



2022 Benefits Guide

You & Your Benefits
The power of choice
in support of you!



Welcome!

Providing **great benefits and the power of choice** to you and your family are just some of the ways Nutanix supports the health and wellbeing of the people who make our company successful.



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Your Benefits

Welcome to your 2022 Nutanix benefits, designed to offer you **the power of choice**—where you decide which benefit plans and coverage levels are right for you and your family in 2022. This year we're adding the choice of another medical plan that offers a triple tax-advantaged Health Savings Account (HSA)—along with enhancements to several existing programs.

Remember—your Nutanix benefits are here for you when you need them. We're committed to supporting your overall wellbeing with an inclusive suite of benefits programs designed to meet your needs and those of your family. Key features of your Nutanix benefits include:

- Medical, dental and vision coverage, with premiums fully paid by Nutanix for you and your family—this means no paycheck deductions
- A choice of medical plans meeting the diverse needs of our population—options that support little to no out-of-pocket costs for in-network health services for you and your family, and an option with a tax-advantaged savings vehicle for current and future health expenses
- Financial security through life and accidental death and dismemberment (AD&D) insurance, including optional coverage, disability programs and a 401(k) plan
- Programs designed to support you on your wellbeing journey and to help you meet your individual goals
- Resources and tools to support you and your family—including our Employee Assistance Program, time away benefits, travel assistance, LinkedIn Learning and more—to help bring the best to your personal and professional lives.

In this guide, you'll learn about all the benefits available to you. Use this information, along with the benefits website at nutanixbenefits.com, to help you choose the coverage that's right for you and your family.

Eligibility

All regular, full-time employees working at least 30 hours per week are eligible for benefits as of their date of hire.

Interns, returnships, apprenticeships and part-time employees scheduled to work at least 20 hours per week are eligible for the UnitedHealthcare (UHC) Point of Service (POS) plan on the first of the month following 60 days of employment.

Eligible dependents of employees include:

- Your legal spouse or domestic partner
- Your children under age 26 and/or those of a domestic partner
- Your disabled children who meet certain criteria

Imputed Income for Domestic Partner Coverage

Eligible domestic partners and/or their eligible children may be enrolled in medical, dental, vision, and voluntary life and AD&D insurance coverage. Due to Internal Revenue Service (IRS) regulations, if you cover a domestic partner, the value of these benefits is generally added to your taxable income and subject to federal and state income and payroll taxes. This practice is known as “imputed income.”

You pay taxes from your paycheck on that amount, and imputed income is shown on your W-2. In addition, if you are required to pay a premium for the coverage, the premium for your domestic partner's coverage will be on an after-tax basis. You can view more information about the 2022 imputed income value of benefit coverage at nutanixbenefits.com under **Resources > Documents > Enrollment**.

This guide 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.

The Power of Choice Is in Your Hands

Your Nutanix benefits offer you the power of choice—not just when choosing which plan and coverage levels to enroll in but also in your healthcare decisions throughout the year. Consider the following in order to be a smarter healthcare consumer:

> Choosing a plan

- What are your anticipated costs, including how much in medical expenses and prescription drug costs you might incur during the year?
- Do you prefer the flexibility of choosing your doctors with the UHC plans, or the “one-stop-shop” access offered by the Kaiser plan?
- Are you healthy and don't anticipate using a lot of healthcare during the year? Consider the new UHC High Deductible Health Plan (HDHP), where a Health Savings Account (HSA) offers tax advantages and the ability to grow your healthcare savings over time.

> Using your benefits

- First things first: Get your annual exam and immunizations, since preventive care is 100% covered and helps you understand your health status and stay on top of your overall wellbeing.
- Establish a relationship with your healthcare provider, bringing questions to your office visits and shopping around for quality care.
- Be sure to research and use in-network providers, and try to avoid high-cost situations like the emergency room by using telemedicine or urgent care instead.
- For maintenance medications, using mail order can save you time and money.

More Choices and Enhancements for 2022

This year we're adding a new medical plan option and making additional enhancements to our plans, effective January 1, 2022. The changes are designed to give you the power of choice—so you can choose the benefits that fit you and your family best. This is your once-a-year opportunity to review and make changes to your Nutanix benefits.



Health

Nothing is more important than your overall health and wellbeing. That's why our benefits program offers plans to help keep you and your family healthy and well, while also providing important protection in the event of illness or injury.

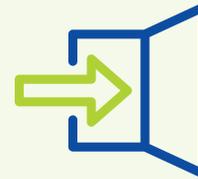


Medical and Prescription Drugs

Benefit-eligible employees in the U.S., excluding Hawaii, may elect to enroll in the UnitedHealthcare Point of Service (POS) plan or the UnitedHealthcare High Deductible Health Plan (HDHP) with Health Savings Account (HSA). The Kaiser Permanente Health Maintenance Organization (HMO) plan is also available to full-time employees in California. Hawaii-based employees may elect to enroll in the UnitedHealthcare Preferred Provider Organization (PPO) plan.

Nutanix pays 100% of plan premiums for you and your family, which means you will not have any payroll deductions for your elected coverage.

Opt-Out Credit



Nutanix follows the Internal Revenue Service (IRS) notice on how opt-out credits impact the affordability of employer-sponsored health coverage. In order to offer an opt-out credit of \$200 per month and keep our health plans affordable as defined under the Affordable Care Act (ACA), Nutanix requires employees to attest to and provide documentation that they are enrolled in other Minimum Essential Coverage (generally, other employer-sponsored group medical plan coverage). Once reviewed and approved, you will receive your opt-out credits on a per-paycheck basis.

Nutanix 2022 Medical Plans Comparison Chart

The following charts provide an overview of key coverage features and costs for each medical plan.

	UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA)		United Healthcare HDHP with HSA		Kaiser Permanente HMO (Northern and Southern CA)	
Paycheck Deductions	\$0 for all coverage tiers Nutanix pays the full cost		\$0 for all coverage tiers Nutanix pays the full cost		\$0 for all coverage tiers Nutanix pays the full cost	
Imputed Income	Due to IRS regulations, if you cover a domestic partner and/or their children, the value of these benefits is considered imputed income. See page 3 for details.					
PLAN FEATURES						
Provider Network	UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA) myuhc.com		UnitedHealthcare Choice Plus myuhc.com		Kaiser Permanente kp.org	
Deductible	In-Network: \$0 Individual \$0 Family	Out-of-Network: \$6,000 Individual \$12,000 Family	In-Network: \$1,500 Individual \$3,000 Family	Out-of-Network: \$3,000 Individual \$6,000 Family	In-Network: \$0 Individual \$0 Family	Out-of-Network: N/A
Nutanix Account Contribution	None		\$600 Individual \$1,200 Family to an HSA <i>(you keep unused funds; they carry over year to year)</i>		\$1,500 Individual \$3,000 Family to an HRA <i>(funds not used during the calendar year do not carry over for future use)</i>	
What You Pay for Most Services	In-Network: \$0	Out-of-Network: 40% (after deductible)	In-Network: 10% (after deductible)	Out-of-Network: 30% (after deductible)	In-Network: Copays, as noted below	Out-of-Network: N/A
Out-of-Pocket Maximum	In-Network: \$0 Individual \$0 Family	Out-of-Network: \$10,000 Individual \$20,000 Family	In-Network: \$3,000 Individual \$6,000 Family	Out-of-Network: \$6,000 Individual \$12,000 Family	In-Network: \$1,500 Individual \$3,000 Family	Out-of-Network: N/A



