



2024 EMPLOYEE PREMIUMS

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, even when you cover dependents.**

All coverage on dental and vision plans, including employee coverage, will have a nominal paycheck deduction in 2024.

Below is what you will pay per biweekly paycheck deduction for medical, dental and vision coverage.

MEDICAL PLANS

Coverage Level *	UnitedHealthcare CDHP-HSA	UnitedHealthcare POS Plan	Kaiser Permanente HMO (California only)
Employee-Only	\$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

DENTAL PLAN

Coverage Level *	Delta Dental PPO Plan
Employee-Only	\$2
Employee + Spouse	\$3
Employee + Children	\$3
Employee + Family	\$5

VISION PLAN

Coverage Level *	VSP Vision Plan
Employee-Only	\$1
Employee + Spouse	\$2
Employee + Children	\$2
Employee + Family	\$3

* Company-paid contributions toward health coverage for qualified domestic partners is considered "imputed income" under federal tax law. This means the value of domestic partner coverage that is paid by Nutanix will be reported as taxable earnings on your paycheck. [Learn more about imputed income.](https://www.nutanixbenefits.com/Enrollment-and-Eligibility/Eligibility#Income) [link: <https://www.nutanixbenefits.com/Enrollment-and-Eligibility/Eligibility#Income>]