

2020 INTERN BENEFITS

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

Public Holidays: VMware provides the following holidays:

- New Year's Day - January 1, 2020
- Religious Day - St. Sebastian - Patron City (Rio de Janeiro) - January 20, 2020
- Birthday City (San Paulo) - January 25, 2020
- Carnival – February 21, 2020
- Carnival – February 24, 2020
- Carnival – February 25, 2020
- Good Friday – April 10, 2020
- Tiradentes Day – April 21, 2020
- Labor Day – May 1, 2020
- Corpus Christi – June 11, 2020
- Constitutionalist Movement of 1932 (Sao Paulo) – July 9, 2020
- Independence Day – September 7, 2020
- Patrons Day – October 12, 2020
- All Souls Day / Remembrance Day – November 2, 2020
- Republic Day – November 15, 2020
- Day of Black Consciousness (Belo Horizonte, Rio de Janeiro, Sao Paulo) – November 20, 2020
- Christmas Day – December 25, 2020

Vacation: You are entitled to thirty (30) consecutive days of paid vacation time.

Work/Life Programs

Discount Program: Access to our online marketplace of perks and discounts.

Additional VMware Programs

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).

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 in the last business day of each month.

VMware Foundation: Join VMware as a force for good in our global community. We offer Service-Learning opportunities, Matching Gifts, Giving Networks and Good Gigs, just to name a few.

Have a Question?

For more information visit the Costa Rica Benefits website at benefits.vmware.com/br.

Additional questions? Contact HR Source:

Phone: 1-888-VMWARE8

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

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