



**Welcome to your 2021 benefits!**

# Agenda

- 1 Eligibility
- 2 Medical, Dental, & Vision
- 3 Flexible Spending Accounts & Commuter Benefit Plan
- 4 Disability, Leave of Absence, & Life and AD&D
- 5 Wellbeing
- 6 Retirement & ESPP
- 7 Additional Perks & Information



Eligibility

# Eligibility Requirements

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

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

Employee Type	Effective Date of Benefits	Health Plan Options
Full-time (30+ hours/week)	Date of Hire	UnitedHealthcare Kaiser (CA)
Part-time (20-29 hours/week) Interns Returnships Apprenticeships	1 <sup>st</sup> of the month following 60 days	UnitedHealthcare



# Dependent Eligibility

## Eligible dependents include:

- Spouse or domestic partner
- Child(ren) and/or your domestic partner's child(ren), up to age 26
- Unmarried, disabled child(ren) of any age (disability must be before age 26)

## Enroll you and your eligible dependents :

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

## Imputed Income for Domestic Partner Coverage

If you cover a domestic partner and/or their child(ren), IRS rules deem the value of this coverage as taxable. This is known as “imputed income.”



# How to Enroll



Follow the steps below to complete your 2021 benefit elections in Workday within 30 days of your date of hire:

- Log in to Workday at <https://nutanix.okta.com>
- Go to your inbox and select **New Hire Benefit Enrollment – “Complete Benefit Enrollment: [Your Title – Your Name]”**
- Complete your benefit elections
- Click **Submit** after reviewing your benefit elections — and you’re done!



# Mid-Year Changes



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

- Marriage or divorce
- Birth or adoption of a child
- Spousal/Domestic Partner loss of coverage
- Reduced hours
- Moved out of area and no longer covered
- Death of spouse or other eligible dependent
- Child(ren) no longer qualifies as dependent (age 26 or older)

You have 30 days from the qualifying event to make changes to your benefit elections in Workday



# Employer - Paid Benefits

Benefit	Description	Your Premium Cost-share
Medical	UnitedHealthcare (national plan) Kaiser Permanente HMO (CA only)	⊘
Health Advocate	Assistance and support managing healthcare	⊘
Dental	Delta Dental PPO	⊘
Vision	VSP Vision	⊘
Life and AD&D	The Hartford Basic Life and AD&D (3X annual base salary)	⊘
Disability	The Hartford Short-Term and Long-Term Disability	⊘
Employee Assistance Program (EAP)	Concern, our well-being partner	⊘
Mental Wellness	Ginger, on demand access to behavioral health support	⊘
Developmental Support	Rethink, developmental disability support	⊘
Wellness Program	Grokker, on-demand wellbeing platform	⊘
Employee Discounts	PerkSpot, variety of discounts	⊘
Online Learning	LinkedIn Learning, on-demand platform	⊘



# Employee - Paid Benefits

Benefit	Description
Flexible Spending Accounts (FSAs)	Provided by HealthEquity Healthcare FSA — contribute up to <b>\$2,750</b> in 2021 Dependent Care FSA — contribute up to <b>\$5,000</b> in 2021
Voluntary Life and AD&D	Coverage provided by The Hartford Employee Spouse/domestic partner Child(ren)
401(k) — Pre- and Post-Tax Contributions	Managed by Fidelity Contribute up to <b>\$19,500</b> in 2021 Plus <b>\$6,500</b> catch-up contribution if you're age 50+
Commuter Benefit Program (CBP)	Provided by HealthEquity Up to <b>\$270</b> per month for parking and transit
Employee Stock Purchase Program (ESPP)	Administered by E*TRADE



# Medical, Dental, & Vision Plans

# Medical Plan Options



	UnitedHealthcare POS*		Kaiser HMO
	In-Network	Out-of-Network	(CA only)
Annual Deductible (Single   Family)	\$0   \$0	\$6,000   \$12,000	\$0
Coinsurance	0% (most services)	40% (most services)	\$0
Annual Out-of-Pocket Maximum (Single   Family)	\$0   \$0	\$10,000   \$20,000	\$1,500   \$3,000
Office Visit	\$0 copay	40%	\$20 copay (most PCP & specialist visits)
Preventive Care	\$0	Not covered	\$0
Retail Pharmacy <ul style="list-style-type: none"> <li>• Generic</li> <li>• Preferred Brand</li> <li>• Higher-Cost Brand</li> </ul>	31-day supply: \$0 \$0 \$0	31-day supply: \$10 copay \$30 copay \$50 copay (deductible applies to UHC OON Rx program)	30-day supply: \$10 copay \$30 copay \$30 copay

\* Visit [nutanixbenefits.com](https://nutanixbenefits.com) for more information about the UnitedHealthcare PPO coverage in Hawaii.



