

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 expert.intuitbenefits.com.

Health care

Eligibility for health care benefits begins once you've completed a 30-day administrative period in your new role.



Medical: Get **comprehensive coverage** for yourself and your family. The Cigna Select PPO plan provides a comprehensive range of benefits to cover your health care needs, including prescription drugs, immunizations and vaccines, and hospital stays.



Dental: Maintain your dental health with the Aetna Dental Select PPO plan. The plan covers a full range of dental treatments, including preventive care, restorative services, and orthodontics.



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



Telemedicine: Save money, time, and a trip to the doctor with Teladoc. For virtual primary care, use Teladoc Primary 360.



Transgender benefits: Get medical coverage for a wide range of gender-transition services and procedures. Cigna's gender affirmation support team can help facilitate access to care.



Health Care Flexible Spending Account (FSA): Set aside money to pay for eligible medical, dental, and vision expenses. You can contribute up to \$3,050, tax-free, in FY24 (through July 31, 2024).



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 and no 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.



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



Diabetes and hypertension support: Use innovative and self-directed tools through Omada Complete to get healthier and stay on track with your treatment plan.



Advocacy: Cigna One Guide offers 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. Call 800-244-6224.

Physical well-being



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.



Weight management: Use Cigna's free weight-loss program to shed those extra pounds.

Emotional well-being

Eligibility for emotional well-being benefits begins on your first day of active employment in your new role.



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. This benefit is provided through Lyra, Intuit's Employee Assistance Program (EAP). Virtual counseling is also available through Teladoc, Cigna's telemedicine program.

Financial well-being

Eligibility for financial well-being benefits begins on your first day of active employment in your new role.



401(k) Retirement Plan: Set aside money for your future and get free money from Intuit through matching contributions—\$1.25 for every \$1 you contribute, up to 6% of your eligible pay for a maximum of \$10,000 per year. Your contributions and the employer match are always 100% vested. As a new hire (or rehire), you'll automatically be enrolled in the Plan with a pretax contribution of 6%.



Employee Stock Purchase Plan (ESPP):

Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount. There are two open enrollment periods for the ESPP: February 15-28/29 and August 15-31.



Financial counseling: Get 30 minutes of consulting with a financial coach through Lyra.



Life and accident insurance: Protect yourself and your family financially in the event that you're unable to work due to an injury or illness. The basic life and accidental death and dismemberment (AD&D) insurance benefits each provide coverage of \$50,000. You can also purchase optional employee, spouse/domestic partner, and child life insurance, and optional employee AD&D insurance.



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.



Discounts: Enjoy reduced pricing on a variety of products and services.

Family support

Eligibility for family support benefits begins on your first day of active employment in your new role.



Family planning benefits: Get help starting your family. The Cigna Select PPO plan covers 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 in knowing someone will always be there for your child or elderly loved one, even at a moment's notice, with Bright Horizons.



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 up.



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.



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

Eligibility for birthday, sick time, and paid vacation benefits begins on your first day of active employment in your new role. Leave of absence details, such as eligibility, pay, job protection, and filing process, will vary depending on the type of leave.



Birthday: Take off your birthday to celebrate you. We ask that you take the day off within two weeks (before or after) of your birth date.



Sick time: 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.



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 up to 40 hours a year of paid vacation, based on hours worked. You can roll unused time over to use the next year and continue to accrue up to a total of 60 hours.

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).