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## We Offer Excellent Pay and Benefits

Our success depends on you. We've become one of the world's largest automakers by rewarding talented employees who deliver exceptional results. Our compensation and benefits program is just one great example of this constant commitment to encouraging your growth, advancement, and personal well-being.

**Volkswagen Chattanooga offers a competitive and robust compensation package designed to attract and motivate employees who make our daily operations possible.**

We strive to ensure that salary levels are externally competitive and internally consistent and fair. Equally important is our commitment to sharing the company's success with our team. Our pay-for-performance philosophy means that every employee has the opportunity to earn bonus rewards for good individual and company performance.

Hourly employees receive regular wage increases following a set wage progression schedule. Wage progression reflects the period of time it typically takes newly hired hourly team members to learn their jobs. In addition, some hourly team members may be eligible for the following programs:

- Team leader premium
- Shift premium
- Equipment Operator (EO) premium

Salaried employees pay is reviewed on an annual basis during the annual salary planning process. In addition, some salaried team members may be eligible for the following programs:

- Assigned vehicle
- Shift premium
- Comp time

### Physical Health

For the employee and their eligible dependents, Volkswagen Chattanooga offers:

- Two comprehensive major medical coverage plan options including prescription benefits
- Flexible spending or health savings account
- Vision and dental plans
- Benefit advocacy services
- Telemedicine
- Company-provided life insurance
- Company-provided disability coverage
- On-site medical clinic and fitness center
- Fitness reimbursement

### Financial Health

For your financial health, Volkswagen Chattanooga offers:

- 401(k) Retirement Plan - eligible employees receive 100% match on their first 3% of contributions and 50% on the next 2% with immediate vesting on matching contributions
- Roth 401(k) Retirement Plan - eligible employees can make after-tax contributions
- Defined Contribution Retirement Plan - Volkswagen Chattanooga contributes 5% of eligible earnings to this retirement account with a 3-year vesting period

### Time Off

For your personal well-being, the company offers:

- Paid time off (PTO) after the first month of employment with any unused PTO carried over for use into the first quarter of the following calendar year
- Paid leave for new parents to care for the addition to their family (employees are eligible after one year of service)
- Paid holidays
- Other leave types for eligible employees including bereavement, military service, jury/witness duty, and medical

### Beyond the Basics

#### Employee car lease/purchase program

- Competitive company lease rate
- Insurance included
- Employee and immediate family members eligible

#### Employee tuition reimbursement program

- Volkswagen Chattanooga enjoys an ever-improving workforce by encouraging development of employee knowledge, skills and job effectiveness
- Eligible after twelve months of service

### Join Our Talent Community

Stay connected by joining our network! Enter your e-mail and tell us a bit about yourself. We will keep you informed about upcoming events and opportunities that match your interests.

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