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Copy of Restricted Stock Units (RSUs)



Intro

Welcome to a brief lesson on Restricted Stock Units, or RSUs. By the end of this interactive session, you'll be able to explain what RSUs are, how they work, and how they fit into Intuit's total rewards philosophy.

What are RSUs?

Restricted Stock Units (RSUs) are a form of compensation that represents a share of Intuit's stock. RSUs differ from stocks you can buy on the market in several ways.

Cost —

- With Intuit RSUs, you don't pay anything upfront to receive the stock.
- Traditional stocks require you to pay the market price to purchase them.

Trading —

- RSUs cannot be traded or transferred.
- Traditional stocks can be bought, sold, or transferred.

Vesting —

- RSUs are subject to vesting, a process where you earn ownership of the RSUs over time. This means you don't own the shares immediately when they are granted to you.
- Traditional stocks are owned as soon as they are purchased.

This vesting period helps align your compensation with your continued contributions to Intuit.

After Vesting —

- Once your RSU shares are fully vested, you can choose to keep or sell them.
- Speaking with a tax professional can help you make the decision that best meets your financial goals.

When and how are RSUs granted?

At Intuit, employees may receive an RSU grant at the end of each year based on their job performance.

- The number of RSUs you receive is directly tied to your job performance over the past 12 months.
- The better you perform, the more shares you may be granted.

Let's look at an example.

A new employee is granted 500 RSUs at the end of their first year. Those RSUs represent 500 shares of Intuit's stock that they will earn over the next 4 years.

Year 1

1st Vesting Date

500 shares x 25% = 125 shares

- 125 shares are vested and fully owned by the employee
- 375 shares remain restricted

Year 2

2nd Vesting Date

$500 \text{ shares} \times 25\% = 125 \text{ shares} + 125 \text{ shares previously vested}$

- 250 shares are fully vested
- 250 shares remain restricted

Year 3

3rd Vesting Date

$500 \text{ shares} \times 25\% = 125 \text{ shares} + 250 \text{ shares previously vested}$

- 375 shares are fully vested
- 125 shares remain restricted

Year 4

4th Vesting Date

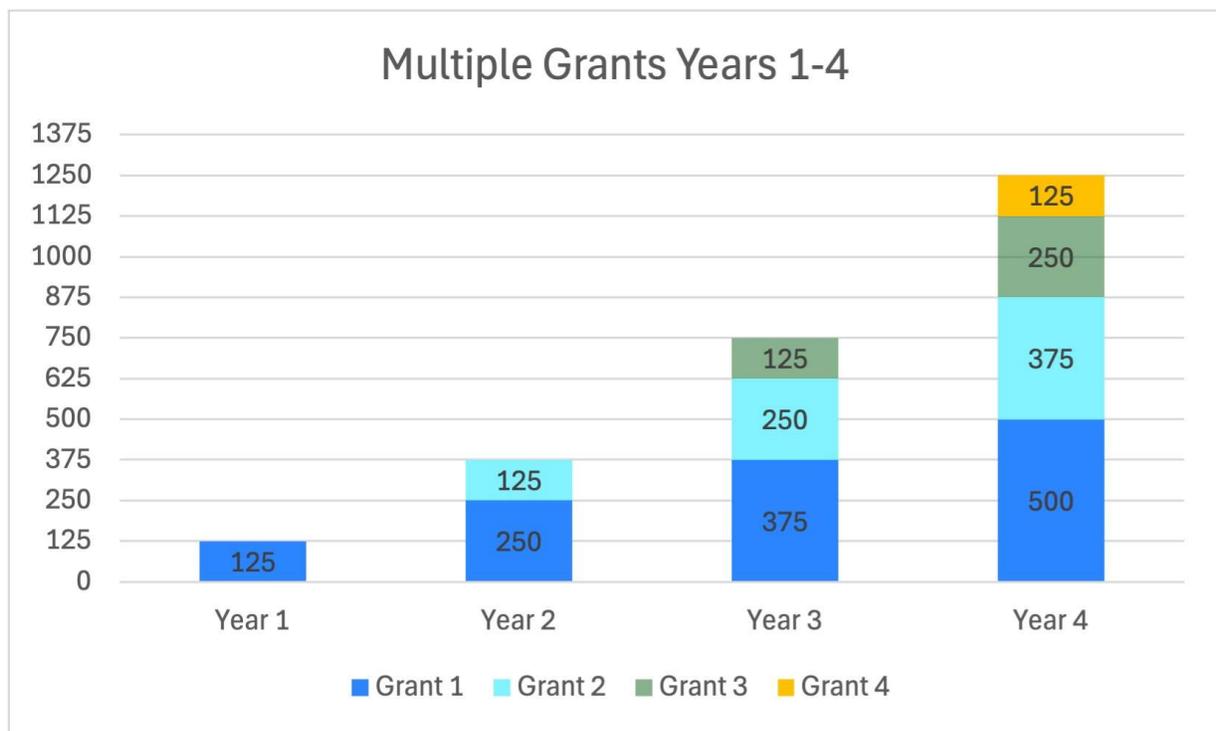
$500 \text{ shares} \times 25\% = 125 \text{ shares} + 375 \text{ shares previously vested}$

- All 500 shares are fully vested

- The vesting schedule for this grant is complete

How are new grants awarded?

Each year your new grant gets placed in a vesting schedule. The schedules are stacked and increase your total amount vested.



Each grant is vested over four years. You can have some of up to four different grants vesting each year.

How does the vesting schedule for RSUs typically work at Intuit?

- All RSUs vest immediately upon grant.
- RSUs vest in a lump sum after the first year.
- RSUs vest over a period of 4 years in equal installments.
- RSUs vest only if you achieve certain performance targets each year.

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When can I sell my restricted stocks?

- Any time I choose.

- After the end of the fiscal year.
- Once I am fully vested in them.
- I cannot sell my restricted stocks.

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Wrap Up

At Intuit, your success—including your financial growth—is our priority. RSUs, tied to your performance, are a valuable part of your total rewards package. We encourage you to review your vesting schedule regularly and reach out with any questions.

For more details on maximizing your RSUs, check out our [Resources section](#).

Together, let's make the most of your financial journey at Intuit!

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