# Health Reimbursement Account (HRA)

HealthEquity®

- Enriches the Kaiser Permanente medical plan
- Funded by Nutanix to cover the cost of copays and coinsurances **payable to Kaiser** — up to the annual out-of-pocket maximum
- Nutanix will contribute the following to your Kaiser HRA in 2021:

**Individual**    **\$1,500**

**Family**        **\$3,000**

---

When using the Kaiser HRA ...



You can get reimbursed so you pay **\$0** out of pocket for allowable copays and coinsurances



# Virtual Visits



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

## United Healthcare

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

## Kaiser

- Get treatment for a range of non-emergency medical conditions
- Save travel expense and time
- Visit [kp.org/mydoctor/videovisits](https://kp.org/mydoctor/videovisits) for more information



# Health Advocate

The logo for Health Advocate, featuring the words "Health Advocate" in white text on a red square background.

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 specialist in your area
- Schedule appointments
- Resolve claims issues
- Learn about Medicare
- Visit [www.healthadvocate.com/members](http://www.healthadvocate.com/members)



# Dental



	Delta Dental PPO	
	In-Network	Out-of-Network / Delta Premier Dentists*
Annual Deductible (Single   Family)	\$0   \$0	\$0   \$0
Annual Benefit Maximum (per calendar year)	\$2,000 per person	\$2,000 per person
Preventive Care	100%	100%
Basic Care	100%	80%
Major Care	80%	50%
Orthodontia	50% — up to \$2,000 per person (lifetime maximum)	50% — up to \$2,000 per person (lifetime maximum)

\* Out-of-network and Premier Delta Dental providers may “balance bill” for amounts above what is allowed by the plan.



# Vision



	VSP Vision	
	In-Network	Out-of-Network
Eye Exams (per calendar year)	100%	Up to \$45
Corrective Lenses (per calendar year) <ul style="list-style-type: none"> <li>• Single</li> <li>• Lined Bifocal</li> <li>• Lined Trifocal</li> <li>• Progressive</li> </ul>	100% 100% 100% 100%	Up to \$30 Up to \$50 Up to \$65 Up to \$50
Frames* (per calendar year)	Up to \$300 + 20% off balance	Up to \$70
Computer Vision Care (Employee-only coverage — per calendar year)	Frames: Up to \$100 + 20% off balance Lenses: Single, lined bifocal/trifocal and occupational lenses included	Frames: Up to \$45 Lenses: Up to \$65, based on type
Contact Lenses (in lieu of glasses — per calendar year)	Elective: Up to \$300 Medically Necessary: 100%	Elective: Up to \$105 Medically Necessary: Up to \$210

\* The VSP Vision Plan also covers up to \$165 for frames at many Costco locations. Be sure to contact the specific Costco location prior to service, as not all locations are part of the VSP network.



# In-network versus accepts insurance



Just because your provider states they *take your insurance*, does not mean they are **in-network**.

Make sure your provider is **in-network**, by reviewing the provider directories at:

UHC -

<https://nutanix.welcometouhc.com/>

Delta Dental PPO -

<https://www.deltadentalins.com/>

VSP -

<https://www.vsp.com/eye-doctor>



# Flexible Spending Accounts & Commuter Benefit Plans

# Pre-Tax Plans

## FSA

### Flexible Spending Accounts

Save money on healthcare and dependent care expenses with an FSA by paying for them with tax-free funds.

## HRA

### Health Reimbursement Account

Available only with the Kaiser HMO plan, this account helps you pay for covered in-plan/in-network healthcare services payable to Kaiser.

