

Full-time Employees Benefits

These benefits are for regular full-time employees in the United States only. If you are SelectTime or Seasonal, click the appropriate button above.



Health care

Medical

Get comprehensive coverage through one of Intuit's medical plans. Depending on where you live, you can choose between the Cigna Choice Fund with Health Savings Account (HSA) plan, UnitedHealthcare (UHC) Network Plan, Cigna Managed Network Plan (EPO) and Kaiser plan (CA, GA, and HI). All plans include prescription drug coverage.

Dental

Keep your teeth in tip-top shape with the help of one of our two Aetna dental plans.

Vision

Keep seeing clearly with the help of Vision Service Plan (VSP), which has the most extensive network of optometrists and vision care specialists in the country.

Advocacy Support

Personalized benefits guidance from someone who thoroughly understands your Intuit benefits and can help you find a doctor,

learn the cost of a procedure, address claim issues and more.

Well-being for Life program 🔥

Get reimbursed up to \$1,300 per fiscal year for expenses related to your physical, emotional and financial well-being (e.g. a treadmill).

Telemedicine

Teladoc is offered as part of your Intuit medical benefits under the Cigna and UHC medical plans. If in a Kaiser plan, you have access to telemedicine services directly through Kaiser's appointment call center.

Health care flexible spending account (FSA)

Save money on medical care by paying for eligible health care expenses with tax-free dollars. You decide how much to contribute—from \$26 to \$3,050 per year.

Transgender benefits 🔥

Get medical coverage for a wide range of gender-transition services and procedures including direct access to a dedicated Gender Affirmation Support Team that supports the unique needs of the LGBTQ+ and transgender communities.

Health savings account (HSA)

Set aside money-free-tax to pay for eligible health care

expenses. You're eligible if you're enrolled in the Cigna Choice Fund with Health Savings Account (HSA) plan. You can contribute up to \$3,850 a year for individual coverage and up to \$7,750 a year for family coverage. Intuit contributes, too. Up to \$2,000 depending on your salary.

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 appointment.

Concierge care

Crossover Health Care offers Bay Area employees VIP access to a highly skilled team of physicians and providers who deliver complete, concierge-style health care services.

Expat health center

Take care of your health - no matter where you are in the world.

[Compare plans, prices and coverage costs](#)



Time away

Vacation

Slow down, relax and recharge with vacation starting at 3

weeks. Vacation accrues at a specific rate per pay period.

Holidays

Enjoy up to 14 paid holidays every year.

Sick days

Time off to focus on your physical or mental health. Sick time accrues at one hour per every 30 hours worked.

Recharge days

Get a week off at the end of the year during this company-wide time off so you can unplug from work, rest and recharge.

Birthday

Take a day to celebrate you, as scheduled with your manager. Your birthday counts as a paid holiday.

Disability insurance

Protect yourself financially if you're unable to work due to an injury or illness.

Parental Time Off

We offer all parents up to 16 weeks of paid time off to bond with their new child (newborn/adoption/foster child).

Leaves of absence

Take time away from work for personal or medical reasons.

Travel support

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



Pay and ownership

Base pay

A market competitive salary, plus the opportunity to earn annual increases.

Bonus

You may be eligible to enjoy the rewards of success through our bonus plans based on employee and company performance. In previous years, our company outperformed and paid bonuses above target.

Ownership

You may be eligible to become an Intuit shareholder through annual stock grants and get a discount on Intuit stock (rules apply).

Pay equity

Fundamental to our Diversity, Equity and Inclusion (DEI) strategy, we perform ongoing pay equity analysis and evaluate bi-annually.

Recognition

Employees are the fuel that drives our achievements. You may be eligible for real-time recognition and rewards.



Emotional well-being

Talk with someone

Access 12 free, confidential counseling sessions (by phone or in person) per need, per fiscal year, through Lyra Health. Virtual counseling services through the medical and telemedicine programs are also available.

Mindfulness and resilience

Improve your mindfulness, focus and sleep through RethinkCare video and audio sessions with industry experts. RethinkCare can be accessed through Virgin Pulse.

Community

Make a difference in your community by volunteering up to five business days per year through We Care & Give Back.



Physical well-being

Eat Right For Life

Get healthy and nutritious meals throughout the Intuit cafes at reduced prices.

Ergonomics

Get help improving your workspace habits.

Fitness resources

Get a good workout while giving your wallet a breather. Intuit's onsite fitness centers, the GlobalFit gym discount program and the 24 Hour Fitness special membership program can help you save on working up a sweat.

Flu shots

Protect yourself from the seasonal flu. Intuit's medical plans cover in-network preventive care - including flu shots - at 100%. Get yours at an in-network pharmacy near you.

Tobacco cessation

Get the support you need to kick the tobacco habit.

Hinge Health (Muscle and joint care)

Get access to a personalized exercise program and your own care team — and overcome joint and muscle pain.

Weight loss program

Find the weight-loss program that works best for you - and then get reimbursed up to \$1,300 through the Well-being for Life program.

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.



Financial well-being

401(k) retirement plan 🔥

Build your long-term financial security. Intuit matches \$1.25 for every \$1 you contribute, up to 6% of your eligible pay. You own 100% of Intuit's contributions immediately.

College coach

Get expert guidance from the best college admissions consultants on the college admissions and financial aid process.

Commuting options

Save money on your daily commute to work.

Discounts

Enjoy Intuit-exclusive discounts on a variety of products and services, including mortgages as well as home, auto and pet insurance.

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 and tools

Get 30 minutes of consulting with a financial coach through Lyra Health, learn how to achieve your money goals by taking courses through Financial Knowledge, effortlessly manage your finances with Mint and more.

Legal insurance

Access a nationwide network of attorneys who can advise and represent you if you're dealing with a rental dispute, a home purchase, the preparation of a will or other situations in which you could use legal guidance.

Life and accident insurance

Prepare for the unexpected. Intuit provides you with basic life and accidental death dismemberment (AD&D) insurance in the amount of two times your base salary. You may also purchase optional, child, and spouse/domestic partner life insurance, and family AD&D insurance.

Student loan refinancing

Get help reducing your student loan debt.

Tuition assistance

Get reimbursed up to \$5,250 per year (\$2,625 for part-time employees) for your continuing education through accredited institutions in subjects related to your current position or career development at Intuit.



Family support

Adoption assistance

Get reimbursed up to \$30,000 per child, up to a lifetime maximum of two children, for eligible expenses.

Backup care

Have peace of mind knowing someone will always be there for your child or elderly loved one, even at a moment's notice, with Bright Horizons

Special needs therapies

Intuit medical plans cover applied behavioral analysis (ABA), physical, speech and occupational therapies.

Dependent care FSA

Set aside money - tax free - to pay for child care, school holiday care and summer camps until your child's 13th birthday, or beyond your child's 13th birthday if he or she is disabled. You can contribute \$26-\$5,000 per fiscal year.

Learning, social or behavioral support

Get support if you have a child with learning, social or behavioral challenges, or developmental disabilities.

Family support time

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

Fertility benefits

Get help starting your family. All Intuit medical plans cover testing and treatment for underlying conditions as well as testing to determine the cause of infertility and procedures to restore fertility.