Nutanix 2022 Medical Plans Comparison Chart continued

MEDICAL SERVICES	UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA)		United Healthcare HDHP with HSA		Kaiser Permanente HMO (Northern and Southern CA)	
	Employee Cost		Employee Cost		Employee Cost	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventive Services	\$0	Not covered	\$0	30% (after deductible)	\$0	Not covered
Well-Baby / Well-Child Visit	\$0	Not covered	\$0	30% (after deductible)	\$0	Not covered
Office Visit	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay for most visits	Not covered
Specialist Visit	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay for most visits	Not covered
Virtual Care	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$0	Not covered
X-ray / Lab / Imaging	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	X-ray / Lab: \$10 per encounter Imaging: \$50 per encounter	Not covered
Urgent Care	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay per visit	Not covered
Inpatient Hospital / Surgery	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$250 copay per admission	Not covered
Emergency Services	\$0	\$0	10% (after deductible)	10% (after deductible)	\$50 copay per visit	Not covered
Ambulance	\$0	\$0 for emergency \$0 for non-emergency if meeting certain criteria 40% (after deductible) for non-emergency	10% (after deductible)	\$0 for emergency \$0 for non-emergency if meeting certain criteria 30% (after deductible) for non-emergency	\$100 per trip	Not covered
Mental Health & Substance Use Disorder Therapy	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Virtual Care—Behavioral Health	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay for most visits	Not covered
Office Visits	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay for most visits	Not covered
Inpatient Care	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$250 copay per admission	Not covered
Outpatient Care	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay per visit	Not covered

Nutanix 2022 Medical Plans Comparison Chart continued

	UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA)		United Healthcare HDHP with HSA		Kaiser Permanente HMO (Northern and Southern CA)	
MEDICAL SERVICES	Employee Cost		Employee Cost		Employee Cost	
Other Services	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Chiropractic	\$0 Limit of 24 visits per year (in-network and out-of-network combined)	40% (after deductible)	10% (after deductible) Limit of 24 visits per year (in-network and out-of-network combined)	30% (after deductible)	\$15 copay Limit of 20 visits per year (Chiropractic and Acupuncture combined)	Not covered
Acupuncture	\$0 Limit of 24 visits per year (in-network and out-of-network combined)	40% (after deductible)	10% (after deductible) Limit of 24 visits per year (in-network and out-of-network combined)	30% (after deductible)		
Physical, Speech & Occupational Therapy	\$0 Limit of 60 visits per year (in-network and out-of-network combined)	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay	Not covered
Applied Behavioral Analysis (ABA) Therapy	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	\$20 copay	Not covered
Fertility Treatment (Infertility diagnosis and treatment of underlying medical condition covered)	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	50%	Not covered
Gender Affirmation Services	\$0	40% (after deductible)	10% (after deductible)	30% (after deductible)	Copay varies by type of service; contact Kaiser Permanente for details	Not covered
Nutritionist Visits	\$0 No limits; chronic conditions only	40% (after deductible)	10% (after deductible) No limits, no medical necessity requirement	30% (after deductible)	\$0 (referral may be required)	Not covered

Nutanix 2022 Medical Plans Comparison Chart continued

	UnitedHealthcare Select Plus (CA) Choice Plus (Outside CA)		United Healthcare HDHP with HSA		Kaiser Permanente HMO (Northern and Southern CA)	
PRESCRIPTIONS	Employee Cost*		Employee Cost*		Employee Cost	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Tier 1 (generics and some brand name)	Retail: \$0; Mail order: \$0	Retail: \$10 (after deductible) Mail order: Not covered	10% (after deductible)	30% (after deductible)	\$10 per prescription for 1 to 30 days Mail order: Usually 2x the plan pharmacy cost sharing for up to a 100-day supply	Not covered
Tier 2 (preferred brand name)	Retail: \$0; Mail order: \$0	Retail: \$30 (after deductible) Mail order: Not covered	10% (after deductible)	30% (after deductible)	\$10 per prescription for 1 to 30 days Mail order: Usually 2x the plan pharmacy cost sharing for up to a 100-day supply	Not covered
Tier 3 (higher-cost brand name and select generics)	Retail: \$0; Mail order: \$0	Retail: \$50 (after deductible) Mail order: Not covered	10% (after deductible)	30% (after deductible)	\$10 per prescription for 1 to 30 days Mail order: Usually 2x the plan pharmacy cost sharing for up to a 100-day supply	Not covered

* 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. You can find the UHC list of medications at myuhc.com and the Kaiser list at kp.org.

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, available on the benefits website at nutanixbenefits.com.

This guide 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.

Mail-Order Prescriptions Save Time



There are several advantages to using the mail-order pharmacy for medications you take on an ongoing basis.

Fewer refills: You can receive larger quantities (usually a 90-day supply instead of 30) at a lower cost, saving you money and time requesting monthly refills.

Free shipping: There's no extra shipping charge for mail-order prescriptions.

Convenience: Avoid trips to the pharmacy, standing in line and waiting for your prescriptions.

Log in to myuhc.com or kp.org to learn about each plan's services.

Learn More About Your Medical Plan



The Medical Plan Comparison Charts provide an overview of your medical plan options. You can find detailed information about each plan in its Summary of Benefits and Coverage (SBC). The SBCs summarize important information about your health coverage options in a standard format to help you compare costs and features across plans. The SBCs are available at nutanixbenefits.com under **Resources > Documents > Medical**. A paper copy is also available, free of charge, by opening a Global People Services (GPS) People Portal ticket.

UnitedHealthcare High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

You have a new choice for medical coverage effective January 1, 2022—the UnitedHealthcare HDHP with HSA. This new plan is available in addition to the current UnitedHealthcare plan* and Kaiser plan (available in CA), giving you distinct medical plan choices to support the different priorities and needs you and your family have—one size doesn't fit all!

The new HDHP will not have any paycheck deductions—Nutanix will pay 100% of the premiums for coverage for you and your family.

