

# 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:** 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.

**Dental and vision:** Get reimbursed each fiscal year toward the cost of eligible dental expenses and the cost of spectacles or lenses.

**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.

**LGBTQ+ medical benefits:** Get reimbursed toward the cost of gender-affirmation surgery 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.



## Mental health

**Talk with someone:** You and your family can access 12 free, confidential counseling 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 fiscal year through Intuit's We Care & Give Back program.



## Financial benefits

**Pension plan:** Intuit contributes 7.5% of your earnings.

**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 in subjects related to your current position or career development at Intuit.

**Education fund:** Save for education expenses through monthly salary contributions and Intuit's contributions of 7.5%.

**Meal benefits:** Enjoy monthly meal cards of 1200 ILS provided by 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.

**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.

**Wellbeing for Life program:** Get reimbursed up to 3700 ILS 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 3700 ILS per fiscal year for weight-loss program fees through the Wellbeing for Life program.

**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.

**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.

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



## Other insurance and protection

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

**Disability insurance:** Protect yourself and your family if you're not able to work due to an illness or injury.



## Time off and leave

**Holidays:** Enjoy up to 11 paid public 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 of 20–24 days, depending on your years of service, plus a day off on your birthday and your wedding day to celebrate you.

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

**Family support time:** 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.



## Questions or need help?

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

### HR Connect

Call extension 13333.

From Insight, go to My Benefits & Career > HR Connect.