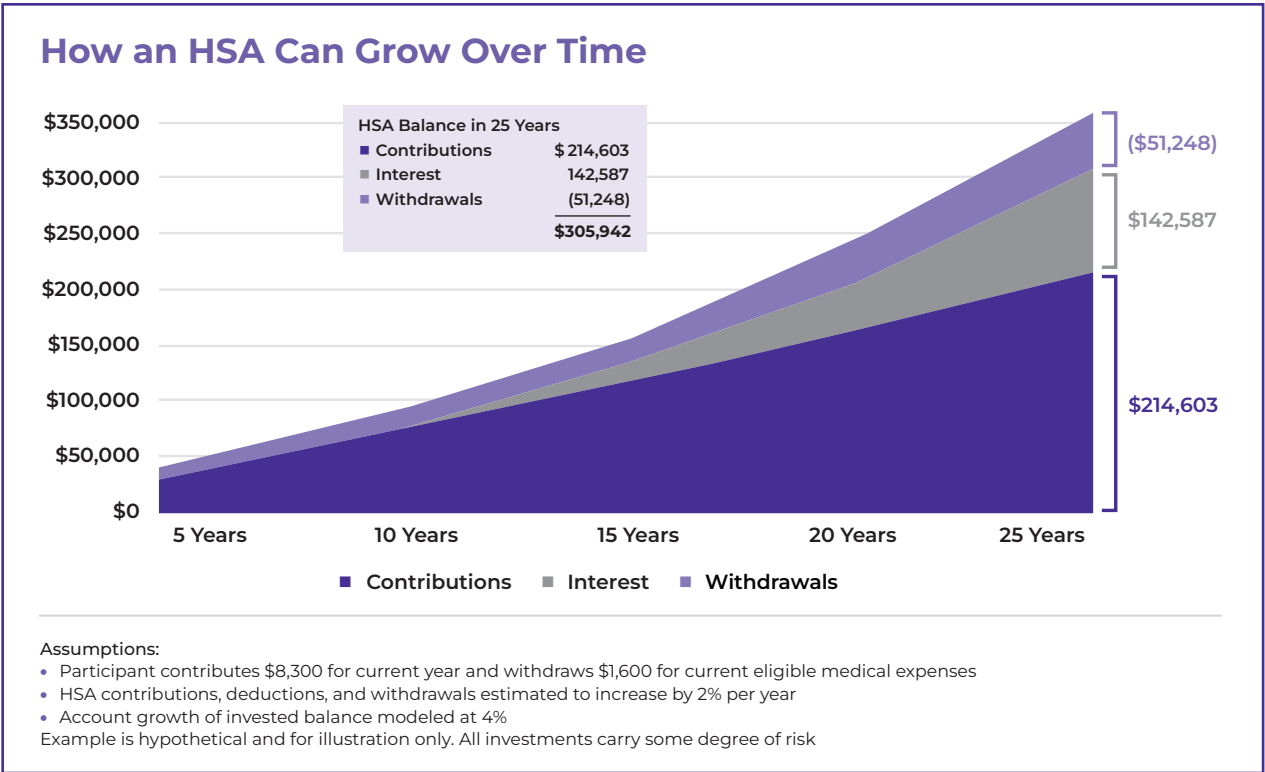


Health Savings Accounts (HSAs) offer a triple-tax advantage. This means the money you contribute is tax free, which reduces your taxable income. Any earnings generated by the account aren’t taxed nor are withdrawals taxed when used for qualified expenses.

The funds in your HSA accumulate over time. You have the option to use them for qualified expenses now or allow them to grow and use them later, even after retirement. Once you reach retirement age, you can use your HSA funds for qualified expenses like long-term care or Medicare premiums or use them for non-medical expenses after age 65 (subject to tax rules).

Unlike FSAs, these funds remain in your HSA from year to year. You can earn interest, and all funds are yours to keep even if you leave Nutanix. You can also invest these funds when your balance reaches \$1,000 in a similar way that you invest your 401(k).

There are situations where HSA enrollment is restricted, such as if you’re contributing to an FSA or covered by another medical plan. You can read about them on the Nutanix benefits [website](#).



