

FY25 Intuit benefits at a glance

At Intuit, we prioritize your health and wellbeing, supporting your individual needs today, tomorrow, and beyond, so you can do the best work of your life. Your benefits include resources that protect and enhance your health, tools that help you secure your financial future, and programs that offer peace of mind when it matters most.



Medical, dental, and vision coverage

Medical: The medical plan covers preventive care at 100%, which includes physicals, annual wellness exams, immunizations, and certain screenings. The plan also includes prescription drug coverage.

Dental: Keep your teeth in top shape with the help of our dental plan.

Vision: Keep seeing clearly with the help of our vision plan.

Telehealth: Save money, time, and a trip to the doctor with telehealth programs offered through the medical plan.

Second opinion services: Get a second opinion from qualified physicians specializing in a variety of medical conditions. There's no cost or need for an appointment.

Virtual physical therapy: Feel better with a free, app-based benefit through Hinge Health that focuses on back, joint, muscle, and pelvic floor physical therapy.

Diabetes and hypertension support: Achieve your health goals and reduce your risk of developing type 2 diabetes and cardiovascular disease through Cigna's Omada Complete digital care program.

Menopause support: Get specialized support through Maven, including 24/7/365 virtual access to menopause specialists, mental health support, and clinically validated education.

Transgender benefits: The medical plan offers medical coverage for a wide range of gender-transition services and procedures, and gender-affirming support teams to facilitate access to care.

Advocacy: Our medical plan offers advocates who thoroughly understand your Intuit benefits. They can help you find a doctor, learn the cost of a procedure, assist with accessing gender-affirming care, address claims issues, and more. Contact **Cigna One Guide** at 800-244-6224.



Mental health

Talk with someone: You and your family have access to 12 free, confidential coaching or counseling sessions (by phone, virtually, or in person) per fiscal year through Lyra. Mental health care is also available through the medical plan.

Mindfulness and resilience: Improve your mindfulness, focus, sleep, and more through RethinkCare self-paced modules available through the Virgin Pulse program.



Financial benefits

401(k) retirement plan: Build your long-term financial security. Intuit matches \$1.25 for every \$1 you contribute, up to 6% of your eligible pay, to a maximum of \$10,000 a year. Your contributions and employer match are always 100% vested.

Financial consultation, education, and tools: Get 30 minutes of free financial consulting per issue, per year with a Lyra financial coach, effortlessly manage your finances with Credit Karma, and more.

Health care flexible spending account (FSA): Save money on medical care by paying for eligible health care expenses with tax-free dollars.

Dependent care FSA: Set aside tax-free money to pay for child care, school holiday care, and summer camps for children up to age 13 (or beyond if disabled).

Employee Stock Purchase Plan (ESPP): Own a piece of Intuit by purchasing Intuit stock at a minimum 15% discount.



Life and family support

Family planning benefits: Get help starting and growing your family. Coverage includes testing and treatment to determine the cause of infertility, and procedures to restore fertility, plus virtual planning services, including pregnancy, fertility, egg freezing, adoption, surrogacy, and more.

Adoption and surrogacy assistance: Get reimbursed for eligible adoption- or surrogacy-related expenses.

Backup care: Have peace of mind in knowing you have access to care for your child or elderly loved one, even at a moment's notice.

Parenting and pediatrics: Access personalized coaching, specialized pediatric care, live classes, and other educational resources through Maven's online platform for working parents.

Life skills training: Learn the skills you need to live a fuller, happier life with Lyra coaching sessions, available to you and family members age 2 and up.

Virgin Pulse: Be rewarded for healthy habits, including tracking your activity, completing a health assessment, and participating in Intuit challenges through the Virgin Pulse app.

Weight management: Join a free weight-loss program through your medical plan.

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



Other insurance and protection

Life and accident insurance: Prepare for the unexpected with Intuit-provided basic life and accidental death and dismemberment (AD&D) insurance of \$50,000. You can purchase additional coverage for yourself, your children, and your spouse/domestic partner.

Legal insurance: Access a nationwide network of attorneys who can help with everything from a rental dispute to creating a will. Specialized services include family, elder care, and LGBTQ+ community support.



Time off and leave

Birthday: Take off your birthday to celebrate you within two weeks (before or after) of your birth date.

Time off: Take time away from work to rest, relax, recover from illness, or tend to personal matters. This includes up to 40 hours a year of paid vacation, based on hours worked. You can roll over unused time to use the next year and continue to accrue up to a total of 60 hours.

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.



Questions or need help?

intuitbenefits.com: Find more information about Intuit benefits.

insight.intuit.com: Employees can find complete details about Intuit's benefits.

My Benefits

Phone: 800-381-8881

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