The new HDHP has two parts:

- 1. A medical plan.** The rich coverage provided under the plan has an annual deductible, which is offset by Nutanix contributions to your HSA. After you meet the deductible, there is a 10% cost share for most in-network services and a 30% cost share if you seek out-of-network care—a lower-cost share for out-of-network coverage than the UHC Point of Service (POS) plan. This plan uses the same network of doctors as the UHC POS plan. Unlike our other medical plans, this plan will not have visit limits for physical therapy, occupational therapy, speech therapy and nutritionist visits.
It also provides **access to Crossover**, which offers virtual and near-site concierge healthcare (see [page 12](#) for more details).
- 2. A Health Savings Account (HSA).** This triple tax-advantaged account allows you and Nutanix to contribute funds you can save for future healthcare expenses or spend now.
Any money you put in reduces your taxable income, you can invest your balance once you reach the minimum threshold of \$1,000, any earnings generated by the account aren't taxed, and withdrawals aren't taxed when used for qualified expenses.
Nutanix will contribute \$600 each year for employee-only coverage or \$1,200 for employees covering family members. You can also make contributions of your own, up to the annual maximum limit set by the IRS.

* Available in all locations except Hawaii.

About the HSA

The HDHP is the only type of medical plan that is paired with an HSA. You can use the HSA (including the money Nutanix contributes) to help pay for current healthcare expenses, including the deductible, or save and invest the money for future healthcare expenses. HSAs are a great way to save on taxes and fund your future!

- > Triple tax advantage:** The money you put into your HSA is pre-tax on a federal basis, and your money isn't taxed when you take it out for qualified expenses. Finally, any earnings on your savings aren't subject to federal tax.
- > You own the account:** Your HSA funds belong to you, for good. That means you can keep your HSA funds from year to year, even if you change medical plans or leave Nutanix.
- > You control how you use it:** You can use your HSA funds to cover qualified expenses, or you can pay out of your own pocket and save your HSA funds for a later date.
- > You can invest your savings:** You have the option to invest your balance, once you meet the minimum threshold of \$1,000, in a variety of investment options.
- > Save for medical expenses in the future:** By building up your HSA year over year, you'll be able to use the funds to pay for your medical expenses in the future, even after retirement. Once you reach retirement age, you can choose to use your HSA for any expense, subject to regular taxes.
- > Only available with a high deductible plan:** By law, you can contribute to an HSA only if you are enrolled in a high deductible health plan.

HSA Eligibility Rules

Most employees are eligible to enroll in the HDHP plan; however, there are situations that prevent you from being eligible. **You are not eligible to enroll in the new UHC HDHP with HSA if you:**

- > Can be claimed as a dependent on someone else’s tax return.
- > Are covered by another healthcare plan that’s not a high deductible health plan.
- > Are enrolled in Medicare.
- > Are enrolled or covered by a healthcare FSA or Health Reimbursement Account (HRA), including one through your spouse’s/domestic partner’s employer.
- > Are covered by veterans’ benefits and have used Veterans Affairs medical services within the past three months.

Nutanix Funds Your HSA

If you sign up for the HDHP with HSA, Nutanix will contribute to your HSA, which is administered by HealthEquity. You’re also able to make pre-tax contributions to your HSA, up to the IRS limits as shown below.* However, you don’t have to contribute to the HSA to receive the contributions from Nutanix.

Coverage Level	Nutanix Contribution	2022 IRS Maximum	Maximum You Can Contribute**
Employee Only	\$600	\$3,650	\$3,050
Employee + Spouse/Partner and/or Child(ren)	\$1,200	\$7,300	\$6,100

* Contributions are pre-tax for federal income tax and most state income taxes, but are post-tax for California and New Jersey.

** Catch-up contributions: You can contribute up to \$1,000 more into your HSA if you are 55 or older, or will be turning 55, in 2022.

To learn more details about the HDHP, review the Summary of Benefits and Coverage, which is available at nutanixbenefits.com under

Resources > Documents > Medical: UHC.

Kaiser Health Reimbursement Account (HRA)

The HRA is available with the Kaiser HMO plan and you will elect the HRA when enrolling in the Kaiser plan. An HRA is an account that is owned and funded by Nutanix to help you pay for covered in-plan/in-network healthcare services payable to Kaiser.

For 2022, Nutanix will contribute:

- > Individual: \$1,500
- > Family: \$3,000

The Kaiser HRA is managed by HealthEquity. It is available to be used for copays and coinsurance payments to the Kaiser HMO plan for you and your covered dependents, and HealthEquity will process your eligible medical claims up to your out-of-pocket maximum.

What is the difference between the HRA and the HSA?



There are key differences between these account types. You can use HRA funds to pay for eligible out-of-pocket medical expenses (like copays) under the Kaiser plan only. You cannot contribute to an HRA, you can’t keep any unused money, and the balance does not roll over from year to year. You also don’t own the account, it doesn’t grow, and it’s not a retirement savings vehicle.

The HSA is an account that you own, where the money rolls over and is yours to keep. These plans are linked to their respective health plans and cannot be combined.

New for 2022

Crossover Concierge Health (for HDHP members)

If you enroll in the HDHP, you're eligible for Crossover at no cost to you.

Crossover offers virtual and near-site concierge healthcare. You can receive primary care, physical therapy, mental health, health coaching and fitness services from anywhere you sit. You can even visit a near-site clinic to get care if guided there by your personal care team. Near-site clinics include locations across the Bay Area (one is located less than five miles from our San Jose office!). See the **Crossover Health flyer** for more information, available at nutanixbenefits.com under **Resources > Documents > Medical: UHC**.

Expanded Transgender Health Benefits (for UHC plans)*

Nutanix strives to support our employees across their diverse set of needs. In 2022, transgender health benefits under our UHC medical plans* will be expanded to include coverage that aligns with the **World Professional Association for Transgender Health (WPATH)**, such as mental health coverage (including online therapy), hormone therapy pre- and post-surgery, breast/chest/genital surgery and reconstruction, voice and communication therapy, non-breast/genital surgery, tracheal shave, rhinoplasty, facial bone reduction/reconstruction, laryngoplasty/vocal cord (voice surgery), abdominoplasty, liposuction/lipofilling, permanent or other hair removal, hair implants/wigs, implants and treatment covered for reversal.

* Except UHC Hawaii PPO

Carrot—Family Planning and Support (coming in early 2022)



Carrot provides inclusive, family forming benefits through dedicated care navigation and personalized guidance. Services include fertility consultation, testing and planning to support you on your path, as well as reproductive support, including medications, IVF/IUI, egg/sperm freezing and more.

The benefit is available to all employees and partners and does not require infertility diagnosis to be eligible. Look for details and information sessions coming in early 2022.



Virtual Visits

With **UnitedHealthcare's** Virtual Visits, the doctor will come to you—whether you are at home or in the office—as long as you have a computer, an Internet connection and a webcam. You can get treatment for a wide range of nonemergency medical conditions with no appointment needed. Virtual doctors can also prescribe medications.

