

# FY24 Intuit benefits at a glance

At Intuit, we prioritize your holistic health and well-being, supporting your individual needs today, tomorrow, and beyond, so you can do the best work of your life. Your Rewards go way beyond your salary and include industry-leading benefits, which are designed with the same unrivaled care and innovation that we invest in our customer products. You can expect 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. For details, visit [expert.intuitbenefits.com/ca](https://expert.intuitbenefits.com/ca).

Eligibility for well-being benefits begins on your start date. Eligibility for all other benefits begins once you've completed a one-month (SelectTime or seasonal non-Experts) or six-month (seasonal Experts) administrative period in your new role.

**Note that seasonal Experts are not eligible for the following benefits:** Adoption Assistance, Health Assessment, Mindfulness and Resilience, Surrogacy Assistance, Tobacco Cessation, and the Well-being Hub & Activity Program.

## Physical well-being



**Ergonomics:** Find help to improve your workspace habits.



**Flu shots:** Protect yourself from the seasonal flu by getting vaccinated.



**Health & wellness tools:** Use Sun Life's resources to help you and your family get and stay healthy.



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



**Tobacco cessation:** Discover the support you need to kick the tobacco habit.



**Weight-loss program:** Get the support you need to lose weight and live healthier. As part of the Well-being Hub, Virgin Pulse Journeys can help you reach your goals in the areas of physical fitness and diet and nutrition.



**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.

## Financial well-being



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



**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 and tools:** Get 30-60 minutes of consulting with a financial coach through Optum, learn how to achieve your money goals by taking courses through Financial Knowledge, effortlessly manage your finances with Mint, and more.



**Insurance:** Prepare for the unexpected. Your life insurance benefit and accidental death and dismemberment (AD&D) insurance benefit each pay 2x your annual earnings, up to a maximum benefit of \$1 million. You can also purchase additional life insurance coverage in multiples of \$10,000, up to \$500,000.



**Registered Retirement Savings Plan:** Build your own financial security by contributing to your retirement plan through convenient payroll deductions. Plus, Intuit contributes \$1 for every \$1 you contribute, up to a maximum determined by your total compensation.

## Emotional well-being



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



**Talk with someone:** Access 12 free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Optum.

## Health care



**Medical, dental, and vision:** Get comprehensive medical, dental, and vision benefits through Sun Life Financial. Intuit pays 100% of the premiums for you and your family. Coverage includes hospital accommodation, immunizations and vaccines, prescriptions, complementary medicine, and preventive and maintenance dental and vision care.



**Telemedicine:** Save money, time, and a trip to the doctor with Lumino Health Virtual Care.

## Time away



**Holidays:** Enjoy up to 12 paid holidays (13 in Quebec) 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, which you accrue in accordance with your minimum entitlements under applicable employment standards legislation, as well as your "birthday day off" as a paid holiday.

## Family support



**Adoption assistance:** Get reimbursed up to \$27,000 per child, up to a lifetime maximum of two children, for eligible 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.



**Surrogacy assistance:** Get reimbursed up to \$27,000 per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.

## Whom to contact



**[intuitbenefits.com](https://intuitbenefits.com):** Find more information about all your Intuit benefits.



**HR Connect**

Call 1-800-819-1620

Visit [hrconnect.intuit.com](https://hrconnect.intuit.com)

(only accessible within the firewall)