

# Brazil Benefits

## 2020 BENEFITS

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

### Financial Wellness

**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).

### 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 two (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.

**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

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- 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

**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.

## 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.

**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.

## Work/Life Programs

**Business Travel Programs**: VMware provides employees and their families, worldwide, with comprehensive travel insurance and assistance:

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	Business Travel Accident Insurance (BTA)	GeoBlue Business Traveler	International SOS
Business Travel Benefits	Benefits paid in the event of an accident or death. Gerber Life will pay a lump sum benefit of 2 times your base annual earnings up to \$500,000.	Provides full medical coverage anywhere in the world for the duration of your business trip.	Provides medical, security and logistical expertise to safeguard you while you travel aboard.
Personal Travel Benefits	Personal deviations, up to 3 days, are covered.	Personal travel is covered provided it is taken in conjunction with business travel.	Personal travel advice is provided.

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

**Employee Assistance Program (EAP):** The EAP confidentially provides you and your family members with objective, third-party support and advice for navigating life's challenges.

**Fitness Reimbursement Program:** VMware employees in a work location without an onsite gym are eligible for the Fitness Reimbursement Program. VMware will reimburse the cost of your fitness expenses up to the equivalent of \$400 USD per calendar year.

**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.

## Additional VMware Programs

**Car Allowance:** Managers, Directors, Senior Directors and Individual Contributors with external business activities may receive a car allowance.

**Employee Referral Program:** Eligible employees who submit a referral, that meets policy guidelines and is hired, can earn a \$1,500 USD bonus.

**Employee Stock Purchase Plan (ESPP):** [VMware network access required] Purchase VMware stock at a discount via payroll deductions, using after-tax dollars. You can elect to contribute 2% to 15% of your compensation during the purchase period.

**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.

**Language Courses:** VMware will reimburse up to 75% of the cost for language classes up to R\$ 500 per month.

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**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 Brazil Benefits website at [benefits.vmware.com/br](https://benefits.vmware.com/br). Additional questions? Contact HR Source:

Phone: 1-888-VMWARE8

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

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