

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 additional information, visit intuitbenefits.com.

Healthcare



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 (CA and GA 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 VSP, which has the most extensive network of optometrists and vision care specialists in the country.



Accolade: Connect with a Health 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 healthcare services.



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



Healthcare Flexible Spending Account (FSA): Save money on medical care by paying for eligible healthcare expenses with tax-free dollars. You decide how much to contribute—from \$26 to \$2,850 per year.



Health savings account (HSA): Set aside money—tax-free—to pay for eligible healthcare expenses. You're eligible if you're enrolled in the Cigna Choice Fund with Health Savings Account (HSA) plan. You can contribute up to \$3,650 a year for individual coverage and up to \$7,300 a year for family coverage.



Musculoskeletal care: A free app-based benefit focusing on back, joint, and muscle care.



Second opinion services: Get a second opinion from a qualified physician who specializes in your specific medical issue. There's no cost or need for an appointment.



Telemedicine: Save money, time, and a trip to the doctor with Teladoc and the telemedicine programs offered by Kaiser. Teladoc also offers virtual primary care to Cigna and UnitedHealthcare members.



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

Physical well-being



Eat Right for Life program: Get healthy and nutritious meals through the Intuit cafes at specially discounted pricing.



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.



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 \$1,300 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.



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.

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. Access Whil through Virgin Pulse.



Talk with someone: Access 12 free, confidential counseling sessions (by phone, virtually, or in person) per fiscal year through Lyra. Virtual counseling is also available through Teladoc and the Cigna, UnitedHealthcare, and Kaiser 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 maximum of \$10,000 a year. Your contributions and employer match are always 100% vested.



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



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



Financial counseling and tools: Get 30 minutes of consulting with a financial coach through Lyra, 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 can also purchase optional life insurance for a child and spouse/domestic partner, and optional family AD&D insurance.



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



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



Student loan refinancing: Get help reducing your student loan debt.



Tuition assistance: Get reimbursed up to \$5,250 per year (\$2,625 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



Family planning benefits: Get help starting your family. All Intuit medical plans cover testing and treatment for underlying conditions, to determine the cause of infertility, and procedures to restore fertility, plus virtual planning services through Maven, including pregnancy, fertility, egg freezing, adoption, surrogacy, and more.



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



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



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.



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.

Time away



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



Holidays: Enjoy up to 14 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'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.

Confused or still need help?



Accolade: For personalized guidance to help you understand the benefit options that best meets you and your family's needs, contact Accolade at 1-888-659-8305 Monday-Friday 8AM-8PM PT.



HR Connect: For support with general questions, contact HR Connect by phone at 1-800-819-1620 or online at hrconnect.intuit.com (only accessible within the firewall).