

**NUTANIX™**

# Benefits Open House

JUNE 2019 | CONFIDENTIAL

# Benefits Overview: Eligibility Requirements

**Benefit Plan Year:** January 1 – December 31

**Annual Open Enrollment:** Every Fall – Effective January 1

## Full Time Employees

- Benefits Effective: Date of Hire
- Available to all regular full-time employees working at least 30 hours per week

## Interns, Returnships, Apprenticeships and Part-Time Employees

- Benefits Effective: 1<sup>st</sup> of Month following 60 days
- Health Plan: United Healthcare POS
- Available to all Part-Time Employees working 20-29 hours per week, Interns, Returnships & Apprenticeships



# Benefits Overview: Eligibility Requirements

## Enroll yourself and eligible dependents

- Submit within 30 days from your date of hire
- Enroll online; the enrollment action will be in your Workday inbox

## Eligible Dependents:

- Spouse or Domestic Partner
- Children and/or Domestic Partner Children up to age 26
- Unmarried, disabled children of any age\*

\*As long as they became disabled before age 26



# Benefits Overview: Mid-Year Changes









**You can change your benefit elections if you have a qualifying life event.**

- Marriage or Divorce
- Birth or adoption of child
- Spousal/Domestic Partner loss of coverage
- Reduced hours
- Moved out of area not covered
- Death of spouse or other eligible dependent
- Child(ren) no longer qualifies as dependent (age 26 or older)

**You have 30 days from qualifying event to make changes to your benefit elections.**



# Benefits Overview: At a Glance - Employer Paid Premiums

BENEFIT	DESCRIPTION	EMPLOYEE COST
Medical	<ul style="list-style-type: none"> <li>United Healthcare POS</li> <li>Kaiser Permanente HMO (CA Only)</li> </ul>	
Dental	Delta Dental PPO	
Vision	VSP Vision Plan	
Life / AD&D	The Hartford Basic Life and AD&D Plans <ul style="list-style-type: none"> <li>3x annual base salary</li> </ul>	
Disability	The Hartford Short-Term and Long-Term Disability Insurance	
Employee Assistance Program	Global EAP through Optum	
Virtual Visits	The doctor will come to you!	
Health Advocate	Provides assistance and support managing healthcare	



# Benefits Overview: At a Glance - Employee Paid

BENEFIT	DESCRIPTION
Flexible Spending Accounts (FSAs)	Administered by VitaFlex <ul style="list-style-type: none"> <li>• Health Care - Up to \$2,700</li> <li>• Dependent Care - Up to \$5,000</li> </ul>
Voluntary Life and AD&D Insurance	Offered through The Hartford <ul style="list-style-type: none"> <li>• Purchase Life and AD&amp;D Insurance for:               <ul style="list-style-type: none"> <li>- Employee</li> <li>- Spouse or Domestic Partner</li> <li>- Children</li> </ul> </li> </ul>
401(k) - Traditional & Roth	Managed by Fidelity <ul style="list-style-type: none"> <li>• 2019 IRS limit of \$19,000</li> <li>• Plus \$6,000 catch-up contribution for employees age 50+</li> </ul>
Commuter Benefit Program (CBP)	Administered by VitaFlex <ul style="list-style-type: none"> <li>• Pre-tax contributions for parking and transit expenses</li> </ul>
Employee Stock Purchase Plan (ESPP)	Administered by E*TRADE <ul style="list-style-type: none"> <li>• Offering Periods are March and September</li> </ul>



# Benefits Open House

Medical, Dental and Vision plans



# Benefits Overview: United Healthcare and Kaiser

	UnitedHealthcare POS		Kaiser HMO (CA only)
Annual deductible (single/family)	\$0/\$0 in-network \$6,000/\$12,000 out-of-network		\$0
Coinsurance	0% in-network (most services) 40% out-of-network (most services)		\$0
Annual out-of-pocket maximum (single/family)	\$0/\$0 in-network \$10,000/\$20,000 out-of-network		\$1,500/\$3,000
Office Visit	0% in-network 40% out-of-network		\$20 copay (most primary care and specialist visits)
Preventive care	\$0 in-network Not covered out-of-network		\$0
Prescription	In-Network	Out of Network	In-Network
Retail Pharmacy • Generic • Preferred Brand • Higher-cost Brand	31 day supply • \$0 copay • \$0 copay • \$0 copay	31 day supply • \$10 copay • \$30 copay • \$50 copay  <i>Deductible applies to RX Program</i>	30 day supply • \$10 copay • \$30 copay • \$30 copay





