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Your Benefits

At EMC, we know our customers are choosing more than a product or service — they're choosing our people as well. We recognize our team members are a major factor in our competitive advantage over other companies. That's why we strive to hire and retain the best people by engaging, developing and rewarding team members.

Our total rewards philosophy compensates team members for both individual performance and team contributions through equitable base pay, variable pay, competitive benefits and a positive work environment — all of which serve to enhance the work/life balance. Benefits include a generous health plan, paid time off, a 401(k) plan match, a pension plan, an opportunity for an annual bonus and much more.

Health and Well-Being

Our team members' health is important to us. That's why EMC offers plenty of opportunities for you to take care of yourself and live your life to the fullest.

Medical Insurance



EMC provides comprehensive medical and prescription drug coverage for team members and their dependents with low out-of-pocket costs. Plus, the premium is paid largely by EMC.

Dental Insurance



Subsidized dental insurance is provided for team members and their dependents. Coverage includes preventative, routine and restorative services, as well as orthodontia.

Vision Insurance



Subsidized vision coverage for team members and their dependents.

Health & Wellness Programs



Our robust health and wellness program includes health incentive programs, fitness center reimbursement, personalized fitness programs and one-on-one coaching. The Des Moines campus includes a free, on-site wellness center.

Financial Security

EMC offers team members many benefits to achieve their financial goals now and in the future.

401(k) Savings Plan



EMC matches 100% of team members' 401(k) savings contributions, up to 4%, with immediate vesting.

Pension Plan



EMC contributes to an active pension plan on behalf of eligible team members.

One EMC Bonus Plan



This annual bonus plan is based on the profitability of the company. When the company performs well, team members receive a bonus based on a percentage of their pay.

Flexible Spending Account



Set aside pretax money for eligible health care expenses, such as deductibles and copays, and dependent care expenses incurred while at work.

Group Term Life Insurance



Eligible team members generally receive two times their annual salary in life insurance.

Optional Insurance Plans



Additional insurance is available for purchase, including accidental death and dismemberment, supplemental term and whole life.

Disability Insurance



EMC provides free disability coverage, which includes 25 weeks of short-term disability paid at 80% of base salary, and long-term disability replaces up to 60% of base salary after short-term is exhausted.

Military Differential Pay



EMC provides military differential pay for team members on military leave.

Work/Life Balance

At EMC, we know balance is important to live full, healthy lives. We help our team members strike a balance with PTO, VTO and holiday pay, opportunities to get involved and more.

Paid Time Off (PTO) and Holidays



Team members are eligible for PTO the first day of hire. PTO is based on hours worked and years of employment. Paid holidays are: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, two days at Christmas and a floating holiday.

Volunteer Time Off (VTO)



Eligible team members receive one day of paid VTO per calendar year to volunteer with a charitable organization or other cause.

Volunteer Opportunities



EMC believes in making the communities in which we live and work better places. EMC offices across the country arrange activities throughout the year to get team members involved — from food and clothing drives to Habitat for Humanity work days to community races. Learn more (</aboutEMC/communityInvolvement.aspx>).

Activities



Our team members have the opportunity to participate in company and local events, including team member appreciation, sporting events, performing arts and discounts to local attractions.

Employee Assistance Program



EMC contracts with Employee Family Resources to provide team members and their family members with professional counseling services for a wide variety of issues.

Adoption Benefit



EMC provides a reimbursement program for expenses associated with the adoption of a child.



Join our team ▶

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EMC offers careers in dozens of different disciplines at locations across the country. Check out our current job openings!



Watch

(<https://vimeo.com/358390797>)

Why You'll Love a Career at EMC



Des Moines Register

[\(/aboutEMC/news/091619.aspx\)](/aboutEMC/news/091619.aspx)



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