This service, available 24/7, is covered under the UnitedHealthcare plans as a doctor's office visit.

To access this service, log in to myuhc.com/virtualvisits and choose from provider sites that let you register for a Virtual Visit, then talk with a doctor about your health concerns. You can also download the UnitedHealthcare mobile app to access Virtual Visits from your smartphone or tablet.

If you are enrolled in the **UHC HDHP with HSA plan**, you have access to Crossover's virtual care services, which include connecting with a primary care physician and other specialists online. See [page 12](#) for more about Crossover.

If you are a **Kaiser HMO** member, you can take advantage of Video Visits, which allow you to meet with your doctor from the comfort and convenience of your home, your office or wherever you are.

Visit Kaiser's website at kp.org/mydoctor/videovisits for more information, or download the Kaiser mobile app to access Video Visits from your smartphone or tablet.

Additional details about these benefits are available on the benefits website at nutanixbenefits.com, including a [UHC Virtual Visits Overview](#) and a [Kaiser Video Visits Overview](#).

Carenet—MyAdvocate

Starting January 1, 2022, Carenet—MyAdvocate replaces HealthAdvocate, providing personalized support and assistance for a range of healthcare questions and issues, including helping you learn more about choosing your health plan, using your benefits, coordinating care services, and navigating billing and claims. Using MyAdvocate's services is optional, but when you do, be assured your health information and the services provided are completely confidential.

MyAdvocate's services include helping you:

- Compare and choose benefit plans and coverage
- Understand and use a tax-advantaged account like an HSA or FSA
- Reduce your out-of-pocket costs through mail-order prescriptions and lower-cost imaging facilities
- Learn about Medicare enrollment processes
- Find and select an in-network doctor, dentist or facility
- Get referrals, appointments and transportation scheduled
- Identify centers of excellence for complex treatment needs
- Research and resolve billing errors or claims issues
- Coordinate care such as in-home, assisted living, skilled nursing and hospice.

To get started, call MyAdvocate at 833-968-1775 or go to myadvocateservices.com.

Dental

When it comes to staying healthy, your teeth and gums play an important role in your overall health. That's why we offer generous dental coverage to help pay for the cost of routine checkups and most other types of dental work you might need. To find an in-network Delta Dental PPO provider, visit deltadentalins.com.

Delta Dental		
Paycheck Deductions	\$0 for all coverage tiers; Nutanix pays the full cost	
Deductible	\$0 individual \$0 family	
Calendar Year Maximum	\$2,000 per person (every calendar year)	
Plan Features	In-Network Coverage	Out-of-Network and Delta Premier Dentists*
Preventive Exams, cleanings, X-rays, sealants	100%	100%
Basic Services Fillings, simple extractions	100%	80%
Endodontics (root canals) Covered under Basic Services	100%	80%
Periodontics (gum treatment) Covered under Basic Services	100%	80%
Oral Surgery Covered under Basic Services	100%	80%
Major Services Crowns, inlays, onlays and cast restorations, bridges and dentures, implants	80%	50%
Orthodontia	50% of costs, up to \$2,000 per member (lifetime maximum)	

* Out-of-network and Delta Premier dentists may balance-bill for amounts that exceed the reasonable and customary amount.

Cover Dental Expenses with Your FSA

If you anticipate paying any dental expenses out of pocket, think about enrolling in an FSA to reimburse yourself with tax-free dollars.



Vision

With Nutanix vision coverage, the focus is on you. Your vision plan, provided through VSP, covers periodic eye exams, eyeglasses, contact lenses and more for both you and your covered dependents. To find an in-network VSP provider, visit vsp.com.

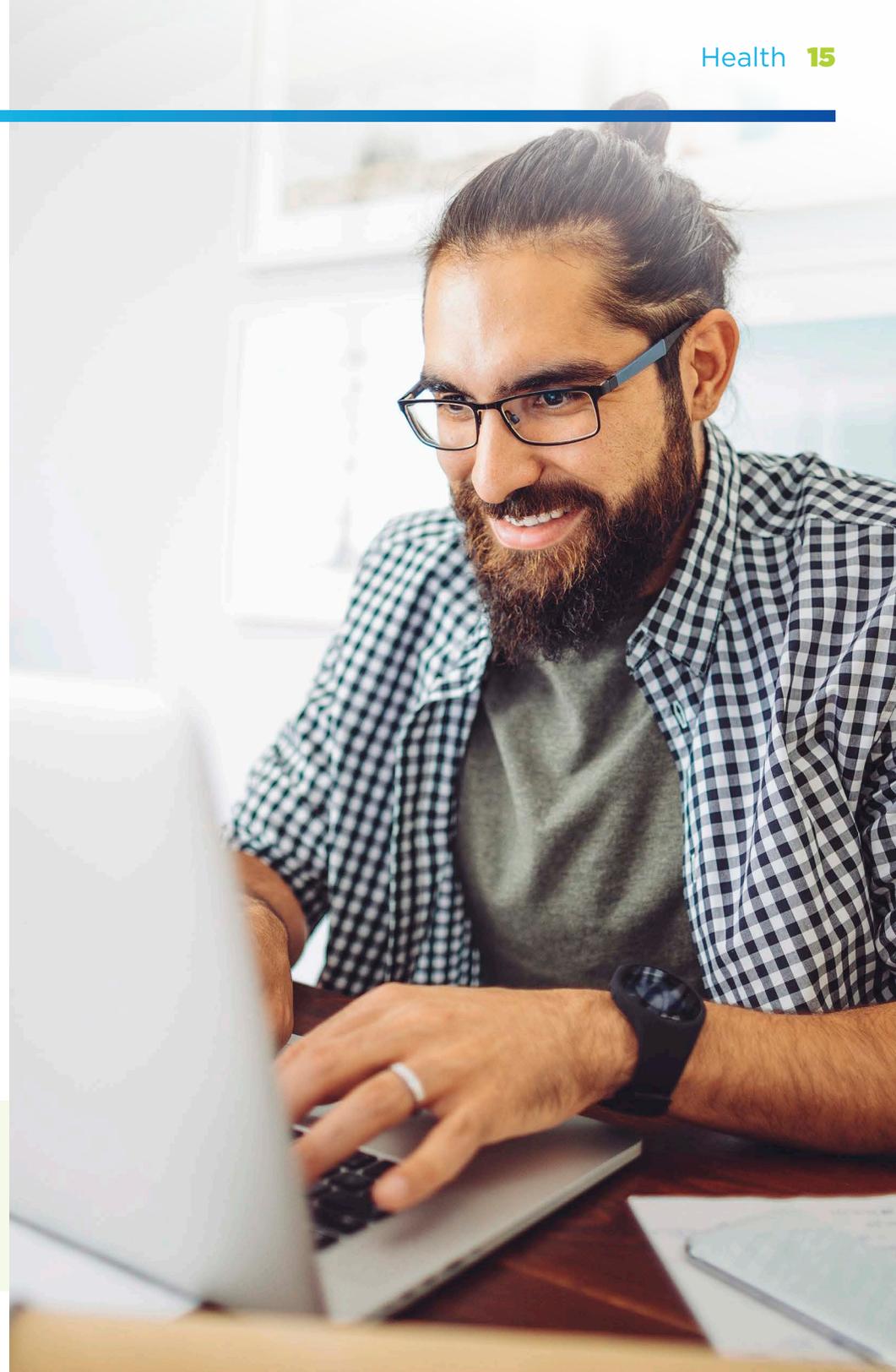
VSP Vision Plan		
Paycheck Deductions	\$0 for all coverage tiers; Nutanix pays the full cost	
Plan Features	In-Network (every calendar year)	Out-of-Network (every calendar year)
Eye Exam	100%	Up to \$45
Corrective Lenses		
Single	100%	Up to \$30
Lined Bifocal	100%	Up to \$50
Lined Trifocal	100%	Up to \$65
Progressive	100%	Up to \$50
Frames*	Up to \$300, then 20% discount on balance	Up to \$70
Contact Lenses (in lieu of glasses)	Elective: Up to \$300 Medically necessary: 100%	Elective: Up to \$105 Medically necessary: Up to \$210
Computer Vision Care (employee-only coverage)	Frames: Up to \$100, then 20% discount on balance Lenses: Single, lined bifocal, lined trifocal and occupational lenses included	Frames: Up to \$45 Lenses: Up to \$65, depending on the type