## CBP

### Commuter Benefit Program

The Commuter Benefit Program helps you pay for costs associated with commuting to work on a pre-tax basis. This includes costs for public transportation and parking.



# Flexible Spending Accounts (FSAs)

## Healthcare FSA

- Use pre-tax dollars to pay for eligible medical, dental and vision expenses
- Convenient payment options - debit card, “Pay Me Back” or “Pay My Provider”
- Carryover – Rollover up to **\$550** of your unused 2021 balance to 2022
- Contribute up to **\$2,750** in 2021

## Dependent Care FSA

- Use pre-tax dollars to pay for childcare, pre-school or adult dependent day care (children up to 14 or adults who are your tax dependents, according to the IRS)
- Grace Period – 2.5 extra months at the end of the plan year to spend your 2021 FSA funds (Mid-March 2022)
- Contribute up to **\$5,000** per household in 2021



# Commuter Benefit Program (CBP)

HealthEquity®

- Use pre-tax dollars for public transit expenses (e.g., trains, buses, ferries, vanpools) when commuting to and from work (up to **\$270** per month), and for parking expenses (up to **\$270** per month)
- How to Participate
  - Make enrollment elections on HealthEquity’s website at:  
[www.healthequity.com/wageworks](http://www.healthequity.com/wageworks)
    - Order commuter passes
    - Use the HealthEquity debit card for eligible workplace commuting expenses at approved vendors – limited to the available account balance on the card
- Monthly Enrollment Periods
  - Make elections by the 10th of every month for the following month’s enrollment
  - Paycheck deductions taken on last paycheck of the month



# Disability, Leave of Absence, & Life and AD&D Plans

# Disability



- Short-term and long-term disability insurance is paid by Nutanix
- Benefit: up to 60% of base salary up to \$2,310 per week

## 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 ...
<b>Option 1: Premium Not Imputed</b> (benefit is taxed)	<b>Taxed as income</b> if/when you receive them	<b>Not affected</b>
<b>Option 2: Premium Imputed</b> (benefit is tax-free)	<b>Not taxable income</b> if/when you receive them	<b>Affected</b> — the value of the premium is “imputed income,” so you pay taxes on this amount



# Disability and Leave Of Absence



## Applying for Disability and LOA

- A formal Leave is required if you are out of the office for more than 5 business days due to an illness, illness of a family member, pregnancy/maternity leave, bonding-birth/adoption/foster of a child or any eligible FMLA or statutory leave
- Notify your manager and the Benefits Team ([LOA@nutanix.com](mailto:LOA@nutanix.com)) of your need to take an LOA 30 days prior to the start date of the leave when foreseeable, or as soon as possible
- Disability Benefits information can be found on the Nutanix Benefits portal [www.nutanixbenefits.com](http://www.nutanixbenefits.com) under the “Money” topic in the menu or on the [ServiceNow People Portal](#)



# Life Insurance and AD&D

## Basic Life and AD&D (paid by Nutanix)

- Benefit amount is 3X your annual base earnings, up to \$1M



## Voluntary Life and AD&D

- You can select additional coverage for yourself, your spouse/domestic partner, and/or your child(ren) or your domestic partner's child(ren) — paid through convenient payroll deductions
  - **Employee** = \$10,000 increments — maximum is the lesser of 6X your annual base earnings or \$1M
  - **Spouse/Domestic Partner** = Up to 100% of employee coverage amount in \$5,000 increments — maximum is the lesser of employee's basic and voluntary life/AD&D amount or \$500,000
  - **Child** = \$2,000 increments — maximum is \$20,000
- Evidence of Insurability (EOI) is required for Voluntary Life insurance above the Guaranteed Issue (I) amounts:
  - \$500,000 for employee coverage
  - \$100,000 for spouse/domestic partner coverage



