

# 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 [intuitbenefits.com/isr](https://intuitbenefits.com/isr).

## Physical well-being



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



**Health checkups:** Take a short health exam to know your numbers. Tests include a physical examination, blood tests, an EKG, a vision test, a cancer screening, a spirometry, and a hearing test.



**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 Well-being for Life Program, you can get reimbursed up to 3700 ILS per fiscal year, including for weight-loss program fees.



**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.

## Emotional well-being



**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 12 free, confidential counseling sessions per need, per fiscal year, virtually through Optum and virtually or in person through Femi Health.



### Well-being for Life program:

Get reimbursed up to 3700 ILS per fiscal year for expenses related to your physical, emotional, and financial well-being.

## Financial well-being



**Commuting options:** Intuit offers a travel allowance of 1,200 ILS per month, as well as parking reimbursement for business travel.



**Education fund:** Save for your future through your contributions of 2.5% of your monthly salary and Intuit's contributions of 7.5% of your monthly salary.



**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 30-60 minutes of consulting with a financial coach through Optum.



**Insurance:** Prepare for the unexpected with benefits provided through your personal pension plan.



**Meal benefits:** Enjoy monthly meal cards, valued at 1200 ILS.



**Retirement pension:** Intuit contributes 7.5% of your earnings.



**Tuition assistance:** Get reimbursed up to 18,600 ILS per year (amount will be prorated for part-time employees) for your continuing education in subjects related to your current position or career development at Intuit.

## Health care



**Dental reimbursement program:** Get reimbursed up to 1200 ILS per fiscal year for eligible dental expenses.



**LGBTQ medical benefits:** Get reimbursed for gender-affirmation surgery (up to 150,000 ILS as a one-time cost) and for complementary medical care (up to 30,000 ILS). You can also get group medical insurance coverage for your same-sex spouse or domestic partner.



**Medical:** Get coverage for yourself and your spouse (including your same-sex spouse or domestic partner who is declared on the 101 tax form) up to age 67, and your dependent children up to age 25. Intuit covers the tax on your insurance.



**Second opinion services:** Call Expert Medical Opinion to get a second opinion from a qualified physician who specializes in your specific medical issue. There's no cost and no need for an appointment.



**Telemedicine:** Save money, time, and a trip to the doctor with Femi Health telemedicine services.



**Vision:** Get reimbursed up to 550 ILS per year toward the cost of your spectacles or lenses.



**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



**Disability insurance:** Protect yourself and your family if you're not able to work due to an illness or injury. You receive 100% of your salary for the first three months, including your sick time. Beginning with month 4, you receive 75% of your salary for as long as you are disabled or until retirement.



**Holidays:** Enjoy up to 11 paid public holidays 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 of 20-24 days, depending on your years of service, as well as your "birthday day off" as a paid holiday.



**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 90,000 ILS per child, up to a lifetime maximum of two children, for eligible expenses.



**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.



**Surrogacy assistance:** Get reimbursed up to 90,000 ILS per child, up to a lifetime maximum of two events, for eligible surrogacy-related expenses.



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

## Whom to contact



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



**HR Connect**

Call extension 13333

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

(only accessible within the firewall)