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New hires

You will receive an email inviting you to enroll in health and life insurance benefit coverage from Darwin, your benefits administrator in the first week of your start date.

You need to enroll your dependents in your Group Medical Insurance benefit within the first 10 days of your hire date. You can also select an additional plan to cover your parents-in-law. If you take no action during the timeline mentioned above, you will be covered under the INR 5L base plan, but you will not be able to make any changes to your plan or add existing dependents until the start of the next fiscal year. You can enroll your new dependent when you have a life event (marriage/birth of a child).

Use this page to get familiar with your Intuit Benefits.

Benefits eligibility

When you enroll

Health, wellness, & financial benefits

Key dates

Benefits eligibility

You and your family are eligible to enroll in medical benefits if you are a regular India employee. Eligible family members include your spouse, dependent children up to age 25 and dependent parents up to age 90 (employee's parents only). Learn more in eligibility.

When you enroll

You enroll in health and insurance benefits as a new hire. In the first week of your hire date you will receive a welcome email from Darwin, Your Benefits Administrator to enroll yourself and your dependents online.

You can make changes at any time during the year as a result of a qualifying life event, like getting married or having a baby. See more details about enrolling or making changes.

Health, wellness, & financial benefits

These benefits provide for your current health and wellness needs, and help ensure peace of mind in case of a serious illness or injury. The company pays all of the costs for most benefit plans, including:

- Group Medical
- Group Personal Accident Insurance
- Group Life Insurance
- Travel Assistance & Accident Insurance, including medical coverage for business travel and short-term assignments

You are responsible for taxes on Group Life Insurance premiums.

You pay the full cost for the parents-in-law coverage.

Choose Wellness for Life, Intuit's wellness program, helps you improve and maintain your health now and in the future.

Building financial security requires a long-term perspective, and we want to help you plan for the years to come, even if they seem far away. Intuit offers you the option to enroll in the National Pension System (NPS), and Intuit will contribute 4.5% of your fixed pay.

Key dates

Visit Darwin, your benefits administrator to enroll in or update the following benefits as per the timelines below:

- New Hire Insurance enrollment – first 10 days of your hire
- Voluntary Provident Fund – first 15 days of any month
- Voluntary National Pension System – first 15 days of any month
- Fit for Life Program – open through any month (claims submitted on or before the 15th of the month will be processed during that month's payroll; claims submitted after the 15th will be processed during the subsequent month)

Watch!



^[1] Visit the [video library](#) ^[1] for some short, helpful videos about your benefits.

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