

A woman with blonde hair tied back, wearing safety glasses, orange earplugs, a black t-shirt, blue jeans, and grey gloves, is working on a yellow Vermeer machine. She has extensive tattoos on her left arm, including a large floral design and a skull. The machine is yellow with black tracks and a large black wheel. The background is a blurred industrial setting.

# ***YOUR CAREER AT VERMEER***

**Benefit Highlights Summary**

**Vermeer®**







## EQUIPPED TO DO MORE®

**At work. In life. For others.**

Whether you have grown up surrounded by Vermeer yellow iron or you're completely new to our brand, there are a few things you should know as you consider us for your next career opportunity.

Vermeer has served as a leading example of a successful family-owned and -operated business for more than 75 years. With a strong foundation deeply rooted in our 4P-Philosophy — Principles, People, Product and Profit — we continue to put others first, build quality equipment, and we make it a priority to give back to our communities.

We know every day our more than 3,500 team members work hard to design, build and support our tough, yellow iron products. We don't take that for granted. Because that team effort is essential to our success, we make it a part of our mission to take care of our team members with a competitive benefits package. The information in this guide highlights some of the key benefits we offer; however, it does not showcase our complete benefits package.

Thank you for considering Vermeer as your employer of choice. If you have any questions or would like additional information, we would be happy to help.

[hr@vermeer.com](mailto:hr@vermeer.com)

## HEALTH BENEFITS

Our collective team members' health and well-being is critical to our success and culture. Offerings are reviewed annually to ensure we're best serving your needs.



**HEALTH  
INSURANCE**



**PHARMACY  
COVERAGE**



**DENTAL &  
VISION PLANS**

Vermeer offers a variety of health insurance plan options, administered by Wellmark® Blue Cross® and Blue Shield®, to meet the unique needs of team members and their families. Pharmacy coverage, dental plans and vision discount programs are also available.

Health benefits are effective the first day of the calendar month following your date of hire. Contact Team Member Solutions at [hr@vermeer.com](mailto:hr@vermeer.com) for a current rate sheet.

## FINANCIAL BENEFITS

Vermeer offers several financial benefits to help keep you and your family financially secure and equipped for life.

### ► 401(K) RETIREMENT PLAN

On average, 95% of our team members participate in the Vermeer 401(k) retirement plan. You'll be eligible to begin deferring compensation starting the first day of the month following one month of employment.

Vermeer will match contributions at a rate of 50 cents of every dollar you contribute to the plan, up to 6% of your compensation. All matched contributions will vest according to the plan schedule below.

Years of Service	< 2 YEARS	2 YEARS	3 YEARS	4 YEARS	5+ YEARS
Vested Percentage	0%	25%	50%	75%	100%

### ► FINANCIAL PLANNING

Your financial well-being is just as important as your physical well-being — that's why Vermeer provides team members with access to certified financial advisors. This access includes free in-person consultation sessions to help you and your family establish financial goals now and for years to come. As a team member you can also take advantage of an entire suite of complimentary tools and services.

### ► EDUCATION ASSISTANCE PROGRAM

After six months of employment with Vermeer, full-time team members are eligible for the Vermeer Education Assistance Program. This program offers reimbursement for eligible education expenses up to \$5,250 annually.

### ► HEALTH SAVINGS ACCOUNTS (HSA) AND FLEXIBLE SPENDING ACCOUNTS (FSA)

If you enroll in a Vermeer health plan, you are eligible to participate in an HSA or FSA depending on the health plan you elect. These accounts allow you to set aside pre-tax or tax-free dollars to use for eligible medical, dental, and vision-related expenses not covered by insurance. Vermeer offers an initial contribution and employer match for contributions made to HSAs.

## WORK/LIFE BALANCE

At Vermeer, you can have a great career and a great life. Vermeer works hard to provide the flexibility, support and benefits you need to make that happen.

### ► PTO, PAID HOLIDAYS AND VOLUNTEER TIME OFF

Everyone needs downtime. All team members start with 40 hours of paid time off (PTO) and will begin accruing additional hours immediately.

Years of Service	0-2	3-4	5-9	10-14	15-19	20-24	25-29	30+
Annual Hours Accrual	100	120	140	160	180	200	220	240

*Unused PTO rolls over annually, with a cap of 480 hours.*

Vermeer celebrates 11 paid holidays each year, three of which are company-scheduled floating holidays. Our volunteer time off (VTO) policy allows up to eight hours of paid time off each year to serve your community.

### ► CHAPLAINCY PROGRAM

You will have access to chaplains to support you and your family's wellness needs. Our on-site chaplains are trusted, confidential resources, and on call 24/7 for Vermeer team members and their families.

### ► PARENTAL LEAVE

Family comes first. All parents-to-be are eligible for five days of 100% paid leave at the time of a child's birth or adoption.

### ► EMPLOYEE ASSISTANCE PROGRAM

All of us go through times in life where extra support is needed. The Vermeer employee assistance program can provide just that. You and your dependents can receive a counseling assessment, referral services and three in-person counseling visits at no cost to you.

## CULTURE

A caring culture is formed one moment at a time. From family events to community service, the way we do the moments that matter is based on our Vermeer 4P-Philosophy: Principles, People, Product and Profit.

### ► THE VERMEER VOICE

Transparency and communication are important to Vermeer. We make staying informed with the latest Vermeer Corporation news easy with The Vermeer Voice, our internal communication platform. The Voice is a user-friendly central hub where you can find benefits information, team member stories, announcements and more.

Vermeer  
4P-Philosophy  
Scan to watch



## ADDITIONAL BENEFITS

Vermeer offers more benefits and perks than we can cover in this guide, including access to several additional voluntary benefits at competitive rates. When life doesn't go as planned, these benefits can help.

 <b>COMPANY-PAID LIFE INSURANCE</b>	 <b>SHORT- AND LONG-TERM DISABILITY</b>	 <b>ACCIDENT INSURANCE</b>
 <b>CRITICAL ILLNESS COVERAGE</b>	 <b>LEGAL SERVICE PLANS &amp; ASSISTANCE</b>	 <b>ON-SITE CLINIC</b>

### ► FIND YOUR NEXT CAREER AT VERMEER

We are committed to finding, training and developing a workforce built for the future. If you have questions, feel free to contact Team Member Solutions at [hr@vermeer.com](mailto:hr@vermeer.com).

 [Vermeer.com/em/careers](https://www.vermeer.com/em/careers)

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