* The VSP Vision Plan also covers up to \$165 for frames at many Costco locations. Please be sure to contact the specific Costco location prior to service, as not all locations participate in this program.

Use Your FSA for Vision Expenses



If you anticipate any out-of-pocket vision expenses in the coming year, consider enrolling in an FSA to reimburse yourself with tax-free dollars.



Flexible Spending Accounts (FSAs)

Flexible Spending Accounts are a great way to save money. They allow you to set aside a certain amount from your paycheck before taxes are taken out. Then you can use the money tax-free to pay for eligible out-of-pocket healthcare and dependent care expenses. Remember that you **must reenroll** in the FSAs each year you wish to participate.

Nutanix offers three types of FSAs, administered by HealthEquity.

Healthcare FSA

- > Not available if enrolled in the HDHP medical plan
- > Pay for eligible healthcare expenses for you and your eligible dependents, such as plan deductibles, copays, coinsurance, and vision and dental expenses (including orthodontia)
- > Contribute up to \$2,750 in 2022
- > Ability to carry over up to \$550 from your 2021 balance to 2022

NEW! Limited Purpose FSA (LP FSA)

- > Only available if enrolled in the HDHP medical plan
- > Pay for eligible dental (including orthodontia) and vision expenses for you and your eligible dependents (you can use your HSA for eligible medical expenses)
- > Contribute up to \$2,750 in 2022
- > Ability to carry over up to \$550 from your 2021 balance to 2022

Dependent Care FSA

- > Pay for eligible dependent care expenses, such as child day care (under the age of 13), that are necessary for you and/or your spouse to work, look for work, or attend school full time
- > Contribute up to \$5,000, or \$2,500 if married and filing separately
- > Grace period of 2.5 months at the end of the plan year to spend your 2022 Dependent Care FSA funds

Estimate Carefully

Keep in mind, FSAs are “use it or lose it” accounts. You will forfeit any money left in the account at the end of the plan year, so it’s important to carefully estimate your contribution amount.

Eligible Expenses



Healthcare FSA: Plan deductibles, copays, coinsurance and other medical, dental or vision expenses. To learn more, see [IRS Publication 502](#) at [irs.gov](#).

Limited Purpose FSA: Dental and vision out-of-pocket expenses (e.g., orthodontia, eyeglasses/contacts). To learn more, see [IRS Publication 502](#) at [irs.gov](#).

Dependent Care FSA: Child day care, day camp, home care for dependent elders and related expenses. To learn more, see [IRS Publication 503](#) at [irs.gov](#).

HealthEquity



Nutanix partners with HealthEquity to manage our HSA, HRA, FSAs and Commuter Benefit Program.

Out-of-pocket expenses are minimized when you utilize HealthEquity’s quick and easy claim reimbursement process, which includes online portal access and a mobile app that lets you manage your accounts from home, at work or on the go.

Call HealthEquity at [877-924-3967](tel:877-924-3967) or visit the Support Center at healthequity.com/wageworks, where you will find answers to frequently asked questions, important forms, videos and other useful resources.

Hop on the Commuter Benefit Program!



As things begin to return to normal and you start commuting to the office again, the Commuter Benefit Program (CBP) helps you pay for costs associated with commuting to work, such as public transportation and parking. By contributing pre-tax dollars to a commuter account, you can lower your taxable income and save on taxes. The dollars you put in your commuter account are yours to use, tax-free, toward your eligible expenses.

- **Transit Expenses:** Contribute up to \$270 per month
- **Parking Expenses:** Contribute up to \$270 per month

The CBP is administered by HealthEquity. **You can enroll anytime during the year directly with HealthEquity.** Contact HealthEquity online at healthequity.com/wageworks or by phone at 877-924-3967.

Work/Life

Nutanix understands the importance of maintaining work/life balance and that only you know what works best for you and your family. That's why we provide you with the power of choice when it comes to using the wide variety of programs and benefits designed to help you and your family members live balanced and fulfilling lives.



Employee Assistance Program (EAP)

Nutanix provides you and your family access to our EAP through Concern. This service is *100% free and fully confidential*—no individual information is shared with Nutanix—and this benefit is available 24/7, 365 days a year.

Services available to you and your family include:

- > **In-person, telephone and video counseling** to support you when you need it. Whether you are faced with a loss or death, a conflict, family relationships or job stress, Concern is available 24/7.
- > **Referrals to quality providers** when you seek child care, adoption assistance and adult care resources.
- > **Financial coaching.** Get sound financial guidance to help you develop long-term financial security.
- > **Legal assistance.** Take advantage of free 30-minute office or telephone consultations for legal issues such as estate planning, wills and trusts, and immigration.
- > **Help with building the mental wellbeing muscle.** Enjoy guided mindfulness solutions with **eMLife**, provided through Concern. Build skills for everyday life with programs taught live by certified experts on topics such as Mindful Eating, Resilience, Performance + Effectiveness, Healing from Cancer, Relationships and more. Catch up with on-demand content and build that daily habit by dedicating 1% of your day—just 14 minutes—to practicing mindfulness.

