

Total Rewards at Intuit FY 2021

Total Rewards is much more than your cash compensation. 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 Expert Total Rewards programs. For complete information, visit expert.intuitbenefits.com.

Health Care

Eligibility for health care benefits begins once you've completed a 30-day administrative period in your new role.



Medical: Get comprehensive coverage for yourself and your family. The Cigna Select PPO plan provides a comprehensive range of benefits to cover your health care needs, including prescription drugs, immunizations and vaccines, and hospital stays.



Dental: Maintain your dental health with the Aetna Dental Select plan. The plan covers a full range of dental treatments, including preventive care, restorative services and orthodontics.



Vision: Access the most extensive network of optometrists and vision care specialists in the country through the Vision Service Plan (VSP).



Telemedicine: Save money, time and a trip to the doctor with MDLIVE and Amwell.



Health Care FSA: Set aside money to pay for eligible medical, dental and vision expenses. You can contribute up to \$2,750—tax-free—in FY 2021 (through July 31, 2021).



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

Family Support

Eligibility for family support benefits begins on your first day of active employment in your new role.



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 in 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.



Fertility Benefits: Get help starting your family. The Cigna Select PPO plan covers testing and treatment for underlying conditions as well as testing to determine the cause of infertility and procedures to restore fertility.



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

Emotional Well-being

Eligibility for emotional well-being benefits begins on your first day of active employment in your new role.



Talk with Someone: Access six free, confidential counseling sessions (by phone or in person) per need, per fiscal year. This benefit is provided through Optum, Intuit's Employee Assistance Program (EAP). Eligible family members also have access to six free counseling sessions.



Concierge Services: Through Optum, connect with the support you need to tackle your daily to-do list, from convenience services and referrals to child, family and parenting support.

Financial Well-being

Eligibility for financial well-being benefits begins on your first day of active employment in your new role.



401(k) Savings Plan: Set aside money for your future and get free money from Intuit through matching contributions—\$1.25 for every \$1 you contribute, up to 6% of your eligible pay for a maximum \$10,000 per year. As a new hire (or rehire), you'll be automatically enrolled in the Plan with a pretax contribution of 6%. (If you're converting from seasonal-employee status, you were previously eligible.)



Financial Counseling: Get 30–60 minutes of consulting with a financial coach through Optum.



Life and Accident Insurance: Financially protect yourself and your family in the event that you're unable to work due to any injury or illness. The basic life and Accidental Death and Dismemberment (AD&D) insurance benefits each provide coverage of \$50,000.



Employee Stock Purchase Plan (ESPP): Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount. There are two open enrollment periods for the ESPP: February 15–28/29 and August 15–31. (If you're converting from seasonal-employee status, you were previously eligible.)



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.



Discounts: Enjoy reduced pricing on a variety of products and services.

Time Away

Eligibility for birthday and sick time benefits begins on your first day of active employment in your new role. Leave of absence details, such as eligibility, pay, job protection and filing process, will vary depending on the type of leave.



Birthday: Take off your birthday to celebrate you. We ask that you take the day off within two weeks (before or after) of your birthday date.



Sick Time: 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.



Leaves of Absence: Take time away from work for personal or medical reasons.

Whom to Contact



HR Connect

Call 1-800-819-1620

Visit hrconnect.intuit.com

(only accessible within the firewall)

Seasonal employees are eligible for the following: Employee Stock Purchase Plan (ESPP), 401(k) Savings Plan, Employee Assistance Program (Optum counseling, concierge services and financial counseling) and Bright Horizons backup care.