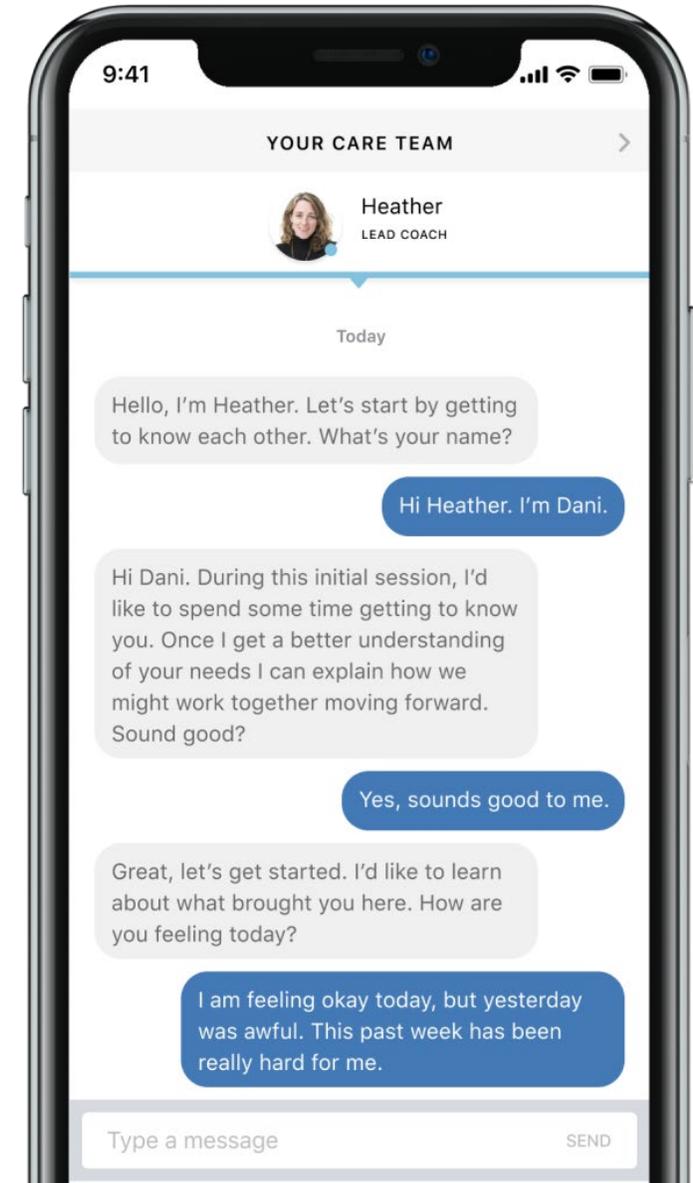
# Wellbeing Plans

# Mental Wellness at Nutanix



**Ginger** behavioral health coaches offer day-to-day support for life's challenges

- Provides on-demand text-based access to behavioral health coaching and clinically-validated content and activities
- Available to employees and their dependents age 18 and older 24/7
- Accessible via the Ginger Emotional Support app for iOS and Android



# Employee Assistance Program (EAP) Concern

## Counseling Benefits

- Up to 6 counseling sessions per issue per year
- Connect with a counselor in person, online, via phone, or text

## Life Balance Solutions

- Financial coaching to help manage money wisely and develop financial security
- Free 30-minute consultation for legal issues (not related to employment)
- Specialist advice/general information about child and adult care, debt management, adoption assistance, identity theft support and more

## Accessible online

- [employees.concernhealth.com](https://employees.concernhealth.com)
- Access Code: Nutanix



# Rethink



## Our developmental disability support benefit!

Rethink's award-winning, research-based program provides support to parents raising children with learning or behavior challenges, or developmental disabilities. Parents receive free, live tele-consultations with behavioral health experts who can answer questions and provide a variety of resources — all at no cost to you!

### Common tele-consultation topics:

- Teaching new skills
- Addressing problem behaviors at home
- Troubleshooting lack of progress
- Collaborating with school and other providers