To access services, visit employees.concernhealth.com (access code: nutanix) or call 800-344-4222.

Mental Wellbeing Support Through Ginger

Nutanix offers on-demand mental wellbeing benefits through Ginger at no cost to you.

Ginger provides behavioral health coaches to offer day-to-day support for life's challenges. Want help managing your anxiety or getting better sleep? There's no need to wait for an appointment. Get immediate, real-time support via text from a trained behavioral health coach day or night, 365 days a year. You also have access to skill-building resources to help you practice life skills like managing anxiety and reducing stress. The personalized, interactive content is accessible anytime in the app and supports the work you do during your sessions with your coach.

Ginger is available to employees and their dependents 18 years and older.

Access Ginger through its app (download from the App Store or Google Play). For more information, visit the Ginger website at ginger.com.

Rethink Benefits

Rethink is an award-winning platform that specializes in helping parents care for children of any age with learning, social or behavioral challenges, and developmental disabilities. With Rethink, you have access to live teleconsultations with behavioral health experts and a wide range of resources to best support your child in reaching their potential—all at no cost to you!

You have access to:

- Remote consultations with a dedicated behavior expert to answer your specific questions
- Unlimited access to how-to videos and resources on Rethink's website and mobile app
- Exclusive resources developed to assist your child with skills like socialization, self-help and academics
- Ability to provide access to the site to other members of your family and teachers

For more information, visit the Rethink website at rethinkbenefits.com/nutanix.



Wellbeing—Fitness and More

Grokker provides you with an on-demand program and platform to support your physical and mental wellbeing.

Grokker meets you where you are. Whether it's daily exercise, mindfulness practices or an interest in learning healthy recipes to share with your family, Grokker has something for everyone. With over 4,000 fitness, nutrition, mindfulness, finance and sleep videos, Grokker's holistic program benefits employees of every age, fitness level and body type.

You can even share access with two family members who can help you stay motivated and reach your goals.

Access the Grokker app (download it from the App Store or Google Play) anywhere, anytime and on any device—TV, phone, tablet, wearable device or the web. For more information and to enroll, visit the Grokker website at grokker.com/Nutanix.

Time Away From Work

You are encouraged to take time away from work to recharge and connect with your family, friends and community, and to take care of personal matters when they arise.

Exempt Employees

Flexible Time Off (“Flex Time”) is available to U.S.-based exempt employees, giving you the flexibility to take time off for a planned vacation and other personal reasons. This is a nonaccrual plan, meaning that exempt employees do not accrue any vacation benefits or paid time off under the Flex Time policy.

Nonexempt Employees

Nonexempt employees accrue vacation time based on years of service.

Years of Service	Annual Vacation Accrual	Maximum Cap on Accrual
0-4 years of service	15 days or 120 hours	22.5 days or 180 hours
5+ years of service	20 days or 160 hours	30 days or 240 hours

Work directly with your manager to arrange for time off and capture your time away in Workday. You continue to receive your regular pay when you take approved time off from work for vacation. Be sure to request and schedule time off as far in advance as possible so your manager can ensure adequate coverage while you're away.

For illnesses lasting longer than five days, you will apply for Short-Term Disability (STD) benefits through The Hartford and state disability insurance (where applicable) after your fifth consecutive business day away from work.

Volunteer Time Off (VTO)

The Nutanix VTO program was created to support our employees' efforts to give back to their local (and global) communities by taking time off for volunteer activities during the business day. You may take up to 20 hours of VTO per fiscal year.

For more information, please review the Nutanix VTO Program and Policy, which is available on the Nutanix intranet, Simpplr. Enter “VTO” in the search field to access the policy.

Matching Program

Pick an organization in Benevity, make your donation and Nutanix will automatically match it up to \$100 for the 2022 fiscal year. Learn more at [.Heart](#) on Simpplr.

Dollars for Doers

For every hour you volunteer up to 10 hours, Nutanix will donate \$10 to that organization for the 2022 fiscal year. Learn more at [.Heart](#) on Simpplr.

Business Travel Insurance

Nutanix offers global medical and security assistance through International SOS. This program is designed to keep you healthy, safe and secure in challenging moments when you are traveling or living abroad for work.

International SOS provides medical, security and logistical expertise to help safeguard our international travelers, expatriates and global workforce. So, if you lose your medication in Belgrade, need to see a doctor in Bangalore or get pickpocketed in Rio, you can immediately contact International SOS for support.

Conveniently dial one phone number (**+1 215-942-8226**) to connect to the International SOS network of medical and professional service teams—available 24 hours a day, 365 days a year from anywhere in the world. International SOS will get in touch with Nutanix as needed, depending on the situation, and can even communicate with your family members.

There are two ways to keep your membership information and key phone numbers handy:

- Download the Assistance App at app.internationalsos.com and register with your Nutanix email address
- Print your membership card at internationalsos.com—enter our membership number (11BCPH804918) and click **Print Card** in the top-right corner of the screen

Travel Assistance Plan

While you are on personal travel, worldwide travel assistance and identity theft protection are available through The Hartford, our group life insurance provider.

You can find more information about the Travel Assistance Plan on the benefits website at nutanixbenefits.com under **Work/Life > Other Benefits & Discounts**.

LinkedIn Learning

Nutanix offers access to LinkedIn Learning, an on-demand learning solution designed to help you gain new skills and advance your career. LinkedIn Learning offers small bursts of learning anytime and anywhere.

Many learning chunks are as short as three minutes, so you can learn what you need, when you need it.

Quick Tips for Your First Login

There are two ways to keep your membership information and key phone numbers handy:

1. Log in to your LinkedIn account at linkedin.com/learning/ using your existing username and password—no need to create a new account
2. Log in to Okta at nutanix.okta.com
3. Click the LinkedIn Learning tile in Okta
4. This will authenticate you into LinkedIn Learning for the first time

After this, you can access LinkedIn Learning via Okta or your LinkedIn account or through the LinkedIn Learning mobile app, which you can download from the App Store or Google Play. When setting up the app, specify Nutanix as the organization.

Financial Security

Nutanix helps you protect your financial security by offering the 401(k) plan, Employee Stock Purchase Plan (ESPP), and life, accidental death and dismemberment (AD&D) and disability insurance options.



401(k) Plan

You have two options to save for your retirement through our 401(k) plan, managed by Fidelity:

- Traditional pre-tax 401(k) contributions
- Roth 401(k) contributions

You are able to contribute up to the IRS maximum of \$19,500 in both traditional and Roth contributions. The Nutanix 401(k) plan also offers Fidelity BrokerageLink®, which gives you access to the retail world of investing should you want options beyond what is offered to you in the plan.

You may enroll in the 401(k) plan at any time during the year by registering at 401k.com.

