

FY24 Intuit benefits at a glance

At Intuit, we prioritize your holistic health and well-being, supporting your individual needs today, tomorrow, and beyond, so you can do the best work of your life. Your Rewards go way beyond your salary and include industry-leading benefits, which are designed with the same unrivaled care and innovation that we invest in our customer products. You can expect resources that protect and enhance your health, tools that help you secure your financial future, and programs that offer peace of mind when it matters most. For details, visit intuitbenefits.com.

Health care



Medical: Get comprehensive coverage through one of Intuit's **medical plans**. Depending on where you live, you can choose between the Cigna Choice Fund with Health Savings Account (HSA) medical plan, UnitedHealthcare (UHC) Network Plan, Cigna Managed Network Plan (EPO), and Kaiser plan (CA and GA only). All plans include prescription drug coverage.



Dental: Keep your teeth in tip-top shape with the help of one of our two Aetna dental plans.



Vision: Keep seeing clearly with the help of VSP, which has the most extensive network of optometrists and vision care specialists in the country.



Crossover health center: Bay Area employees have VIP access to a highly-skilled team of physicians and providers who deliver complete, concierge-style health care services.



Health Care Flexible Spending Account (FSA): Save money on medical care by paying for eligible health care expenses with tax-free dollars. You decide how much to contribute—from \$26 to \$3,050 per fiscal year.



Advocacy: Our medical plans offer advocates who thoroughly understand your Intuit benefits. They can help you find a doctor, learn the cost of a procedure, assist with accessing gender-affirming care, address claims issues, and more.

- **Cigna One Guide:** 800-244-6224
- **UHC Elite:** 833-993-0861
- **Kaiser:** 800-464-4000



Health Savings Account (HSA): Set aside money—tax-free—to pay for eligible health care expenses. You're eligible if you're enrolled in the Cigna Choice Fund with Health Savings Account (HSA) medical plan. When you contribute, Intuit contributes too—\$750 when you have individual coverage or \$1,500 when you have family coverage.* Total FY24 contributions cannot exceed \$3,850 if you have individual coverage or \$7,750 if you have family coverage. If you're age 55 or older, you can make an additional \$1,000 catch-up contribution.



Musculoskeletal care: A free app-based benefit through Hinge Health that focuses on back, joint, muscle, and pelvic floor physical therapy to support your unique musculoskeletal needs during all life stages.



Diabetes and hypertension support: Achieve your health goals and reduce your risk of developing type 2 diabetes and cardiovascular disease through Cigna's Omada Complete digital care program.



Second opinion services: Get a second opinion from Expert Medical Opinion (through Teladoc), featuring qualified physicians specializing in a variety of medical conditions. There's no cost or need for an appointment.



Menopause support: Get holistic and specialized support through Maven, including 24/7/365 virtual access to menopause specialists, dedicated mental health support, and clinically validated menopause education.










Telemedicine: Save money, time, and a trip to the doctor with Teladoc for Cigna and UnitedHealthcare members, and the telemedicine programs offered by Kaiser. Teladoc Primary360 offers virtual primary care to Cigna and UnitedHealthcare members.






Transgender benefits: Get medical coverage for a wide range of gender-transition services and procedures. All medical plans offer gender affirmation support teams to facilitate access to care.

* Intuit contributes \$1,000 individual/\$2,000 family for those with a base wage/salary of \$80,000 or less.












Physical well-being

-  **Eat Right for Life program:** Get healthy and nutritious meals through the Intuit cafes at specially discounted pricing.
-  **Ergonomics:** Find help to improve your workspace habits.
-  **Fitness resources:** Get a good workout at Intuit's onsite fitness centers and on-demand fitness classes offered by EXOS.
-  **Tobacco cessation:** Discover the support you need to kick the tobacco habit.
-  **Weight management:** Join a free weight-loss program through your medical plan, or choose another that works best for you and get reimbursed up to \$1,300 through the Well-being for Life Program.
-  **Well-being Hub & Activity program:** Personalize your wellness journey with the Well-being Hub, powered by Virgin Pulse. With the Activity program, get rewarded for your healthy habits by tracking your activity, taking a health assessment, and participating in Intuit's corporate challenges.
-  **Well-being for Life program:** Get reimbursed up to \$1,300 per fiscal year for expenses related to your physical, emotional, and financial well-being.

