

INTERN BENEFITS FAQ'S

1. When must I complete my enrollment in benefits?
 - a. You have 30 days from your date of hire to enroll in your benefits.
2. Am I required to enroll in any benefit plans offered by VMware?
 - a. No, U.S. Paid interns working 20 hours or more per week are eligible for select benefits but are not required to enroll.
3. Can I enroll in VMware's Benefits if I'm covered under my parent's plan, school plan, or listed as a dependent under my parent's tax return?
 - a. Yes, but your coverage offered through VMware is considered your primary coverage. Additionally, unless your other medical coverage is a High Deductible Health Plan, you must enroll in the HSA PPO Non-Eligible Plan. This is the same as the [HSA PPO](#) Medical Plan, but you will not have access to a Health Savings Account (HSA).
4. Is there a cost for me to enroll in eligible benefits?
 - a. There is no cost for interns to enroll in eligible benefits for themselves only. Please refer to the [Intern Benefits](#) page for more information on costs for additional coverage.
5. Will I receive employer contributions into my HSA if I enroll in the HSA PPO medical plan?
 - a. No, interns are not eligible to receive employer contributions to their Health Savings Account (HSA). However, they can contribute to their HSA themselves.
6. When can I expect to receive my insurance cards/member information?
 - a. It can take up to 3 weeks to receive your ID card from UHC and CVS. Please note that Delta Dental and VSP do not require ID cards. You may also navigate to the respective [WorkspaceONE Benefits Apps](#) to activate your account for membership information.
7. When do my benefits end?
 - a. Your benefits coverage lasts through the end of the month in which your internship ends.
8. Who do I contact for additional assistance?
 - a. Contact HR Source by submitting a [HelpNow ticket](#) or by phone at 1-888-VMWARE8, select US Benefits.