To learn more about the Nutanix 401(k) plan, visit the benefits website at nutanixbenefits.com and go to the **Money** section.

Important Beneficiary Reminder—401(k) and ESPP

Be sure to designate beneficiaries for eligible benefits upon your death:



401(k) Plan: Update your beneficiary information on Fidelity's website under **Menu > Beneficiaries > Edit** at 401k.com.

Employee Stock Purchase Plan (ESPP): Visit the E*TRADE website at etrade.com and follow these steps to designate your beneficiaries:

- Enter your user ID and password to log in to your account
- Click the person icon in the top-right corner
- Select **Account Preferences > Account beneficiaries > Edit**

Employee Stock Purchase Plan (ESPP)

By participating in our ESPP, eligible employees can purchase shares of our Class A common stock through automatic payroll deductions.

- **Eligibility:** You generally will be eligible to participate in the ESPP if you are employed by Nutanix and are scheduled to work for us for at least 20 hours per week and more than five months in any calendar year (meaning you are not a short-term or seasonal employee).
- **Enrollment:** E*TRADE enrollment periods open on or around March 1 and September 1 each year.
- **Purchase Price:** The purchase price will be the lesser of (a) 85% of the fair market value of our shares on the first trading day of the offering period or (b) 85% of the fair market value of our shares on the last day of the applicable purchase period.
- **Withdrawal:** You may withdraw from the ESPP at any time; however, you will not be able to reenroll until the next enrollment period.
- **Limitations:**
 - Contributions: You can contribute up to 15% of your eligible compensation to purchase shares during each offering period (limits detailed in the prospectus).
 - Share limit: You cannot purchase more than 1,000 shares in each approximately six-month purchase period.
 - Other limits: Your right to buy shares under the ESPP may not accrue at a rate exceeding \$25,000 worth of shares per calendar year in which an offer is outstanding.

Please read the Nutanix, Inc., 2016 Employee Stock Purchase Plan and related documents available on the E*TRADE website at etrade.com, which includes complete program administration and eligibility details, plan operation Q&As, and tax and ERISA (Employee Retirement Income Security Act) information.

For questions about the ESPP, email our Stock Administration Team at stocks@nutanix.com.



Life and AD&D Insurance

Sometimes the unexpected happens, but you can have peace of mind knowing that your Nutanix benefits have your family covered. Your basic life and AD&D insurance is provided through The Hartford at no cost to you. For added protection for you and your family, you can purchase voluntary life and AD&D insurance.

AD&D insurance provides additional benefits to keep your family financially secure in the event that you lose your life, sight, hearing, speech or the use of your limb(s) in an accident. Benefits are paid as a percentage of your coverage amount, depending on the type of loss.

Company-Paid

- > Employee basic life* and AD&D** insurance of 3x your annual base earnings (up to \$1,000,000)

* Federal tax law requires Nutanix to report the cost of company-paid life insurance in excess of \$50,000 as imputed income.

** AD&D benefits are paid in addition to any life insurance if you die in an accident or become seriously injured or physically disabled.

Remember to Name a Beneficiary



Your beneficiary will receive the benefit paid by your life insurance policy in the event of your death.

To add or change a beneficiary, visit Workday at nutanix.okta.com.

Employee-Paid

- > Employee voluntary life and/or AD&D coverage in \$10,000 increments (maximum will be the lesser of 6x your annual base earnings or \$1,000,000); the guaranteed issue amount of \$500,000[†] is available when you elect this level of coverage during your new hire enrollment.
- > Spouse voluntary life and/or AD&D coverage of up to 100% of employee coverage amount in \$5,000 increments (maximum will be the lesser of the employee's basic and voluntary life/AD&D amount or \$500,000[†]); the guaranteed issue amount of \$100,000 is available for spouses when elected during your new hire enrollment.
- > Child voluntary life and/or AD&D coverage of up to 100% of the employee's coverage amount in \$2,000 increments, up to \$20,000.

You do not need to purchase voluntary life or AD&D coverage for yourself in order to purchase coverage for your dependents.

[†] You may have to complete an Evidence of Insurability (EOI) medical questionnaire to determine whether you or your spouse is insurable for voluntary life insurance amounts. If required, one will be emailed to you by The Hartford at your work email address.

Disability Insurance

The loss of income due to illness or disability can cause financial hardship and stress for you and your family. Short-Term Disability (STD) and Long-Term Disability (LTD) insurance replace a portion of your income to help you continue to pay bills and meet your financial obligations while you are out of work recuperating.

Summary of Disability Benefits

	STD	LTD
Who pays?	Employer-paid	Employer-paid
Benefit provided	Up to 60% of your weekly base salary	Up to 60% of monthly base salary
Maximum benefit payable	Up to \$2,310 per week	Up to \$10,000 per month
Maximum benefit duration	Up to 26 weeks while on an approved leave	Until you're no longer considered disabled or you reach normal retirement age, whichever comes first
Waiting period	7 calendar days	180 calendar days

STD Tax Choice

You have a choice as to when you pay taxes on STD—on the premium or on the benefit itself. Here's how each option works:

Nutanix pays your STD premium...	So, by law, any STD benefits are...	And your current tax situation is...
Option 1: Premium Not Imputed (benefit is taxed)	Taxed as income if/when you receive them	Not affected
Option 2: Premium Imputed (benefit is tax-free)	Not taxable income if/when you receive them	Affected —the value of the premium is imputed income, so you pay taxes on this amount

Important: If you do not make an STD tax choice when you first enroll in benefits or during Open Enrollment each year, you will be automatically enrolled in Option 2: Premium Imputed (benefit is tax-free).

Because the value of the premium is imputed income,* it increases the taxable income reported on your W-2, and you pay taxes on this amount. If you do not want to pay imputed income on the STD premium that Nutanix pays on your behalf, you must actively elect Option 1: Premium Not Imputed (benefit is taxed) as your STD tax choice during the enrollment process.

This means if you ever use your STD benefit, you will be taxed on any payments made to you from the STD plan at the time of payment. Those who do not make an election will be defaulted to Option 2: Premium Imputed (benefit is tax-free) in Workday. This means that you will pay taxes on the value of the premium each pay period and the STD benefit will not be taxed (because you paid taxes on the premium).

* Imputed income is the value of the STD benefit paid by Nutanix on your behalf.

Imputed Income Example: How do I determine the amount of tax I will pay on the cost of STD coverage if I select or default to Option 2?

- Assume your annual salary is \$132,000
- The cost of coverage is \$0.07 per month per \$10 of weekly benefit—the monthly premium paid by Nutanix would be \$10.66 ($[\$132,000 \div 52 \times 60\%] \times 0.07 \div 10$)
- Assuming your tax rate is 35%, the monthly tax amount you pay would be \$3.73 ($10.66 \times 35\%$)

In this example, your annual imputed income for the value of your STD premiums would be \$127.92 (10.66×12), so you would pay an additional \$44.77 ($127.92 \times 35\%$) in taxes for the year.

