

2019 BENEFITS

Welcome to VMware! Here's a quick summary to assist you with your Benefit options. You have 30 days from your date of hire to enroll in your benefits. Be sure to take the time to review your benefit options.

Health and Life Insurance Plans

Medical: As a VMware employee, will be provided with private Medical Insurance through Omint. VMware pays 100% of the premiums for you and your eligible dependents.

Dental: VMware provides you with private Dental Insurance through Omint. VMware pays 100% of the premiums for you and your eligible dependents.

Life Insurance: You are covered under the Life Insurance and Accidental Dismemberment and Disability (AD&D) plan. Your coverage will begin on your first day of active work as a VMware employee, and it will end the last day of your employment with VMware. VMware pays 100% of the premium costs for Life Insurance and AD&D.

Time Off Programs

Bereavement Leave: The VMware Global Bereavement Policy provides employees with up to 20 days of paid leave per event. In addition, this program offers up to 2 days of paid leave in the event of the passing of a family pet.

Marriage Leave: You are entitled to five (5) paid days of Marriage Leave to celebrate your marriage, according to our Collective Agreement in place.

Sick Leave: You are entitled to your VMware salary for the first fifteen (15) days of sick leave.

Vacation: You are entitled to thirty (30) consecutive days of paid vacation time after twelve (12) months of continuous service. Vacation must be taken within twenty-three (23) months after your hire date or anniversary date.

Holidays: VMware provides the following holidays:

2019 Public Holidays:

- New Year's Day (All Cities) - January 1
- Religious Day - St. Sebastian - Patron City (RJ) - January 20
- Birthday City (SP) - January 25
- Religious Day - St Navigorts Lady (PA) - February 02

Brazil Benefits

- Birthday City (Aquiraz) - February 13
- Birthday City (Osasco) - February 19
- Birthday City (RJ) - March 01
- Carnival (All Cities) - March 04
- Carnival (All Cities) - March 05
- Carnival (All Cities) - March 06
- Religious Day - St. Joseph - Patron City (CE) - March 19
- Data Magma (CE) - March 25
- Birthday City (PA) - March 26
- Foundation of Curitiba (Curitiba) - March 29
- Good Friday (All Cities) - April 19
- Foundation of Brasilia (Brasilia) - April 21
- Tiradentes (All Cities) - April 21
- Religious Day - St. George (RJ) - April 23
- Labor Day (All Cities) - May 01
- Religious Day - St. Antonio - Patron (Osasco) - June 13
- Corpus Christi (National Holiday - All Cities) - June 20
- Religious Day - St. John (Rio de Janeiro - Niteroi) - June 24
- Constitutionalist Movement of 1932 (Sao Paulo) - July 09
- Santa Catarina (Santa Catarina) - August 11
- Religious Day - Our Lady of Good Voyage - Patron (Aquiraz, Belo Horizonte, Fortaleza, Nova Lima) - August 15
- Independence Day (All Cities) - September 07
- Religious Day - Our Lady of Luz dos Pinhais (Curitiba) - September 08
- Farroupilhas Revolution (Porto Alegre) - September 20
- Patrons Day (National Holiday - All Cities) - October 12
- Information Technology Employees Day (Rio de Janeiro) - October 21
- All Souls Day / Remembrance Day (All Cities) - November 02
- Republic Day (National Holiday - All Cities) - November 15
- Day of Black Consciousness (BH, RJ, SP) - November 20
- Birthday City (Niteroi) - November 22
- Day of the Evangelical (Brasilia) - November 30
- Our Lady Immaculate Conception (BH, NL, RJ) - December 08
- City's Emancipation (Curitiba) - December 19
- Christmas Day (All Cities) - December 25

Leaves of Absence Programs

Maternity and Adoption Leave: Whether through birth or adoption, new mothers are entitled to one hundred and twenty (120) consecutive days of paid leave to care for their new baby.

Brazil Benefits

Medical Leave: The salary for the first fifteen (15) days of the work leave due to an illness or accident is paid for by VMware. In accordance with statutory requirements on the sixteenth (16) day of a disability, you may be eligible for benefits through Social Security (INSS).

Paternity Leave: Fathers may take paid time off to bond with their new child while receiving up to four (4) weeks full pay, for a total of twenty (20) working days.

Wellness Programs

Global Fitness Reimbursement Program: VMware will reimburse the cost of your health, wellness and fitness expenses up to the equivalent of \$400 USD per calendar year.

Other Programs

- **Business Travel Programs:** VMware provides employees worldwide with comprehensive travel insurance and assistance.
- **Car Allowance:** Managers, Directors, Senior Directors and Individual Contributors with external business activities may receive a car allowance.
- **Discount Program:** Access to our online marketplace of perks and discounts.
- **Employee Assistance Program (EAP):** Free service that helps you be at your best, physically and emotionally.
- **Family Pension:** As per the union agreement, VMware provides payment of nursery or similar for children. This payment is subject to change based on the union agreement terms and conditions.
- **Flexible Spending Account:** On January 1st you will receive a Flexible Spending Account for the year equal to 6% of your On-Target Earnings (OTE) inclusive of base salary and target variable and target corporate bonus. If you are a new hire, the calculation is prorated in accordance to the month of effective hiring date (0.5% per month).
- **Language Courses:** VMware will reimburse up to 75% of the cost for language classes up to R\$ 500 per month.
- **Meal Vouchers:** VMware offers a meal voucher for all regular employees. The amount is equal to R\$ 25.00 per business day (minimum of 22 days to be paid).
- **Rethink :** A research-based program that provides support to parents raising children with learning or behavior challenges, or developmental disabilities at no cost to you.
- **Transportation:** VMware offers a Transportation Voucher or Chartered Transportation (limited to R\$ 200,00/month for employees that do not receive a car allowance. Employees have the option to opt for a Transportation Voucher in the value charged for busses or metros from their residence to VMware and back. If this option is chosen, employee will receive a credit in their transportation voucher card the last business day of each month.

Additional VMware Benefits

- [Employee Referral Program](#)
- [Employee Stock Purchase Plan \(ESPP\)](#)
- [VMware Foundation](#)

Have a Question?

For more information about your benefits, please visit <https://benefits.vmware.com/br>

Additional questions?

Contact HR Source:

Phone: 1-888-VMWARE8

[ASK HR](#) *[VMware network access required]*

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