

Benefits Playbook

Plays for Peak Performance

Nutanix's benefits offer something to keep everyone in peak performance in 2023—for physical wellbeing, emotional wellbeing, and financial wellbeing. Here are the top plays to use in the first quarter of your game.



Express Scripts: Prescription Drug Coverage

Express Scripts now provides prescription drug benefits for our UnitedHealthcare* medical plans. [Learn more](#) about your coverage through Express Scripts.

Helpful Tips for the New Year!

Look for your new ID card. If you have not received your Express Scripts ID card by the end of January, call Member Services at **855-778-1438**.

Set up your Express Scripts account at the beginning of the year. To view your personal medications and access many of the Express Scripts tools, be sure to set up your account. Go to **Express Scripts** and click “Register” on your first use. To register, you will need to input your email address, name, date of birth, and the last four numbers of your Social Security number. You will then be prompted to set up a username and password. You can also download the Express Scripts app to have your info with you at all times.

Did you use home delivery in 2022? In most cases, refills that were available transferred automatically to Express Scripts on January 1, 2023. To see what medications are active with your new coverage, log into your **Express Scripts** account.

Need a form to give your doctor to set up a new home delivery with Express scripts? Log into your **Express Scripts** account. Under the “Benefits” menu, select “Forms” to print a home delivery order form. Give the form to your doctor, and ask them to fax your prescription or send it electronically.

Member Services can help! If you need help transferring prescriptions (from a retail pharmacy or another mail delivery pharmacy), call Member Services toll-free at **855-778-1438**.

* All locations except Hawaii.



Health Savings Accounts (HSAs)

Everyone enrolled in the UnitedHealthcare High Deductible Health Plan will soon receive an HSA contribution from Nutanix (\$750 for individual coverage or \$1,500 for family coverage). Funds will be deposited with your January 13 paycheck. Your employee contributions will be added throughout the year, starting with your January 13 paycheck.

Haven't seen your HSA contribution yet? To receive the Nutanix contribution, you MUST set up your HSA on the [HealthEquity](#) website. To do so, click "Create your new username and password" and follow the on-screen prompts to set up your account. (If you already have an HSA with Nutanix, you don't need to do this step again.)

[Learn more](#) about the HSA.



Flexible Spending Accounts (FSAs)

If you elected an FSA for 2023, these are the pro tips for using your account wisely.

Healthcare or Limited Purpose FSA

- The full annual amount you elected will be available to you by the January 13th paycheck to use for all 2023 eligible healthcare expenses for you and your family. You have until December 31, 2023 to use these funds. (March 31, 2024 is the deadline to submit receipts for reimbursement.)
- Looking for ways to use your FSA? Refer to [IRS Publication 502](#).

Dependent Care FSA

- Your funds are available for reimbursement after they have been deducted from your paycheck.
- The Dependent Care FSA is for things like child care (under age 13) and elder care for tax dependents. **Important!** Your Dependent Care FSA cannot be used for healthcare-related expenses.
- Want to see what qualifies as an eligible dependent care expense? Refer to [IRS Publication 503](#).



ARAG Legal Insurance and Identity Theft Protection

If you enrolled in the ARAG plan for 2023, here's an overview of all that is available to you.

Legal Insurance provides 100% coverage with network attorneys for things that might otherwise cost you thousands of dollars. Through a large network of attorneys, you have access to services such as:

- Estate planning including wills, trusts, living wills, and power of attorneys.
- Adoption and surrogacy coverage, including preparation of agreements.
- Medical-related help, including hospital visitation authorizations, gender identifier changes, and name changes.
- Other important services, including consumer protection, guidance about traffic tickets, tax and debt issues, and criminal matters.

The ARAG plan also includes **Identity Theft Protection** with monitoring services to protect you and your family from unauthorized access to your personal information. They will even help restore your identity if it is stolen. Coverage includes:

- Identity restoration with up to \$1 million identity theft insurance.
- Credit and address change monitoring.
- Internet surveillance of personal details, including child ID monitoring.

To get started, visit [ARAG's website](#) or call **800-247-4184**.