Star One Credit Union

Star One Credit Union is now available to all employees in the U.S. As a member-owned financial institution, Star One is focused on providing long-term financial solutions to all of their members. As a member, you have access to banking, competitive car loans and mortgages, credit cards and financial education.

Enroll

After you've carefully considered your benefit options and anticipated needs, it's time to make your benefit elections. Follow the instructions below to enroll yourself and any eligible dependents you want to cover.



New Hire Enrollment

All newly hired employees must enroll within 30 days of their hire date.

Full-time employees who don't complete their enrollment within 30 days of their hire date or when they first become eligible will automatically be enrolled in the following benefits through 2022:

- > Medical Coverage:
 - UnitedHealthcare POS plan at the employee-only tier—you will not be enrolled in dental or vision coverage, nor will your dependents
- > Basic Life Insurance:
 - 3x your annual base earnings (up to \$1,000,000)
- > Basic Accidental Death and Dismemberment (AD&D) Insurance:
 - 3x your annual base earnings (up to \$1,000,000)
- > Short-Term Disability (STD) Insurance:
 - Up to 60% of your base weekly salary (up to \$2,310 per week) for up to 26 weeks. You will be enrolled in the Premium Imputed option (benefit is tax-free), which means you will pay imputed income on the STD premium Nutanix pays on your behalf each pay period.
- > Long-Term Disability (LTD) Insurance:
 - Up to 60% of your monthly base salary (up to \$10,000 per month) until you're no longer considered disabled or you reach normal retirement age, whichever comes first

After your enrollment period has ended, you cannot make changes to your benefits until next year's Open Enrollment period (unless you experience a qualifying life event, such as a marriage/divorce or birth/adoption of a child. You will have 30 days from the qualifying life event date to make changes to your benefits. To see all qualifying life events, visit the [Life Events page](https://nutanixbenefits.com) at nutanixbenefits.com.

How to Enroll

Follow the enrollment instructions below to complete your Nutanix benefit elections within 30 days of your hire date;

- > Review this guide and the information available online at nutanixbenefits.com to select your 2022 benefit plans and coverage levels.
- > Log in to Workday at nutanix.okta.com.
- > From your inbox (located in the top-right corner), click **Benefit Change—New Hire: [Employee Name] on [Hire Date]**.
- > Make your benefit elections and beneficiary designations.
- > Click **Submit** to complete your benefit elections.
- > **Print or save** the PDF copy of your 2022 elections by clicking the icon in the top-right corner

Accessing Benefits Information is Easy!

Find more information about all the benefits available for you to enroll in or participate in throughout the year at nutanixbenefits.com.

Open Enrollment

Open Enrollment for your 2022 benefits takes place **November 1-12, 2021**.

Who Needs to Take Action?

You must complete your 2022 benefit elections during the enrollment period (**November 1-12, 2021**) if you want to:

- > Make any changes to your benefits, such as signing up for the new medical plan option—the UHC HDHP with HSA.
- > Add or drop coverage for dependents.
- > Enroll in a Healthcare FSA, Limited Purpose FSA or Dependent Care FSA in 2022. (Remember, you must actively enroll in these pre-tax accounts each year.)
- > Change your selection for the STD tax choice—Option 1: Premium Not Imputed (benefit is taxed) or Option 2: Premium Imputed (benefit is tax-free).

How to Enroll

Follow the enrollment instructions below to complete your Nutanix Open Enrollment benefit elections online:

- > Review more 2022 benefits information at nutanixbenefits.com.
- > Starting November 1, 2021 at 5:00 a.m. PT, you can make your elections online via Workday at nutanix.okta.com.
- > From your inbox (upper-right corner), click on **Open Enrollment Change: “Your Name” 1/1/2022**.
- > Review and make changes to your benefits.
- > Check your beneficiaries to ensure they are current.
- > Click **Submit** to complete your benefit elections.
- > **Print or save** the PDF copy of your 2022 elections by clicking the icon in the top-right corner.

The deadline to complete your elections is **5:00 p.m. PT on Friday, November 12, 2021**. If you have changes that are not submitted, they will be cancelled.

If You Do Not Take Action:

- > You will keep your current medical, dental and vision plans and coverage levels.
- > You will not have a healthcare or dependent care FSA for 2022.
- > Your optional life coverage (for you and your family) will remain the same.
- > Your beneficiaries may not be current.
- > You will miss out on the new UHC medical plan that includes a triple tax-advantaged HSA!

Qualifying Life Events



Remember, Open Enrollment is the only time you can add dependent coverage or make changes to your benefits unless you have a qualifying life event during the year, like getting married or having a baby. You must make changes to your health coverage within 30 days of the qualifying event date.



Contacts

Please contact the appropriate provider listed below to learn more about a specific benefit plan.

We also invite you to contact the Global People Services (GPS) team if you have questions by opening a [ServiceNow](#) ticket.

Carrier/Vendor	Group # Reference ID	Phone	Website/Email
UnitedHealthcare	905005	844-636-5296	myuhc.com myuhc.com/virtualvisits to register for a Virtual Visit
Crossover	—	Coming Soon	Coming Soon
Kaiser, Northern California	604564	800-464-4000	kp.org kp.org/mydoctor/videovisits to register for a Video Visit
Kaiser, Southern California	232268		
Carenet—MyAdvocate	—	833-968-1775	myadvocateservices.com
Delta Dental	16326	800-765-6003	deltadentalins.com
Vision Service Plan (VSP)	30070902	800-877-7195	vsp.com
HealthEquity Kaiser HMO Medical HRA Healthcare, Limited Purpose and Dependent Care FSAs Commuter Benefit Program (CBP)	—	877-924-3967	healthequity.com/wageworks
Concern—Employee Assistance Program (EAP)	Nutanix	800-344-4222	employees.concernhealth.com
Rethink—Developmental Disability Support	Nutanix	800-714-9285	rethinkbenefits.com/nutanix support@rethinkbenefits.com for questions or assistance
Grokker—Wellness Program	—	—	grokker.com/Nutanix support@grokker.com for questions or assistance
Ginger—Mental Wellness Support	—	—	ginger.com help@ginger.io
International SOS—Business Travel Insurance	11BCPH804918	+1 215-942-8226	internationalsos.com download the mobile app at app.internationalsos.com
Fidelity—401(k) Plan	80268	800-835-5097	401k.com
E*TRADE—ESPP	3640	800-838-0908	etrade.com
The Hartford—Life and AD&D (Basic and Voluntary)	877221	888-563-1124	thehartford.com/mybenefits
The Hartford—Leave and Disability (STD and LTD)		800-549-6514	thehartford.com/mybenefits