



REALIZE WHAT'S POSSIBLE.™

Team,

Mental Health Awareness Week – Wellness Benefits

To mark the end of Mental Health Awareness Week on Friday, it's a good time to remind you about some other benefits that VMware offers that can support your Mental Health and general wellness.

Fitness Reimbursement Program:

Living a healthy and balanced life is a part of the VMware culture. The Fitness Reimbursement Program supports these goals worldwide by offering a benefit for employees who work from home or at a location without access to an onsite VMware fitness centre.

VMware will reimburse the cost of your health or fitness expenses up to the equivalent of \$400 USD per calendar year. We are adding new activities to the claims lists and employees can also use this to offset costs of Health Checks or other wellness related items. Examples of what you claim include *Boot Camps, Golf, Gyms, Boxing, Mindfulness, Home fitness equipment, Personal Training, Running / Race / Marathons Fees, Swimming, Weight Loss Programs, Pilates, Wellness/ Fitness Apps and Yoga.*

If there are any doubts as to whether we cover something, please reach out to HR Source. More information: <https://benefits.vmware.com/es/worklife/fitness-reimbursement-program/>

EAP Program:

The Employee Assistance Program (EAP), managed by OPTUM, is available at no charge to you and helps VMware employees be at their best, physically and emotionally. OPTUM confidentially provides you and your family members, with objective, third-party support and advice for navigating life's challenges.

More information: <https://benefits.vmware.com/es/worklife/employee-assistance-program-eap/>

Rethink Benefits:

Rethink's award-winning, research-based program provides support to parents raising children with learning or behaviour challenges, or developmental disabilities at no cost to you.

More information: <https://benefits.vmware.com/es/worklife/rethink/benefits/>

If you have any questions about these benefits please reach out to HR Source.

The NEMEA Mental Health First Aid team & EMEA Benefits team

