

# 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:** Depending on where you live, choose from several medical coverage options, including a high-deductible plan with an Intuit-funded health savings account (HSA). All Intuit medical plans cover preventive care at 100%, which includes physicals, annual wellness exams, immunizations, and certain screenings. All plans also include prescription drug coverage.

**Dental:** Keep your teeth in top shape with the help of one of our two dental plans.

**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 Intuit medical plans.

**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:** All Intuit medical plans offer medical coverage for a wide range of gender-transition services and procedures, and gender-affirming support teams to facilitate access to care.

**Crossover Health Center:** Bay Area employees have access to a team of physicians and providers who deliver concierge-style health care services.

**Advocacy:** Our medical plans offer 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.

- **Cigna One Guide:** 800-244-6224
- **UHC Elite:** 833-993-0861
- **Kaiser Northern California:** 866-454-8855
- **Kaiser Southern California:** 833-574-2273
- **Kaiser Georgia:** 800-464-4000



## 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 plans.

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

**Community:** Make a difference in your community by volunteering up to five business days per fiscal year through Intuit's We Care & Give Back 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, learn how to achieve your money goals with expert-led Financial Knowledge courses, effortlessly manage your finances with Credit Karma, and more.

**Health savings account (HSA):** If you enroll in the Cigna Choice Fund with Health Savings Account (HSA) plan, you can set aside tax-free money to pay for eligible health care expenses and get contributions from Intuit.

**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—with matching contributions from Intuit—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.

**Student loan refinancing:** Access help to reduce your student loan debt.

**College Coach:** Receive expert guidance on the college admissions and financial aid process from Bright Horizons college admissions consultants.

**Tuition assistance:** Get reimbursed for your continuing education through accredited institutions in subjects related to your current position or career development at Intuit.



## 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.

**Neurodivergence support:** Support from RethinkCare for parents of children with a developmental disability. You can access important information on skill building, positive reinforcement, and care coordination.

**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.

**Wellbeing for Life program:** Get reimbursed up to \$1,300 per fiscal year for almost any expense related to your physical, mental, and financial wellbeing.

**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.

**Fitness resources:** Get a good workout at Intuit's on-site fitness centers and on-demand fitness classes offered by Exos.

**Weight management:** Join a free weight-loss program through your medical plan, or choose another program and get reimbursed up to \$1,300 per fiscal year through the Wellbeing for Life program.

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

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

**Commuting options:** Depending on your location, save money on your daily commute to work.

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



## Other insurance and protection

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

**Life and accident insurance:** Prepare for the unexpected with Intuit-provided basic life and accidental death and dismemberment (AD&D) insurance of two times your base salary, up to a \$2 million maximum. 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.

**Long-term care insurance:** Get a monthly cash benefit to help pay for costly in-home or nursing care for you and your spouse/domestic partner.



## Time off and leave

**Holidays:** Enjoy up to 14 paid holidays every year.

**Time off:** Take time away from work to rest, relax, recover from illness, or tend to personal matters. This includes paid vacation, time off to recover from an illness, and even a day off on your birthday to celebrate you.

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

**Family support time:** After one year of employment at Intuit, take up to four weeks of paid time off to provide care and support for a qualified family member.

**Travel support:** Get support and protection while you're away from home for business or personal reasons.



## Questions or need help?

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

[insight.intuit.com](https://insight.intuit.com): Employees can find complete details about Intuit's benefits.

### My Benefits

Phone: 800-381-8881

[Visit website](#)