## Medical: Kaiser Health Reimbursement Account (HRA)

- The Kaiser HRA is funded by Nutanix to help pay for covered ***in-plan*** and ***in-network*** medical services and prescription drugs
- Works with the Kaiser medical plan, so you pay ***zero*** dollars for out-of-pocket costs for eligible ***in-plan*** and ***in-network*** benefits and services
- Nutanix contributes the following to your Kaiser medical HRA
  - \$1,500 – individual
  - \$3,000 – family



# Medical: How the Kaiser HRA works

- Managed through VitaFlex
  - Participants pay for any co-pays, then submit receipts to VitaFlex for reimbursement or use your **Vita Card** at Kaiser at the time of service
  - It's funded to the same amount as the Kaiser HMO out-of-pocket maximum, so participants have zero out-of-pocket costs
- Visit [www.nutanixbenefits.com](http://www.nutanixbenefits.com) for more information about the Kaiser HRA



# Medical: Virtual Visits

**With virtual visits, the healthcare provider comes to you – as long as you have a computer, an Internet connection and a webcam.**

## **Virtual Visits –UnitedHealthcare**

- Get treatment for a range of non-emergency medical conditions (including behavioral health services)
- Get prescriptions\*
- No appointment necessary
- Log into [www.myuhc.com](http://www.myuhc.com) for more information

\*Note: not all states allow telemedicine, and not all states allow for medicines to be prescribed through this service.

## **Virtual Visits – Kaiser**

- Get treatment for a range of non-emergency medical conditions
- Save travel expense and time
- Visit <http://kp.org/mydoctor/videovisits> for more information



# Medical: Health Advocate

## Health Advocate is available to all benefit-eligible Nutanix employees

- Telephone resource that provides personalized support for a range of healthcare issues
- Find doctors and specialists in your area
- Schedule appointments
- Resolve claims issues
- Learn about Medicare

[www.healthadvocate.com/members](http://www.healthadvocate.com/members)

866-695-8622



# Dental: Delta Dental PPO

	You pay:	
	In-Network	Out-of-Network/Delta Premier Dentists
Annual Deductible	\$0 individual \$0 family	
Annual Benefit Maximum	\$2,000 per person each calendar year	
Preventive Care	100%	
Basic Care	100% in-network   80% out-of-network	
Major Care	80% in-network   50% out-of-network	
Orthodontia	50% of costs up to \$2,000 per family member (lifetime maximum)	

*Note: Out-of-network & Premier Delta Dental Dentists can “balance bill” for amounts above what is allowed by the plan.*



# Vision: VSP Vision Plan

	In-Network	Out-of-Network
Eye Exams (every calendar year)	\$0	Plan pays up to \$45
Corrective Lenses (every calendar year)		
Single	\$0	Up to \$30
Lined Bifocal	\$0	Up to \$50
Lined Trifocal	\$0	Up to \$65
Progressive	\$0	Up to \$50
Frames (every calendar year)	Plan pays up to \$300 (then 20% discount on remaining balance)	Plan pays up to \$70
Contact Lenses (in lieu of glasses, every calendar year)	Plan pays up to \$300 Covered in full if medically necessary	Up to \$105 if elective Up to \$210 if medically necessary



# Vision: VSP Vision Plan

Our VSP vision insurance does cover up to \$165 for frames at Costco. Please check with the Costco location prior to service, as not all locations are part of the VSP network. (It's on an individual basis)

