intuit Benefits

401(k) Savings Plan

The following is a comparison chart that represents the changes to the Intuit Inc. 401(k) Plan (the "Plan"), that will be effective **January 1, 2019**, except as noted below for the California Wildfire Relief.

Plan Feature	New Provision	Prior Provision
After-Tax Contributions	You may elect after-tax (non-Roth) contributions in an amount from **1% to 50%** of your eligible compensation from each paycheck.	You may elect after-tax (non-Roth) contributions in an amount from **1% to 10%** of your eligible compensation from each paycheck.
After Tax Rollovers	The Plan **will accept** rollovers of after-tax contributions from your previous employer plan.	The Plan **did not accept** rollovers of after-tax contributions into the Plan.
Loan Allowance	The maximum number of loans that you may have outstanding at any time is generally **limited to two**. You are **no longer prohibited** from requesting a loan if you defaulted on a loan in the past. A defaulted loan with an outstanding balance will count as one loan.	The maximum number of loans permitted under the Plan was **three**. You were **prohibited** from requesting a loan in the Plan if you defaulted on a loan in the past.
Loan Offset Rollovers	The Plan **will accept** rollovers of amounts from a loan offset.	The Plan **did not accept** rollovers of amounts from a loan offset.
Hardship Distribution Eligible Sources	You may take a hardship distribution from **all of your vested accounts, including earnings,** in an amount necessary to meet your immediate and heavy financial need, and anticipated taxes and penalties on that amount.	Earnings and vested Safe Harbor matching contributions **did not qualify as an eligible source** for hardship distributions.
Hardship Distribution Requirement	In order to be eligible for a hardship distribution, **you must have previously taken (1)** all other available distributions under this Plan (including, for example, from rollover accounts and after-tax contributions, if any) **and (2)** emergency distributions under the NQDCP, if you participate in that plan and are eligible for such a distribution. *This change is part of the 2019 IRS regulations imposed on Hardship Distributions for all Retirement Plans.*	In order to be eligible for a hardship, a participant was **not required** to obtain all other available distributions or emergency distributions under the NQDCP.
California Wildfire Damage	If you suffered damage from a California wildfire in **2016** or **2017**, you may be eligible for a distribution or loan of up to $100,000, with the ability to defer loan repayments for up to one year and recontribute the distributions subject to special tax treatment. For more information, contact Empower Retirement. **Eligible distributions or loans must be taken between February 9, 2018, and December 31, 2018.**	Legislation was **not available** to adopt prior to this.

Questions? If you have any questions, please review the FAQs or reach out to **HR Connect**.