HSA Contribution Amounts for 2024

Coverage Level	2024 Nutanix Contribution	2024 Maximum You Can Contribute*	2024 IRS Maximum Contribution
Employee Only	\$800 + \$250 incentive \$1,050 total	\$3,100	\$4,150
Employee + Spouse/ Partner and/or Child(ren)	\$1,600 + \$500 incentive \$2,100 total	\$6,200	\$8,300

* Contributions are pre-tax for federal income tax and most state income taxes but are after-tax in California and New Jersey. You can contribute up to \$1,000 more if you are 55 or older, or will be turning 55, in 2024.

2024 Medical Plan Comparison Chart

All plans include preventive care at no cost to you. While all plans cover the same types of services, their costs differ. Use this chart and other **tools** on to understand your options and choose the plan that best fits your needs.

UnitedHealthcare CDHP–HSA			UnitedHealthcare POS Plan		Kaiser Permanente HMO (California only)	
PAYCHECK DEDUCTIONS (PER BIWEEKLY PAY PERIOD)						
Employee	\$0 (100% paid by Nutanix)		\$0 (100% paid by Nutanix)		\$0 (100% paid by Nutanix)	
Employee + Spouse	\$55		\$135		\$95	
Employee + Children	\$30		\$75		\$55	
Employee + Family	\$80		\$200		\$140	
Imputed Income	If you cover a domestic partner and/or their children, the value of these benefits is considered imputed income due to IRS regulations. See nutanixbenefits.com and search “imputed income” for details.					
PLAN FEATURES						
	Employee Pays		Employee Pays		Employee Pays	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Provider Network	UnitedHealthcare Choice Plus		UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA)		Kaiser Permanente	
Health Savings Account (HSA) and Health Reimbursement Account (HRA)	Nutanix HSA contributions for 2024: Annual: \$800 Individual/\$1,600 Family (prorated for hires after January 1, 2024) One-time bonus: \$250 Individual/\$500 Family Employee Contribution Maximums: \$4,150 Individual/\$8,300 Family		N/A		Nutanix HRA Contributions: \$1,500 Individual/\$3,000 Family Employee Contributions: N/A	
Annual Deductible	\$1,600 Individual \$3,200 Family	\$3,200 Individual \$6,400 Family	\$0 Individual \$0 Family	\$6,000 Individual \$12,000 Family	\$0 Individual \$0 Family	N/A
Annual Out-of-Pocket (OOP) Maximum (includes deductibles, coinsurance, copays, and pharmacy)	\$3,200 Individual \$6,400 Family	\$6,400 Individual \$12,800 Family	\$0 Individual \$0 Family	\$10,000 Individual \$20,000 Family	\$1,500 Individual \$3,000 Family (use your HRA to cover your OOP expenses)	Not covered
MEDICAL SERVICES						
	Employee Pays		Employee Pays		Employee Pays	
	In-Network*	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network
Preventive Care Services (such as routine physicals, vaccinations, annual OB-GYN exams, mammograms, colonoscopies)	\$0	30%	\$0	Not covered	\$0	Not covered
Well-baby/Well-child Visit	\$0	30%	\$0	Not covered	\$0	Not covered
Virtual Care (available by phone or video visit)	10%	30%	\$0	40%	\$0	Not covered
Doctor or Specialist Visit	10%	30%	\$0	40%	\$20 copay for most visits	Not covered
X-ray/Lab/Imaging	10%	30%	\$0	40%	X-ray/Lab: \$10 Imaging: \$50	Not covered
Inpatient Hospital/Surgery	10%	30%	\$0	40%	\$250 copay per admission	Not covered
Urgent Care	10%	30%	\$0	40%	\$20 copay per visit	Not covered
Emergency Room	10%	10%	\$0	\$0	\$50 copay per visit	\$50 copay per visit
Ambulance	10%	10%	\$0	\$0	\$100 per trip	\$100 per trip

* After deductible

This represents a summary of the benefits available to you as an eligible employee of Nutanix. Every effort has been made to provide an accurate summary of the terms of the plans. However, if there is a conflict between this information and the official plan documents or insurance contracts, the official plan documents and insurance contracts will control. In addition, Nutanix reserves the right to change, amend, modify, or terminate the plans in whole or in part at any time.



