

# Intuit benefits at a glance FY'23

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 Total Rewards programs for SelectTime and seasonal employees. For additional information, visit [expert.intuitbenefits.com](https://expert.intuitbenefits.com).

## Healthcare

Eligibility for healthcare 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 healthcare 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 VSP.



**Telemedicine:** Save money, time, and a trip to the doctor with Teladoc. Teladoc also offers virtual primary care to Cigna Select PPO plan members.



**Healthcare FSA:** Set aside money to pay for eligible medical, dental, and vision expenses. You can contribute up to \$2,850—tax-free—in FY'23 (through July 31, 2023).



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



**Second opinion services:** 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.



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

## Family support

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



**Family planning benefits:** Get help starting your family. The Cigna Select PPO covers 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 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.

## Physical well-being



### 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

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



**Mindfulness and resilience:** Improve your mindfulness, focus, and sleep through RethinkCare's video and audio sessions with industry experts. Access zCare through Virgin Pulse.



**Talk with someone:** Access 12 free, confidential counseling sessions (by phone, virtually, or in person) per need, per fiscal year. This benefit is provided through Lyra, Intuit's Employee Assistance Program (EAP). Virtual counseling is also available through Teladoc and Cigna's telemedicine program.



**Life and accident insurance:** Financially protect yourself and your family in the event that you're unable to work due to an injury or illness. The basic life and accidental death and dismemberment (AD&D) insurance benefits each provide coverage of \$50,000. You can also purchase optional employee, spouse/domestic partner, and child life insurance, and optional employee AD&D insurance.



**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.

## 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 of \$10,000 per year. Your contributions and the employer match are always 100% vested. As a new hire (or rehire), you'll automatically be enrolled in the Plan with a pretax contribution of 6%. (Both seasonal and SelectTime employees are eligible for the 401(k) Savings Plan.)



**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. (Both seasonal and SelectTime employees are eligible for the ESPP.)



**Financial counseling:** Get 30 minutes of consulting with a financial coach through Lyra.

## 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.

## Confused or still need help?



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