VSP Coverage Effective Date: 01/01/2019

VSP Provider Network: VSP Choice

Benefit	Description	Copay	Frequency
<b>Your Coverage with a VSP Provider</b>			
WellVision Exam	<ul style="list-style-type: none"> <li>Focuses on your eyes and overall wellness</li> </ul>	\$0	Every calendar year
<b>Prescription Glasses</b>			
Frame	<ul style="list-style-type: none"> <li>\$300 allowance for a wide selection of frames</li> <li>\$320 allowance for featured frame brands</li> <li>20% savings on the amount over your allowance</li> <li><b>\$165 Costco® frame allowance</b></li> </ul>	\$0	Every calendar year
Lenses	<ul style="list-style-type: none"> <li>Single vision, lined bifocal, and lined trifocal lenses</li> </ul>	\$0	Every calendar year
Lens Enhancements	<ul style="list-style-type: none"> <li>Progressive lenses</li> <li>Anti-reflective coating</li> <li>Polycarbonate lenses</li> <li>Scratch-resistant coating</li> <li>UV protection</li> <li>Average savings of 20-25% on other lens enhancements</li> </ul>	\$0 \$0 \$0 \$0 \$0	Every calendar year



# In-Network versus Accept Insurance





# Benefits Open House

Flexible Spending Accounts and Commuter Benefit plans



# VitaFlex: Flexible Spending Account (FSAs)

## Healthcare FSA

- Contribute up to \$2,700 in pre-tax dollars to pay for eligible medical, dental, and vision expenses not covered by your healthcare plans

## Dependent Care FSA

- Use pre-tax dollars to pay for childcare, pre-school or adult dependent day care (children under 13 or adults who are your tax dependents, according to the IRS)
- Contribute up to \$5,000 per year per household

## FSAs administered by VitaFlex

- Visit [www.vitacompanies.com](http://www.vitacompanies.com) for more information



# VitaFlex: Commuter Benefit Plan (CBP)

- Use pre-tax dollars for public transit expenses when commuting to and from work up to **\$265 per month** (Trains, Busses, Ferries, Vanpools) and for parking up to **\$265 per month**
- Enrollment periods: Open enrollment is permitted on a continuous basis and can be changed from one pay period to the next as your commuter benefit needs change
- Use your **Vita Card** for eligible workplace commuting expenses at approved vendors (limited to the corresponding account balance available on the card)

*You must use your Vita Card to purchase your Transit CBP expenses*



# Benefits Open House

Additional Wellness Plans



# Employee Assistance Program (EAP): Global EAP through Optum

The Optum EAP can help manage a range of issues, including:

- 24/7 telephone counseling
- Face-to-face counseling – up to 6 sessions per issue
- Independent legal and financial advice, delivered by experts
- Specialist advice/general information: benefits, health care, social services, child and dependent care, pre-travel advice and identity theft support
- Dedicated helpline for managers
- 24/7 lifestyle advice and support



# Insurance: Life and AD&D

## Basic Life and AD&D

- Premiums are paid by Nutanix
- Benefit amount: 3x annual base earnings, up to \$1,000,000

## Voluntary Life and AD&D

- Evidence of Insurability is required for Voluntary Life insurance above the Guaranteed Issue (GI) amounts:
  - \$500,000 for Employee coverage
  - \$100,000 for Spouse/Domestic Partner
- Supplemental plans available through payroll deductions



# Insurance: Disability

## Disability

- Short-term and long-term disability insurance is paid by Nutanix
- Benefit provided: Up to 60% of base salary

**Short-Term Disability** – You have the option to decide when you pay taxes on the benefit

Nutanix pays your STD premium...	So, by law, any STD benefits are...	And your current tax situation is...
1. <b>PREMIUM <u>NOT</u> IMPUTED</b> (benefit is taxed)	Taxed as income when/if you receive the benefit	<b>Not affected</b>
2. <b>PREMIUM IMPUTED</b> (benefit is tax free)	Not taxable income when/if you receive the benefit	<b>Affected</b> The value of the premium is “imputed income” which you pay taxes on (increases your taxable income reported on your W2)



