

# Intuit benefits at a glance FY'23

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/ca](https://intuitbenefits.com/ca).



**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.

## Physical well-being



**Ergonomics:** Get help improving your workspace habits.



**Flu shots:** Protect yourself from the seasonal flu by getting vaccinated through the medical plan.



**Health assessment:** Take a 15-minute survey to get a full picture of your health.



**Health screenings:** Get an annual onsite screening to know your blood pressure, cholesterol, and other important biometric numbers.



**Tobacco cessation:** Get help kicking the smoking habit. As part of the Well-being Hub, Virgin Pulse Journeys<sup>®</sup> gives you the daily support you need to transform healthy steps into life-enriching habits, including going tobacco-free.



**Weight-loss program:** Get the support you need to lose weight and live healthier. Through the Well-being for Life Program, you can get reimbursed up to \$1,300 per fiscal year, including for weight-loss program fees.



**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.

## Financial well-being



**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.



**Insurance:** Prepare for the unexpected. Your life insurance benefit and accidental death and dismemberment (AD&D) insurance benefit each pay 2x your annual earnings, up to a maximum benefit of \$500,000. You can also purchase additional life insurance coverage in multiples of \$10,000, up to \$500,000.



**Registered Retirement Savings Plan:** Build your own financial security by contributing to your retirement plan through convenient payroll deductions. Plus, Intuit contributes \$1.25 for every \$1 you contribute, up to a maximum determined by your total compensation.



**Tuition assistance:** Get reimbursed up to \$7,700 per year (\$3,850 for part-time employees) for your continuing education through accredited institutions in subjects related to your current position or career development at Intuit.

## 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 RethinkCare's video and audio sessions with industry experts. Access RethinkCare through Virgin Pulse.



**Talk with someone:** Access 10 free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum.

## Healthcare



**Medical, dental, and vision:** Get comprehensive medical, dental, and vision benefits through Sun Life Financial. Intuit pays 100% of the premiums for you and your family. Coverage includes hospital accommodation, immunizations and vaccines, prescriptions, complementary medicine, and preventive and maintenance dental and vision care.



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



**Second opinion services:** Call Expert Medical Opinion 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.



**Telemedicine:** Save money, time, and a trip to the doctor with Lumino Health Virtual Care.

## Time away



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



**Holidays:** Enjoy up to 12 paid holidays (13 in Quebec) 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 of 15–30 days per year, based on how long you've worked at Intuit, as well as your "birthday day off" as a paid holiday.



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

## Family support



**Adoption assistance:** Get reimbursed up to \$27,000 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.



**Developmental disabilities support:** Rely on RethinkBenefits 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.



**Surrogacy assistance:** Get reimbursed up to \$27,000 per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.

## 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's 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



### HR Connect

Call 1-800-819-1620

Visit [hrconnect.intuit.com](https://hrconnect.intuit.com)

(only accessible within the firewall)