










FY24 Intuit benefits at a glance

At Intuit, we prioritize your holistic health and wellbeing, 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 intuitbenefits.com/in.

Physical wellbeing

-  **Annual health checkup:** Take a short health exam to know your numbers. If you're a regular full-time employee, you and one of your registered dependents are eligible for a free checkup at select leading hospitals and diagnostic centers.
-  **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. Through the Wellbeing for Life Program, you can get reimbursed up to INR 60,000 per fiscal year, including for weight-loss program fees.
-  **Wellbeing Hub & Activity program:** Personalize your wellness journey with the Wellbeing 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.
-  **Wellness coaching:** Get lifestyle support from a certified wellness coach.

Emotional wellbeing









-  **Community:** Make a difference in your community by volunteering up to five business days per year through Intuit's We Care & Give Back program.
-  **Mindfulness and resilience:** Improve your mindfulness, focus, and sleep through RethinkCare's video and audio sessions with industry experts.
-  **Talk with someone:** Access unlimited, free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through 1to1help.



Wellbeing for Life program:

Get reimbursed up to INR 60,000 per fiscal year for expenses related to your physical, emotional, and financial wellbeing.

Financial wellbeing

-  **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:** Get reimbursed for expenses related to your financial wellbeing, including resources like financial advising and counseling, through the Wellbeing for Life Program.
-  **Gratuity:** Get a statutory benefit based on the duration of your service at Intuit. There is no cap on the gratuity amount paid out to you.
-  **Insurance:** Prepare for the unexpected. Group life insurance pays three times your annual base pay in the event of your death. Group personal accident insurance pays three times your annual base pay in the event of your injury or death.
-  **National Pension System:** Set aside money for your future while getting tax benefits. Intuit contributes 4.5% of your fixed pay towards your Tier 1 account.
-  **Provident Fund:** Set aside money for your future, and get contributions from Intuit.
-  **Tuition assistance:** Get reimbursed up to INR 4,00,000 per year (INR 2,00,000 for part-time employees) for your continuing education in subjects related to your current position or career development at Intuit.

Healthcare



Home healthcare services: Get professional post-hospitalisation care or rehabilitation in your home. You can also get lab samples collected from your home and medicines delivered to your home.



Maternity benefit: Get covered for maternity and surrogacy procedures, infertility treatments, and more.



Medical cover & hospitalisation: Get coverage for hospitalisation and medical expenses up to INR 5 lakhs per year for you and your family. You're also covered up to INR 12 lakhs for 12 critical conditions. You can opt for voluntary Top Up Health Insurance to increase your coverage at group policy prices.



OPD, dental, and vision reimbursement: Get reimbursed up to INR 30,000 per fiscal year for Outpatient Domiciliary (OPD) services like diagnostics and radiology checks, dental services like extractions and fillings, and vision services like vision tests and doctor consultations.



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

Time away



Holidays: Enjoy a combination of 10 fixed and festive holidays and two floating holidays each calendar 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.



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

Family support



Family planning benefits: Get help starting your family with virtual planning services through Maven, including pregnancy, fertility, egg freezing, adoption, surrogacy, and more.



Adoption assistance: Get reimbursed up to INR 300,000 per child, up to a lifetime maximum of two children, for eligible expenses.



Child care reimbursement: Get reimbursed up to INR 8,000 per month, per child, up to a maximum of three children.



Neurodivergence support: Rely on RethinkCare for support if you have a child with a developmental disability. You can access important information on skill building, positive reinforcement, and care coordination.



Family support time: Take up to four weeks of paid time off to provide care and support for a qualified family member.



Life skills training: Learn the skills you need to live a fuller, happier life with the help of Cognition Builders' in-home support and coaching.



Surrogacy assistance: Get reimbursed up to INR 300,000 per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.



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

Whom to contact



intuitbenefits.com: Find more information about all your Intuit benefits.



HR Connect

Call 000-8000-505-007

Visit hrconnect.intuit.com

(only accessible within the firewall)