Emotional well-being

-  **Community:** Make a difference in your community by volunteering up to five business days per fiscal year through Intuit's We Care & Give Back program.
-  **Mindfulness and resilience:** Improve your mindfulness, focus, and sleep through RethinkCare's video and audio sessions with industry experts. Access RethinkCare through Virgin Pulse.
-  **Talk with someone:** Access 12 free, confidential counseling sessions (by phone, virtually, or in person) per fiscal year through Lyra. Virtual counseling is also available through Teladoc for Cigna and UnitedHealthcare members, and Kaiser telemedicine services for Kaiser members.

Financial well-being

-  **401(k) Retirement Plan:** Build your long-term financial security. Intuit matches \$1.25 for every \$1 you contribute, up to 6% of your eligible pay, with a maximum of \$10,000 a year. Your contributions and employer match are always 100% vested.
-  **Employee Stock Purchase Plan:** Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount.
-  **College Coach:** Receive expert guidance on the college admissions and financial aid process from Bright Horizons college admissions consultants.
-  **Financial counseling and tools:** Get 30 minutes of consulting with a financial coach through Lyra, learn how to achieve your money goals by taking courses through Financial Knowledge, effortlessly manage your finances with Mint, and more.
-  **Legal insurance:** Access a nationwide network of attorneys who can advise and represent you if you're dealing with a rental dispute, a home purchase, the preparation of a will, or other situations in which you could use legal guidance. You'll also find elder care services to support you and your parents, as well as specialized services that support families and the LGBTQ community.
-  **Life and accident insurance:** Prepare for the unexpected. Intuit provides you with basic life and accidental death and dismemberment (AD&D) insurance in the amount of two times your base salary. You can also purchase optional life insurance for a child and spouse/domestic partner, and optional family AD&D insurance.
-  **Long-term care insurance:** Get a monthly dollar benefit to help pay for costly in-home or nursing care, either for yourself or someone you love.
-  **Commuting options:** Save money on your daily commute to work.
-  **Discounts:** Enjoy Intuit-exclusive discounts on a variety of products and services.
-  **Student loan refinancing:** Access help to reduce your student loan debt.
-  **Tuition assistance:** Get reimbursed up to \$5,250 per calendar year (\$2,625 for part-time employees) for your continuing education through accredited institutions in subjects related to your current position or career development at Intuit.

Family support



Family planning benefits: Get help starting your family. All Intuit medical plans cover testing and treatment for underlying conditions, to determine the cause of infertility, and procedures to restore fertility, plus virtual planning services through Maven, including pregnancy, fertility, egg freezing, adoption, surrogacy, and more.



Adoption assistance: Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two children, for eligible adoption-related expenses.



Surrogacy assistance: Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.



Backup care: Have peace of mind knowing someone will always be there for your child or elderly loved one, even at a moment's notice, with Bright Horizons.



Dependent Care FSA: Set aside up to \$5,000 per fiscal year—tax-free—to pay for child care, school holiday care, and summer camps until your child's 13th birthday, or beyond your child's 13th birthday if he or she is disabled. When you contribute, Intuit matches your contributions up to \$650 per fiscal year.



Neurodivergence support: Rely on Rethink for support if you have a child with a developmental disability. You can access important information on skill building, positive reinforcement, and care coordination.



Family support time: Take up to four weeks of paid time off to provide care and support for a qualified family member after one year of employment at Intuit.



Life skills training: Learn the skills you need to live a fuller, happier life with the help of Lyra Health's coaching sessions available to you and family members age 2 and up.



Parenting and pediatrics: Access personalized coaching, specialized pediatric care, live classes, and other educational resources from Maven's online platform for working parents.

Time away



Disability insurance: Protect yourself financially if you're unable to work due to an injury or illness.



Holidays: Enjoy up to 14 paid holidays every year.



Leaves of absence: Take time away from work for personal or medical reasons.



Time off: Take time away from work to rest, relax, recover from illness, or tend to personal matters. This includes paid vacation that accrues at a specific rate per pay period, based on your Intuit anniversary date. You can also take time off to recover from illness (at the end of each pay period, you accrue one hour of sick time for every 30 hours worked), and you can take off your birthday to celebrate you.



Travel support: Get support and protection while you're away from home for business or personal reasons.

Confused or still need help?



intuitbenefits.com: Find more information about all your Intuit benefits.



HR Connect: For support with general questions, contact HR Connect by phone at 1-800-819-1620 or **online** (only accessible within the firewall).