# Insurance: Disability Example

## STD Imputed Income Example

### 2019 STD Imputed Income Tax Estimation Tool

Your base annual salary:	<input type="text" value="\$75,000.00"/>	Enter your base annual salary here
Your base weekly salary:	<input type="text" value="\$1,442.31"/>	
60% of base weekly salary:	<input type="text" value="\$865.38"/>	
Monthly STD premium:	<input type="text" value="\$6.06"/>	
Your estimated tax rate:	<input type="text" value="35%"/>	Enter your estimated tax rate here
Estimated taxes you will pay per month:	<input type="text" value="\$2.12"/>	
Estimated taxes you will pay per year:	<input type="text" value="\$25.44"/>	

 **Total additional taxes for a year**





# Insurance: Disability and LOA

## Applying for Disability and Leave of Absence (LOA)

- Formal Leave required if you are out of the office for more than 5 business days due to an illness, illness of a family member, birth, adoption or foster care placement of a child
- Notify your manager and the Benefits Team ([LOA@nutanix.com](mailto:LOA@nutanix.com)) of your need to take a LOA 30 days prior to the start date of the leave, or as soon as possible
- Disability Benefits can be found on the Nutanix Benefits site ([www.nutanixbenefits.com](http://www.nutanixbenefits.com)) under the “Money” topic in the menu



# Benefits Open House

Retirement and ESPP



# Retirement: 401(k) Plan with Fidelity

- Traditional 401(k) – Pre-Tax Contributions
- Roth 401(k) – Post-Tax Contributions
- You may invest up to the IRS maximum each year: \$19,000 for 2019
- If you are age 50 or older, you are eligible to make "catch-up" contributions (up to \$6,000)
- Deductions are made on most income earnings (e.g., base pay, over-time, commission and bonus)
- Enrollment, investment selections and/or changes may be made online as often as you like at [www.401k.com](http://www.401k.com)
- You can make enrollment, investment selections and/or changes **approximately** 1.5 weeks after you start



Retirement: 401(k) Plan with Fidelity

Fulltime & Part-time Employees:

Approximately 45 days after your first day with Nutanix, you will be auto-enrolled into the Fidelity 401(k) plan at 2%



# Retirement: 401(k) Plan with Fidelity

## Will You Over-Contribute to Your 401(k) Plan?

- If you have worked for two or more employers in 2019, it is possible that you may contribute more than the \$19,000 (or \$25,000 with catch-up contributions for those 50 years old and over) allowed
- Review your pay slips or 401(k) statements from each former employer(s) to determine how much you have contributed to their 401(K) plan(s) in 2019 tax year.
- Email [payroll@nutanix.com](mailto:payroll@nutanix.com) with the exact dollar amount that you have already contributed (both pre-tax deferrals and ROTH if applicable) to other employer's plan(s) so we can enter the amount and help prevent you from over-contributing.



# Employee Stock Purchase Plan (ESPP) Administered by E\*TRADE

- Enrollment Periods: March and September
- Contribute up to 15% of eligible compensation to purchase NTNX shares
- Purchase up to 1,000 shares in each 6-month purchase period and \$25,000 worth of shares per calendar year in which an offer is outstanding
- The purchase price is the lesser of:
  - 85 percent of the fair market value of our shares on the first trading day of the offering period, or
  - 85 percent of the fair market value of our shares on the last day of the applicable purchase period
- For stock related inquires, please email [stocks@nutanix.com](mailto:stocks@nutanix.com)



# Benefits Open House

Additional Perks and Information



# Additional Benefits



PerkSpot is a fun and easy way for employees to get discounts on a wide variety of products and services.

Set up an account with PerkSpot by registering your Nutanix email address at: <https://nutanix.perkspot.com>





# Additional Benefits



Enjoy the Benefits of Star One Credit Union! As a member, you are part of one of Silicon Valley's largest, member-owned financial institutions. Star One offers financial services to more than 105,000 members worldwide. With assets over \$8.9 billion, Star One is ranked tenth in total assets among nearly 6,500 credit unions nationally.

