

**AMENDMENT TO THE**  
**INTUIT INC. FLEXIBLE BENEFIT PLAN**

The Intuit Inc. Flexible Benefit Plan (the “Plan”), originally effective as of March 1, 1991, and most recently restated in its entirety effective as of August 1, 2017, is hereby further amended, effective as of January 1, 2020, to designate SelectTime employees as eligible employees.

Section 2.2. of the Plan document is amended in its entirety, effective as of January 1, 2020, to read as follows:


“2.2. Eligible Employee shall mean any Employee of the Employer and who the Employer classifies or treats as a U.S. domestic regular employee scheduled to work twenty (20) or more hours per week or who is classified as a SelectTime employee and who is on the U.S. payroll. An Eligible Employee under this Plan does not include any individuals who the Employer classifies or treats as: (i) leased employees (whether or not within the meaning of Code Section 414(n)), staffing, payroll or temporary agency employees, independent contractors, or consultants, even if such persons are later determined by a court, regulatory body or administrative agency to be or have been common law employees of the Employer; (ii) an Employee subject to collective bargaining, except as otherwise provided in applicable collective bargaining agreements; (iii) nonresident aliens with no U.S. source of income; (iv) an individual who is not on the U.S. payroll of the Employer; (v) individuals who are a party to an agreement that provides that he or she shall not be eligible to participate in the Plan, whether or not such agreement is upheld upon governmental or judicial review; (vi) Employees classified by the Employer as part-time, seasonal, flextime and intern/co-op, unless they are specifically designated as benefit eligible. For purposes of this Plan, eligibility requirements are used only to determine a person’s initial eligibility for coverage under this Plan. Notwithstanding the foregoing exclusions, Employees who meet eligibility requirements during a measurement

period, as described in Affordable Care Act (ACA) regulations, will be deemed, solely with respect to medical benefits, to have met the eligibility requirements for corresponding stability period as determined by the Plan Sponsor.

Except as modified by this Amendment, all the terms and provisions of the Plan, as previously amended, shall remain in full force and effect.

Executed this 6 day of JANUARY, 2019 2020

INTUIT INC. EMPLOYEE BENEFITS  
ADMINISTRATIVE COMMITTEE

By: 

Member of the Intuit Inc. Employee  
Benefits Administrative Committee