

NUTANIX

2020 Benefits @ a Glance

www.nutanixbenefits.com

The Daily @ Nutanix

Here are some of the ways we blend working @ Nutanix with our lives...

- Paid volunteer time off
 - Eating catered lunch with our co-workers, healthy (and not-so-healthy) snacks, and beverages*
 - Celebrations such as Diwali, Hispanic Heritage, Pride and more!*
 - Onsite Perks –massages, yoga, billiard, ping pong and foosball*
- *offerings differ by location

Benefits Eligibility

Part-time employees scheduled to work 20-29 hours per week and employees in an **Apprenticeship** scheduled to work 20-40 hours per week are eligible for medical benefits on the first of the month following 60 days of employment. The Employee Assistance Program (EAP), Rethink, Grokker and Health Advocate programs are available upon date of hire.

Medical

Nutanix pays 100% of the United Healthcare POS medical plan premiums for you and your family - no payroll deductions! The plan is designed to provide little to no out-of-pocket costs for covered health care services when you choose in-network providers. You pay the deductible and coinsurance when you utilize out-of-network providers and services.

United Healthcare POS Plan		
Annual Deductible (single/family)	\$0/\$0 in-network \$6,000/\$12,000 out-of-network	
Coinsurance	0% in-network 40% out-of-network	
Annual out-of-pocket maximum (single/family)	\$0/\$0 in-network \$10,000/\$20,000 out-of-network	
Office Visit	0% in-network 40% out-of-network	
Preventive Care	\$0 in-network Not covered out-of-network	
Prescription	In-Network	Out-of-Network
Retail Pharmacy	31 day supply	31 day supply
• Generic	\$0 copay	\$10 copay*
• Preferred Brand	\$0 copay	\$30 copay*
• Higher –cost Brand	\$0 copay	\$50 copay*
Mail Order Pharmacy	Up to a 90-day supply	Not Available
		*After deductible is met

UHC Medical Services: www.welcometouhc.com/nutanix 844-636-5296

Health Advocate

Telephone resource that provides personalized support for a range of healthcare issues such as:

- Find doctors and specialists in your area
- Schedule appointments
- Resolve claims issues

Health Advocate: www.healthadvocate.com/members 866-695-8622

Retirement Plan

The Nutanix, Inc. 401(k) Plan, administered by Fidelity, is available to our employees to help save for retirement.

- Part-time employees scheduled to work between 20-29 hours per week and are at least 21 years old are eligible to participate upon your date of hire
- Employees in an Apprenticeship that scheduled to work 20-40 hours per week are eligible to participate in the Plan after working 1,000 hours and are at least 21 years old
- You can contribute up to 100% of your pay, up to IRS plan limits in the Traditional (pre-tax) and/or Roth (post-tax) plans
- 2020 limits: \$19,500 per year and an additional \$6,500 for employees age 50 or older

Fidelity: www.401k.com 800-835-5097

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 - Employees generally will be eligible to participate in the ESPP if 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 employees that are not short-term or seasonal employees).
- Enrollment - E*TRADE enrollment periods open on or around March 1 and September 1 each year.
- Limitations
 - Contributions –up to 15 percent of eligible compensation to purchase shares during each offering period (limits detailed in the Prospectus).
 - Share Limit – no more than 1,000 shares in each approximately 6-month purchase period.
 - Other Limits – the 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.
- Purchase price - The purchase price will be the lesser of (a) 85 percent of the fair market value of our shares on the first trading day of the offering period, or (b) 85 percent of the fair market value of our shares on the last day of the applicable purchase period.
- Withdrawal - Participants may withdraw from the ESPP at any time.

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

E*Trade: www.etrade.com 800-838-0908

Commuter Benefits

Nutanix offers Part-time employees the Commuter Benefit Program (CBP) that helps you pay for expenses associated with your commute to work (including costs for public transportation and parking) using pre-tax dollars that are deducted from your paycheck.

- Contribute up to \$270.00 of pre-taxed dollars for transit and parking expenses per month.
- Eligible commuter expenses include: train, bus, subway, parking near the office or mass transit.
- Pay for these services via a debit card issued through VitaFlex.
- Start, adjust or stop this program at any time, based on your real-time commute.

VitaFlex: www.vitacompanies.com 800-424-3052

Employee Assistance Program (EAP)

The global EAP offered through Optum is designed to help manage most any questions, problems or concerns that arise in work or personal life:

- 24/7 telephone counseling
- Face-to-face counseling –up to six sessions per issue
- Independent legal and financial advice, delivered by experts
- 24/7 lifestyle advice and support

Optum EAP: www.liveandworkwell.com (access code: nutanix) 866-248-4094

Grokker

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.

Grokker: www.grokker.com/Nutanix (initially login via Okta)

Rethink

Rethink provides support to parents raising children with learning, behavioral challenges, or developmental disabilities. You will have access to live tele-consultations with behavioral health experts who can answer questions and provide a wide range of resources including easy-to-follow videos, printable materials and training.

Rethink: <http://nutanix.rethinkbenefits.com> (access code: nutanix) 800-714-9285

This document highlights some of the provisions of the company’s benefits programs as of January 1, 2020. Complete details may be found in the official plan documents. In case of a conflict between the information contained in this summary and the plan documents, the plan documents always prevail. In addition, the company reserves the right to amend or end these plans at any time for any reason with or without notice.

Nutanix is an Equal Opportunity Employer and does not discriminate on the basis of race, color, ancestry, national origin, religion, creed, age, disability (mental and physical) sex, gender (including pregnancy, childbirth, breastfeeding or related conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, military and veteran status, or marital status with respect to employment opportunities