

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

**Telehealth:** Save money, time, and a trip to the doctor with telehealth services.

**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.

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



## Mental health

**Talk with someone:** You and your family can access 12 free, confidential counselling sessions (by phone or in person) per need, per fiscal year, through Optum.

**Mindfulness and resilience:** Improve your mindfulness, 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 year through Intuit's We Care & Give Back program.



## Financial benefits

**Registered Retirement Savings Plan:** Build your long-term financial security. Intuit contributes \$1.25 for every \$1 you contribute, up to a maximum determined by your total compensation.

**Financial counseling:** Get 30-60 minutes of consulting with a financial coach through Optum.

**Employee Stock Purchase Plan:** Own a piece of Intuit and save for your future by purchasing Intuit stock at a minimum 15% discount.

**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 with virtual planning services through Maven.

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

**Backup care:** Have peace of mind 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 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.

**Wellbeing for life program:** Get reimbursed up to \$1,300 per fiscal year for expenses 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.

**Weight management:** Get reimbursed up to \$1,300 per fiscal year for weight-loss program fees 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.

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

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

**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

**Insurance:** Prepare for the unexpected with life insurance and accidental death and dismemberment (AD&D) insurance that each pay two times your annual earnings, up to a maximum benefit of \$1 million. You can also purchase additional life insurance coverage.

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



## Time off and leave

**Holidays:** Enjoy up to 12 paid holidays (13 in Quebec) every year.

**Time off:** Take time away from work to rest, relax, recover from illness, or tend to personal matters. This includes paid vacation of 15-30 days per year, based on how long you've worked at Intuit, plus 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.

### HR Connect

Call 1-800-819-1620.

From Insight, go to My Benefits & Career > HR Connect (only accessible within the firewall).