### Common support resources:

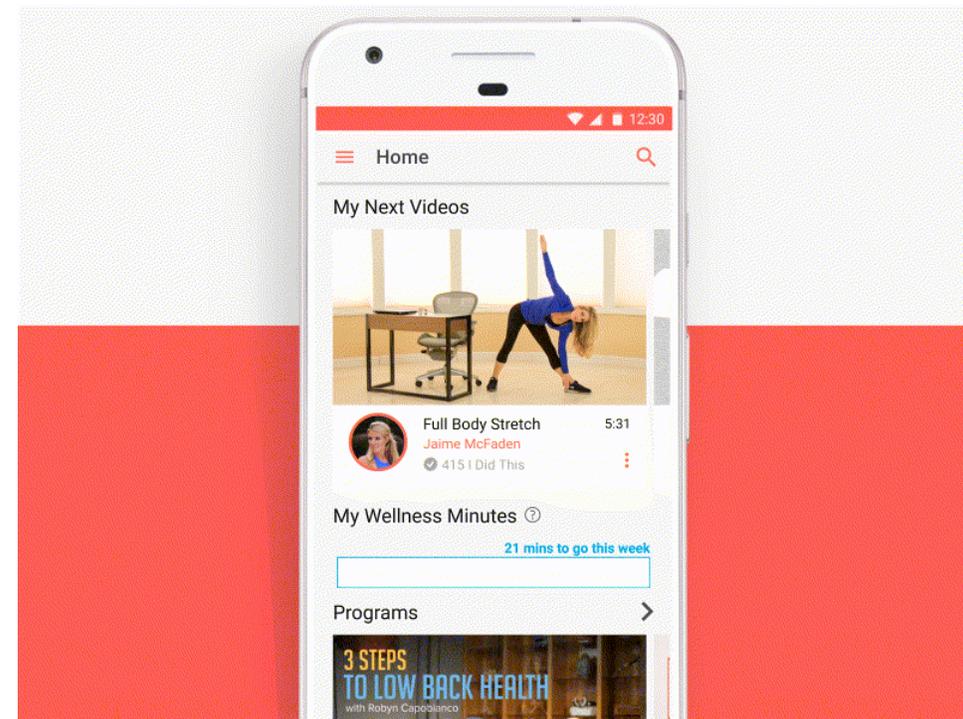
- Easy-to-follow videos
- Printable materials
- Training

Visit <http://nutanix.rethinkbenefits.com> (access code: nutanix)



# Wellbeing at Nutanix

- Wellness on demand
- Access to 4,000+ videos on fitness, nutrition, mindfulness, finance and more
- Connect and sync your Garmin or Fitbit
- Lots of ways to access your account:
  - Log in via Okta
  - [Grokker.com/Nutanix](https://Grokker.com/Nutanix)
  - Grokker app (iOS and Android)
  - Stream from Roku, Apple TV and Fire TV



# Retirement & ESPP

# 401(k) Plan



- Traditional 401(k) – pre-tax contributions
- Roth 401(k) – post-tax contributions
- Invest up to the IRS maximum each year
  - \$19,500 for 2021
  - \$6,500 catch-up contribution if you are age 50+ in 2021
- Deductions made on most income earnings (e.g. base pay, over-time, commission and bonus)
- Eligible to make enrollment, investment selections and/or changes approximately 1 1/2 weeks after you start
- Enrollment, investment selections and/or changes made online at [www.401k.com](http://www.401k.com) or by calling 1-800-835-5097



# 401(k) Plan (cont.)



- Full-Time & Part-Time Employees: you will be auto-enrolled at 2% approximately 45 days after your first day with Nutanix
- Did you work for two or more employers in 2021?
  - It is possible that you may contribute more than the \$19,500 (or \$26,000 with catch-up contributions) annual limit
- Review your pay slips or 401(k) statements from former employer(s) to determine how much you have contributed to their 401(k) plan(s) in 2021
- Email [payroll@Nutanix.com](mailto:payroll@Nutanix.com) with the exact dollar amount that you have already contributed (both pre-tax deferrals and ROTH) to other employer's plan(s) in 2021 to help prevent over-contributing



# Employee Stock Purchase Plan (ESPP)



- Enrollment Periods: March and September
- Contribute up to 15% of eligible compensation to purchase NTNIX 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% of the fair market value of our shares on the first trading day of the offering period or,
  - 85% of the fair market value of our shares in the last day of the applicable purchase period
- For stock related inquiries, please email [stocks@nutanix.com](mailto:stocks@nutanix.com)