UnitedHealthcare CDHP–HSA			UnitedHealthcare POS Plan		Kaiser Permanente HMO (California only)	
BEHAVIORAL HEALTH AND SUBSTANCE ABUSE THERAPY	Employee Pays		Employee Pays		Employee Pays	
	In-Network*	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network
Virtual Behavioral Health (available by phone or video visit)	10%	30%	\$0	40%	\$20 copay for most visits	Not covered
Doctor or Specialist Visit	10%	30%	\$0	40%	\$20 copay for most visits	Not covered
Outpatient Care	10%	30%	\$0	40%	\$20 copay per visit	Not covered
Inpatient Care	10%	30%	\$0	40%	\$250 copay per admission	Not covered
OTHER SERVICES	Employee Pays		Employee Pays		Employee Pays	
	In-Network*	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network
Physical, Speech and Occupational Therapy	10%	30%	\$0	40%	\$20 copay	Not covered
			60 visits per year for each therapy type (in- and out-of-network combined); limits do not apply for an autism diagnosis			
Applied Behavioral Analysis (ABA) Therapy	10%	30%	\$0	40%	\$20 copay	Not covered
Chiropractic Care	10%	30%	\$0	40%	\$15 copay Limit of 20 visits per year	Not covered
	Limit of 24 visits per year		Limit of 24 visits per year			
Acupuncture	10%	30%	\$0	40%		
	Limit of 24 visits per year		Limit of 24 visits per year			
Fertility Treatment (infertility diagnosis and treatment of underlying medical condition covered)	10%	30%	\$0	40%	50%	Not covered
Gender Affirmation Benefits	10%	30%	\$0	40%	Copay varies—contact Kaiser Permanente for details	Not covered
Nutritionist Visit	10% No visit limits	30%	\$0 No visit limits	40%	\$0 Referral may be required	Not covered
PHARMACY	Employee Pays		Employee Pays		Employee Pays	
	In-Network*	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network
Provider Network	Express Scripts		Express Scripts		Kaiser Permanente	
Tier 1 (generics and some brand names)	10% for retail and mail-order**	Retail: 30%** Mail-order: Not covered	Retail: \$0** Mail-order: \$0**	Retail: \$10** Mail-order: Not covered	Retail: \$10 per 30-day fill Mail-order: \$20 per 100-day supply	Not covered
Tier 2 (preferred brand names)	10% for retail and mail-order**	Retail: 30%** Mail-order: Not covered	Retail: \$0** Mail-order: \$0**	Retail: \$30** Mail-order: Not covered	Retail: \$30 per 30-day fill Mail-order: \$60 per 100-day supply	Not covered
Tier 3 (higher-cost non-preferred brand names and select generics)	10% for retail and mail-order**	Retail: 30%** Mail-order: Not covered	Retail: \$0** Mail-order: \$0**	Retail: \$50** Mail-order: Not covered		Not covered

* After deductible

** Retail: up to a 30-day supply; mail-order: up to a 90-day supply

Important: For all medical plans, certain preventive medications are covered at 100% as mandated by the Affordable Care Act. See the **UnitedHealthcare list of medications** and the **Kaiser list**

Note: This is only a partial list of the covered benefits. For an expanded list of covered services, please refer to the **medical plan benefit summaries**

Questions to Consider When Making Benefits Decisions



Your Physical Wellbeing

Do you want health coverage for yourself and/or your dependents in 2024?

If you do, compare each plan's costs and unique features. If you have a spouse who has medical coverage elsewhere, you can also compare those plan costs.

Are you interested in flexibility in choice of doctors and an opportunity to save for the future?

If you are, the UHC CDHP–HSA might be a good choice. In-network preventive care is covered at 100%. In addition, you and Nutanix both contribute to your HSA, which you can use to cover your deductible. Alternatively, you can let the money in your HSA grow and use it for future expenses—even into retirement.

Are you covering a dependent with special needs, such as an autism diagnosis?