They offer a variety of products, such as: Free Checking, Money Market Savings, IRAs Certificates, Real Estate Loans, Auto Loans, Visa Credit Cards, Private Student Loans, & Student Consolidation Loans.

Star One offers membership to:

- Individuals who live, work, or attend school in Santa Clara County, California
- Employees of corporate sponsors (Nutanix!)
- Immediate family members\* of current Star One members

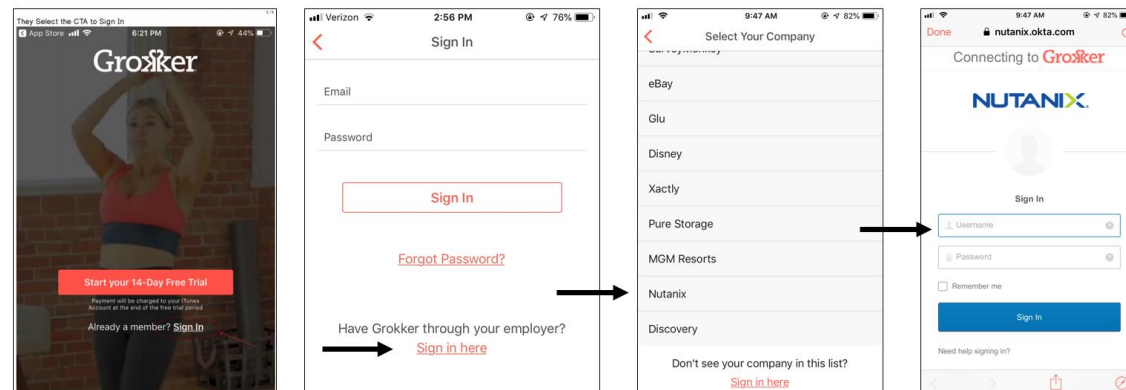
\*Immediate family members include a spouse, child, sibling, parent, grandparent or grandchild, stepchildren, step siblings, stepparents, step grandparents and step grandchildren, and adopted children. "Household" is defined as persons living in the same residence and who maintain a single economic unit (e.g. roommates).



# Wellbeing at Nutanix



- Wellness on demand – look for the Grokker tile within Okta
- With over 4,000 videos, the Grokker platform provides something for everyone:
  - Fitness, Nutrition, Mindfulness, Finance and Sleep Videos
- Access anytime, anywhere using your Smart Phone (IOS and Android), Tablet, Laptop
- Stream from Roku, Apple TV and Fire TV
- Take a short wellness quiz, join a program, or simply select videos that speak to your needs
- Login via Okta, Grokker.com/nutanix or the Grokker app (iPhone or Android)



# Reminder: Pay Dates

- Pay dates are the 15<sup>th</sup> and the last day of the month
  - Pay periods are the 1st through the 15th and the 16th through month end
- Should a regular payday fall on a holiday, employees will be paid the preceding workday
- Holiday Pay:
  - A “day” of holiday pay is equivalent to your normal daily rate of pay, based on the regular schedule
- Pay slips are viewable in Workday
- Payroll questions? Email Payroll at [payroll@nutanix.com](mailto:payroll@nutanix.com)



# Benefit Resources

## Nutanix Benefits Portal:

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

- Select **Enrollment** from the navigation menu in the top right
- Review the **2019 Benefits Decision Guide**
- Access SPDs, SBCs and other important plan documents

## Medical Plan Provider Websites:

- **UnitedHealthcare:** [www.myuhc.com](http://www.myuhc.com)
- **Kaiser Permanente:** [www.kp.org](http://www.kp.org)

## Slack Channel: #benefits-us

Email: [hr@nutanix.com](mailto:hr@nutanix.com)

