**VHI Employee Benefits**

*Updated 2024-10-01*

**Reduced 36-hour workweek with flexible work from home schedule Wednesday through Friday**

**14 paid holidays per year**

* New Year’s Day
* Martin Luther King, Jr. Day
* Presidents’ Day
* Memorial Day
* Juneteenth
* Independence Day
* Labor Day
* Columbus Day
* Veterans’ Day
* Thanksgiving Day
* Friday following Thanksgiving Day
* Christmas Eve
* Christmas Day
* New Year’s Eve

**3 paid personal days per year**

**12 vacation days per year**

**15 vacation days per year beginning with your 3rd anniversary**

**20 vacation days year beginning with your 5th anniversary**

**12 sick days per year with a maximum accrual of 368**

**Medical, Dental and Vision coverage** (Anthem)

**$75,000 in Life Insurance** (Boston Mutual)

**Long- and short-term disability** (Lincoln)

*Note: Insurance premiums are paid in full by VHI for employee coverage. Eligible employees may purchase medical, dental and vision coverage for their spouse, child or family only if coverage is not offered by the spouses’ employer.*

**401k w/John Hancock** (6% of annual salary plus up to an additional 4% match of employee contribution)

**Parking**

**Maternity/Paternity leave policy**

**Education and/or dependent care reimbursement**

**Regular Team Building events**