If you're currently in the UHC POS Plan, you won't have limits on occupational therapy, physical therapy, and speech visits. However, if your providers are out-of-network, the UHC CDHP–HSA may be a better fit because you'll pay less for the deductible and coinsurance. You can also contribute to an HSA which will lower your taxable income and help pay for other healthcare expenses.

Would you prefer to pay higher set costs through biweekly paycheck deductions and pay nothing when getting care?

The UHC POS Plan might be a good choice.

Would you prefer to pay less in paycheck deductions and pay when you access services (e.g., see a provider or get lab tests)?

The UHC CDHP–HSA might be a good choice.

You've always had Kaiser coverage but are considering changing plans for 2024. What should you think about?

When you move from a Kaiser plan, you will need to find new providers in the UHC network. Your choices are much greater than with the Kaiser plan, but this is a change. You may want to reach out to **MyAdvocate** to discuss the pros and cons of this type of change.



Your Financial Wellbeing

Are you contributing enough to your 401(k) to earn matching contributions from Nutanix?

In 2024 Nutanix will match 50% of what you contribute, up to \$2,000 each year—it's like having free money deposited right into your account. These contributions vest immediately, which means as soon as they're available, they're yours to keep.

Are you enrolled in a tax-advantaged plan like an HSA or an FSA?

Tax-advantaged savings plans lower your taxable income, so you'll have more cash to use toward qualified expenses. While these plans have different rules they can be used to cover out-of-pocket expenses. An HSA can also help you save for retirement. See [How an HSA Can Grow Over Time](#) on page 9.



Your Emotional Wellbeing

Have you taken advantage of our Employee Assistance Program (EAP)?

Our EAP, provided by Concern, offers you and your family in-person or virtual counseling sessions. In 2024 you get up to 10 visits per issue per year. This support is always 100% confidential and is provided at no cost to you. You're also able to continue your care beyond 10 visits through your health plan. See the [Concern flyer](#) for more information.



Don't Forget

- Open Enrollment is November 6–November 17, 2023. Submit your 2024 elections **by 5:00 p.m. PT on Friday, November 17**
- Changes saved but not submitted by 5:00 p.m. PT will be canceled. **There are no exceptions to this deadline**
- Complete your **acknowledgment of premium changes** task in **Workday** by December 1, 2023
- Review your current 401(k) elections to **ensure you take advantage of the Nutanix match** starting in January

Questions? Open a case on the **People Portal** or **X-Bot** in Slack





Whether your journey is just beginning or you have achieved expert status, Nutanix has you covered with a wide variety of options to support your physical, emotional, and financial wellbeing.

Nutanix will continue to enrich the benefits program with new and innovative features. Introducing a match to the 401(k), offering more opportunities to boost your HSA balance, and enhancing our medical plans are just a few examples of our efforts to maintain an extremely competitive program that delivers value, choice, and flexibility. We'll also continue to invest in your overall wellbeing and offer a variety of resources to help you engage in and achieve your personal goals.

Wellbeing Resources

Physical Wellbeing

- Well checkups
- Grokker
- Crossover Health*

Financial Wellbeing

- Optional life insurance
- Roth in-plan conversion
- Employee Stock Purchase Plan
- Financial planning
- Legal insurance and ID theft

Emotional Wellbeing

- Volunteer time off
- eM Life
- Headspace Care, formerly Ginger
- UHC and Kaiser programs
- Concern EAP

Family Wellbeing

- Maternity and bonding leave
- Fertility, preservation, adoption, surrogacy, pregnancy, newborn care
- Menopause & low testosterone support
- Parenting support and resources
- EAP: Work-Life Services

* UHC CDHP-HSA participants only

Virgin Pulse Coming in 2024

In February, you'll hear more about an exciting new wellbeing program with Virgin Pulse. This benefit features personalized support designed to help you develop healthy habits to achieve goals that are important to you, from physical activity, nutrition, and sleep to financial wellness, relationships, and more.



The Nutanix logo is centered on a dark purple background with abstract geometric shapes. The word "NUTANIX" is written in a white, bold, sans-serif font. The letters are closely spaced, and the 'X' is formed by two intersecting diagonal strokes.

NUTANIX