## Apps:

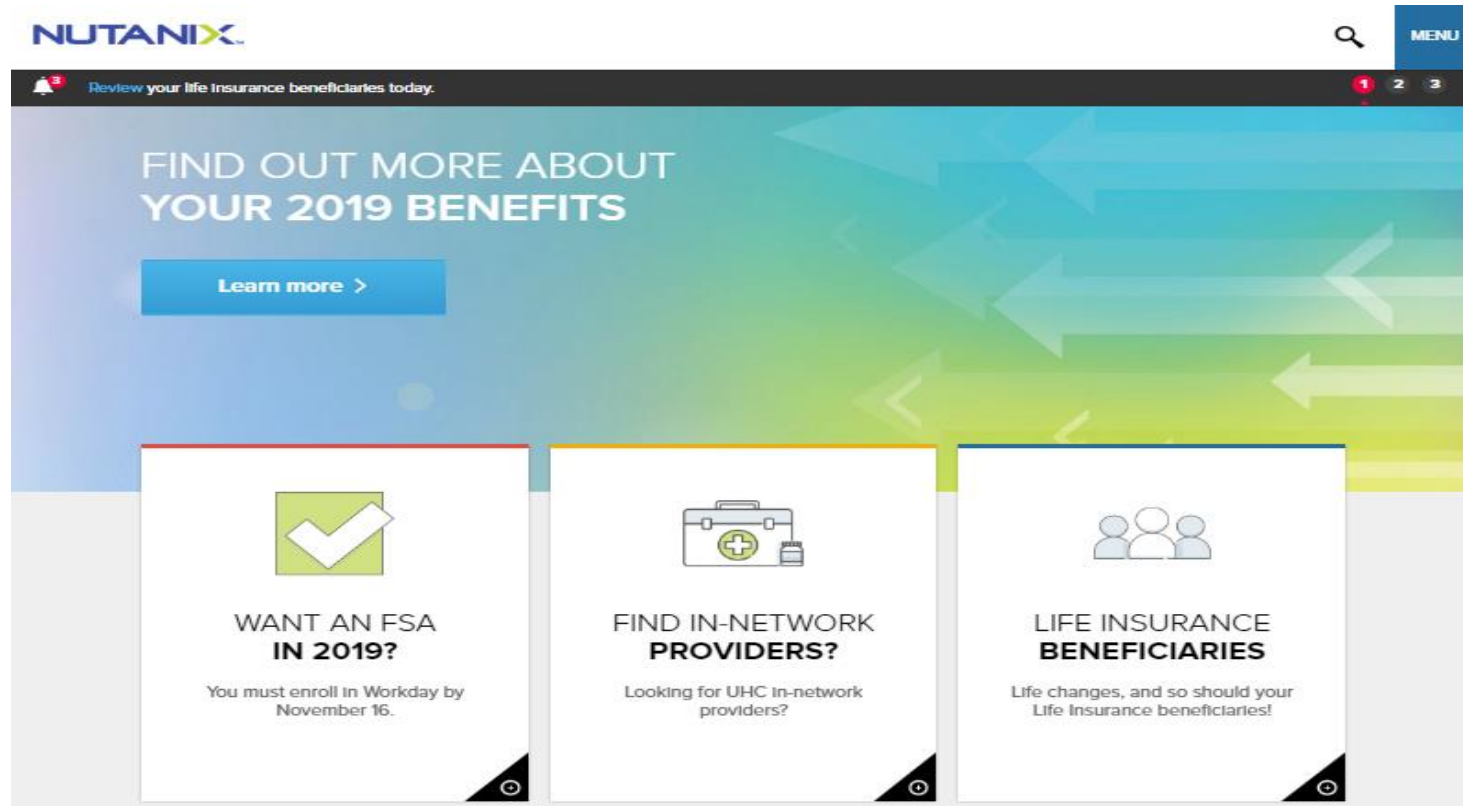
- **UnitedHealthcare:** Health4Me
- **Kaiser Permanente:** KP Mobile
- **Delta Dental:** Delta Dental Mobile
- **Fidelity:** Netbenefits
- **VSP:** Vision Care on the Go
- **VitaFlex:** VitaFlex Mobile



# Nutanix Benefits Website: [www.nutanixbenefits.com](http://www.nutanixbenefits.com)

No login required!

Save as a bookmark on your work and home computers



**NUTANIX™**

Thank you