

2019 INTERN BENEFITS

Welcome to VMware! Here's a quick summary to assist you with your benefit options.

Health Insurance Plans

On-Site Physician: VMware is committed to your health and well-being. For this reason, we have a partnership to provide you with on-site medical care with highly qualified professionals. At the facility, you have access to general examinations, follow-up appointments, first-aid, authorized medical leave and much more.

Time Off Programs

Vacation: You will earn two (2) weeks of vacation time for every fifty (50) continuous weeks worked. According to the normal schedule a complete vacation period includes ten (10) working days.

Holidays: VMware provides the following holidays:

2019 Public Holidays:

- New Year's Day - January 1st
- Juan Santamaria Day - April 11th
- Easter Thursday - April 18th
- Good Friday - April 19th
- Labor Day - May 1st
- Annexation of Guanacaste - July 25th
- Virgin of Los Angeles - August 2nd
- Mother's Day - August 15th
- Independence Day - September 15th
- Dia de la Raza (Columbus Day) - October 12th
- Christmas - December 25th

Leave of Absence Programs

Medical Leave: For those times when you need to be absent from work for medical reasons, VMware employees are entitled to take Medical Leave, in accordance with statutory requirements, when approved by the Costa Rican Social Security Institution.

Costa Rica Benefits

Work/Life Programs

- [Banco Popular](#): VMware has teamed with Banco Popular y de Desarrollo Comunal to offer employees financial services, with special terms and conditions.
- [Discount Program](#): Access to our online marketplace of perks and discounts.
- [Employee Association](#): As an Intern employee of VMware Costa Rica you are eligible to participate in the Asociacion Solidarista de Empleados de VMware (ASEVMWARE). If you decide to participate, you will be required to contribute 3% of monthly gross earnings and VMware will contribute 3% of your monthly base salary.
- **On-Site Gym**: VMware Costa Rica offers a fitness location in its office, with highly qualified professionals and equipment.

Additional VMware Benefits

- [VMware Foundation](#)

Have a Question?

For more information about your benefits, please visit benefits.vmware.com/cr

Additional questions?

Contact HR Source:

Phone: 1-888-VMWARE8

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

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