




Total Rewards at Intuit FY 2021


Total Rewards is much more than your base salary. It's all of the various ways that we show you how much we appreciate you. Whether we're helping you stay healthy or keeping you financially secure, we strive to take some stress out of your life and bring some happiness and peace of mind to you and your family. This is a brief summary of Intuit's Total Rewards programs. For complete information, 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) plan, UnitedHealthcare (UHC) Network Plan, Cigna Managed Network Plan (EPO) and Kaiser plan (California 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 Vision Service Plan (VSP), which has the most extensive network of optometrists and vision care specialists in the country.


 **Accolade Health Assistant:** Connect with an assistant who thoroughly understands your Intuit benefits and can help you find a doctor, learn the cost of a procedure, address claim issues and more.

 **Crossover Health Center:** If you're in the Bay Area, get VIP access to a highly skilled team of physicians and providers who deliver complete, concierge-style health care services.

 **Expat Health Care:** Take care of your health—no matter where you are in the world.

 **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 \$2,750 per year.

 **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) plan. You can contribute up to \$3,550 a year for individual coverage and up to \$7,100 a year for family coverage.

 **Second Opinion Services:** Call Best Doctors to get a second opinion from a qualified physician who specializes in your specific medical issue. There's no cost and no need for an appointment.



Well-being for Life Program: Get reimbursed up to \$1,000 per fiscal year for expenses related to your physical, emotional and financial well-being.



Telemedicine: Save money, time and a trip to the doctor with the telemedicine programs offered by Cigna, UnitedHealthcare or Kaiser.



Transgender Benefits: Get medical coverage for a wide range of gender-transition services and procedures.

Physical Well-being



Eat Right for Life: Get healthy and nutritious meals through the Intuit cafes for just \$2.99 a day.



Ergonomics: Get help improving your workspace habits.



Fitness Resources: Get a good workout while giving your wallet a breather. Intuit's onsite fitness centers, the GlobalFit gym discount program and the 24 Hour Fitness special membership program can help you save on working up a sweat.



Flu Shots: Protect yourself from the seasonal flu. Intuit's medical plans cover in-network preventive care—including flu shots—at 100%. Get yours at an in-network pharmacy near you.



Tobacco Cessation: Get the support you need to kick the tobacco habit.



Weight Loss Program: Find the weight-loss program that works best for you—and then get reimbursed up to \$1,000 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.

Emotional Well-being



Community: Make a difference in your community by volunteering up to five business days per year through We Care & Give Back.



Mindfulness and Resilience: Improve your mindfulness, focus and sleep through Whil's video and audio sessions with industry experts. Whil can be accessed through Virgin Pulse.



Talk with Someone: Access six free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum. Cigna, UnitedHealthcare and Kaiser also offer virtual counseling services through their telemedicine programs.

Financial Well-being



401(k) Savings 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 max of \$10,000 a year.



College Coach: Get expert guidance from the best college admissions consultants on the college admissions and financial aid process.



Commuting Options: Save money on your daily commute to work.



Discounts: Enjoy Intuit-exclusive discounts on a variety of products and services.



Employee Stock Purchase Plan: Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount.



Financial Counseling and Tools: Get 30-60 minutes of consulting with a financial coach through Optum, 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.



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 may also purchase optional, child, and spouse/domestic partner life insurance, and 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.



Student Loan Refinancing: Get help reducing your student loan debt.



Tuition Assistance: Get reimbursed up to \$5,000 per year (\$2,500 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



Adoption Assistance: Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two children, for eligible 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.



Concierge Services: Connect with the support you need to tackle your daily to-do list.



Dependent Care FSA: Set aside money—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. You can contribute \$26-\$5,000 per fiscal year.



Developmental Disabilities 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.



Fertility Benefits: Get help starting your family. All Intuit medical plans cover testing and treatment for underlying conditions as well as testing to determine the cause of infertility and procedures to restore fertility.



Life Skills Training: Learn the skills you need to live a fuller, happier life with the help of Cognition Builders' in-home support and coaching.



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

Time Away



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



Holidays: Enjoy up to 13 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.

Compensation



Base Pay: Earn competitive base pay, which is reviewed yearly and adjusted based on your performance.



Incentive Plans: Stay motivated and get rewarded with Intuit incentive plans.



Equity: Participate in Intuit's equity programs (eligibility rules apply).



Recognition: Get recognized for your outstanding performance, innovation and service dedication through the Spotlight recognition tool.

Whom to Contact



HRConnect

Call 1-800-819-1620

Visit hrconnect.intuit.com

(only accessible within the firewall)