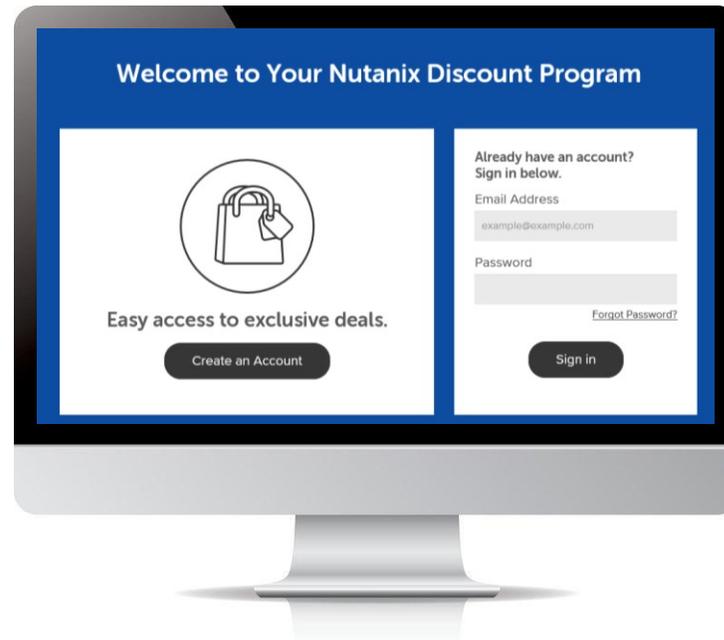


# Additional Perks & Information

# Employee Discounts



- Access to discounts on a variety of products and services
- Register at <https://nutanix.perkspot.com> using your Nutanix email address



# Credit Union



## Offerings

- Free Checking
- Money Market Savings
- IRAs Certificates
- Real Estate Loans
- Auto Loans
- Visa Credit Cards
- Private Student Loans
- Student Consolidation Loans

## Membership

- Individuals who live, work, or attend school in Santa Clara County, CA
- 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.



# LinkedIn Learning



- Gain new skills and advance your career through LinkedIn's on-demand learning solution
- Choose from 9,000+ video tutorials on business, creative and technology topics
- Access courses on your schedule and learn from industry leaders, all in one place — available from any desktop or mobile device
- [LinkedIn.com/learning](https://www.linkedin.com/learning) or access through Okta to connect to your personal account



# Requesting Time Off



## How to request time off in Workday

- Log in to Workday at <https://nutanix.okta.com>
- Under “Applications”, select **Time Off**
- Under “Request”, select **Time Off**
- Follow the prompts, including selection of the type of time off you are requesting
- Click **Submit** and you’re done!

## Remember

- Speak with your manager before requesting the time off
- Always submit your time off via Workday
- For more information, review [this ServiceNow article](#)



**Applications**  
9 items



Personal  
Information



Pay



Benefits



Time Off



# Pay Dates



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



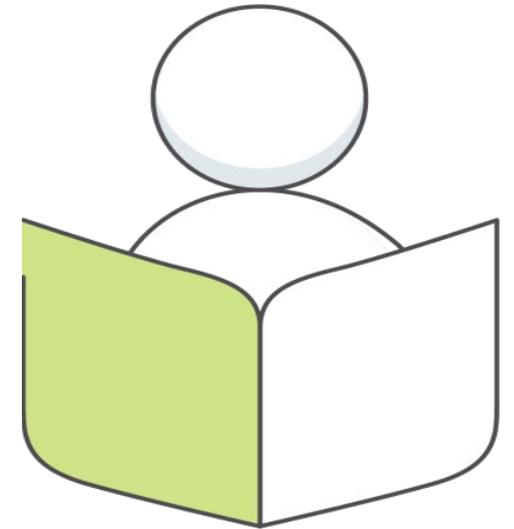
# Benefit Resources

Nutanix Benefits Portal: [nutanixbenefits.com](https://nutanixbenefits.com)

- [2021 Benefits](#) page
- [2021 Benefits Decision Guide](#)
- 2021 Benefits at a Glance
  - [Full-time Employees](#)
  - [Interns and Returnships](#)
  - [Part-time Employees and Apprenticeships](#)
- Access SPDs, SBCs and other important plan documents

## Questions

- Open a ticket with the Global People Services (GPS) team via The People Portal at <https://nutanix.okta.com>





Thank you!