

# Get to know your benefit options

Annual enrolment is 17 July-4 August



## What's new for FY24

We're excited to share some great news for FY24! At a time when other employers may be rolling back their investment in benefits or passing along cost increases to employees, we're choosing to contain your costs and invest more in you. That investment includes:

### Investing in your financial well-being

#### **100% invested in your health care coverage**

While the cost of healthcare continues to rise year-over-year, Intuit chooses to invest in you by covering 100% of your premiums! You will only be responsible for the taxes. You'll notice an increase to your taxes in FY24, which will reflect the higher amount Intuit is contributing towards your coverage.

#### **Commuter allowance increase**

The monthly commuter allowance for London site-based employees working at least 20 hours a week is increasing by 5% to £105 per month.

### Investing in your health

#### **Your emotional wellbeing matters**

Mental health is as important as your physical health. That's why we're increasing the number of free confidential visits through the Employee Assistance Programme (EAP) from 10 to 12 visits per year. You and your eligible family members can all take advantage of this benefit. Learn more about the [Employee Assistance Programme](#).

#### **Specialised support for menopause**

We're introducing a new service through a new partner—Maven—to provide specialised support for menopause. Maven is a digital platform designed to close the gap in womens' and family wellness.

With a holistic, whole-person care approach, Maven offers comprehensive care to support employees at all stages of their lives, including menopause—a natural biological process with symptoms that can last a decade. Maven’s menopause journey fills gaps in menopause care by helping you identify symptoms early and by providing unlimited access to specialists, vetted content and mental health support. This includes:

- 24/7/365 virtual access to menopause specialists
- Dedicated mental health support
- Clinically validated menopause education

You and your dependants are eligible to enroll and these services are offered at no cost to you. More information about Maven will be available at [intuitbenefits.com](https://intuitbenefits.com) beginning 1 August.

## Investing in families

### Virtual support for soon-to-be and new parents

You will also have access to an exciting new family-planning benefit. Through our new partnership with Maven, you and your spouse or domestic partner have unlimited access to with free, holistic family-building and fertility support.

Get help navigating preconception, pregnancy and postnatal health; fertility treatment, including IVF, IUI and egg freezing; adoption; surrogacy; and returning to work after parental leave.

Access on-demand virtual appointments with top-rated providers, including ob-gyns, mental health specialists, antenatal nutritionists, lactation consultants and career coaches; plus your own Care Advocate who can provide personalised, one-on-one support; and a library of content tailored to your needs.

These services are offered at no cost to you. More information about Maven will be available at [intuitbenefits.com](https://intuitbenefits.com) beginning 1 August.

### New resources for working parents

Another great resource available to you through our new partnership with Maven is the Parenting & Pediatrics journey. Through this journey, working parents have access to personalised digital parent coaching and a specialised paediatric care platform in the palm of their hands. Services include:

- Concierge-level navigation to all other Intuit benefits and community resources.
- 24/7 virtual access to specialists who serve both parent and child, including relationship counsellors, occupational therapists, speech language pathologists and developmental psychologists.
- Daily curriculum and live classes designed for busy parents and personalised for your unique needs. Topics include live infant CPR classes and how to handle tantrums, identify speech issues, manage sibling dynamics and understand ADHD.

- Partnerships with a vetted network of childcare and education partners offering nanny shares, back-up daycare, virtual sitters, live tutors, homeschooling and full-time daycare.

You and your eligible dependants can enroll at no additional cost. More information about Maven will be available at [intuitbenefits.com](https://intuitbenefits.com) beginning 1 August.

## Reminders

### **Family Support Time enhancements and Supplemental Sick Time end 31 July**

When the COVID pandemic created challenges for our employees, we enhanced the flexibility of our existing programmes and introduced new benefits for added support. As communicated in June 2023, pandemic-related, temporary enhancements to Family Support Time and the Supplemental Sick Time programme will end on 31 July 2023. Although these COVID-related enhancements are ending, your Intuit time away benefits will continue to provide flexibility to take time off when you need it most.

For more information, see the [Family Support Time](#) and [Supplemental Sick Time](#) FAQs. To learn more about your Intuit time off benefits, visit [intuitbenefits.com](https://intuitbenefits.com).

### **Well-being for Life Program reimbursement deadline 31 July**

We want you to be healthy in all aspects of your life. You're eligible to receive a [reimbursement of up to £850 per fiscal year](#) for costs related to wellbeing for you and your family. With only a few exceptions, almost any expense related to your physical, emotional or financial wellbeing is eligible for reimbursement. There's no time to wait! You have until 31 July to submit your reimbursement request for FY23 expenses.

### **Are your beneficiary nominations up to date?**

Make sure your valuable benefits are distributed as you want by reviewing and updating (if needed) your beneficiaries for life insurance and the pension scheme through [Darwin, Your Benefits Administrator](#).

## Take action between 17 July and 4 August

On the first day of enrolment, you will receive an email from the Total Rewards mailbox with a link to Darwin, Your Benefits Administrator website where you can enroll or drop dependants from coverage and confirm or update your beneficiaries. If you don't take action during the enrolment period, you will continue to be covered under the same plans that you are covered under currently. Enrolment closes at 11:59 PM on 4 August.