

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/isr.

Physical Well-being



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



Health Checkups: Take a short health exam to know your numbers. Tests include a physical examination, blood tests, an EKG, a vision test, a cancer screening, a spirometry and a hearing test.



Tobacco Cessation: Get help kicking the smoking habit. As part of the Well-being Hub, Virgin Pulse Journeys 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 3700 ILS 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.

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.



Talk with Someone: Access six free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum and Matan Meitar.



Well-being for Life Program:

Get reimbursed up to 3700 ILS per fiscal year for expenses related to your physical, emotional and financial well-being.

Financial Well-being



Commuting Options: Choose between a car lease option with salary sacrifice or the travel allowance of 1,000 ILS per month. Intuit also offers toll road reimbursement, as well as parking reimbursement for business travel.



Education Fund: Save for your future through your contributions of 2.5% of your monthly salary and Intuit's contributions of 7.5% of your monthly salary.



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: Get 30-60 minutes of consulting with a financial coach.



Insurance: Prepare for the unexpected with benefits provided through your personal pension plan.



Meal Benefits: Enjoy monthly meal cards, valued at 1000 ILS.



Tuition Assistance: Get reimbursed up to 12,000 ILS per year (prorated amount for part-time employees) for your continuing education in subjects related to your current position or career development at Intuit.

Health Care



Dental Reimbursement Program: Get reimbursed up to 1200 ILS per fiscal year for eligible dental expenses.



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



LGBTQ Medical Benefits: Get reimbursed for gender-affirmation surgery (up to 150,000 ILS as a one-time cost) and for complementary medical care (up to 30,000 ILS). You can also get Group Medical insurance coverage for your same-sex spouse or domestic partner.



Medical: Get coverage for yourself and your spouse (including your same-sex spouse or domestic partner who is declared on the 101 tax form) up to age 67, and your dependent children up to age 25. The tax on your insurance is covered by Intuit.



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.



Vision: Get reimbursed up to 550 ILS per year toward the cost of your spectacles or lenses.

Family Support



Adoption Assistance: Get reimbursed up to 90,000 ILS per child, up to a lifetime maximum of two children, for eligible expenses.



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.



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 90,000 ILS 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 the Individual Performance Incentive (IPI) plan or Sales Incentive plan.



Equity: Participate in Intuit's equity programs.



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



Gifts: Get recognized for the special occasions and events in your life. You receive a gift for Passover, New Year's, your birthday, your wedding and for adding a new child to your family.

Time Away



Disability Insurance: Protect yourself and your family if you're not able to work due to an illness or injury. You receive 100% of your salary for the first three months, including your sick time. You receive 75% of your salary from month 4 for as long as you are disabled or until retirement.



Holidays: Enjoy up to 11 paid public 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 of 20-24 days, depending on your years of service, 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.

Whom to Contact



HRConnect

Call extension 13333

Visit hrconnect.intuit.com

(only accessible within the firewall)