



Valassis.

BENEFITS BEYOND BUSINESS

YOUR Personal Perks

Build. Live. Create

INSPIRING ACTION STARTS HERE, WITH YOU! 



YOUR Personal Perks

At Valassis, our benefits package and perks go beyond day-to-day business. Like our vision of intelligent media, it's all about relevance. We recognize our associates are what make our company great so we want to offer a variety of programs, rewards and benefits that are meaningful to our people! We are passionate about what we do, how we do it and who we do it for. Through an inclusive culture that rewards innovation, agility and teamwork, we attract and retain talented teammates who help continually drive our business forward. We pride ourselves on offering an environment that helps you to build your career, live your passion and together, create our future!

INSPIRING ACTION STARTS HERE, WITH YOU! 



BUILD Your Career

Build your career through an array of developmental opportunities, including robust online learning offerings, mentoring programs, and cross-functional projects. We believe strongly in a promote-from-within philosophy that creates new avenues for associates to contribute, learn and advance within and across our growing company.

INSPIRING ACTION STARTS HERE, WITH YOU! 



Movin' on Up

Our goal is to have the right talent focused on bringing their unique value and skills to our business. We make every effort to ensure that our associates have opportunity to progress in their careers and continue to grow as individuals who make meaningful contributions to our success. We want our associates to be inspired to move into new territory that can help stretch them beyond their comfort zone!

Programs to Help You Succeed

Employee Development » Our Employee Development Program (EDP) provides a variety of training and development offerings designed to help you meet your professional development goals. The intent of the program is to equip you with the skills and competencies you need to succeed in your current role and help you develop for future ones.

Leader Development » Similar to the EDP, the Leadership Development Program (LDP) is designed to assist our leaders to become the best leaders possible. We know that great leadership is an integral component of our associates' and company's success.

Corporate Mentoring » This company-wide leader mentoring program focuses on creating personal and professional growth for both mentees and mentors while seeding the organization's talent pipeline. The primary objective of the program is to help develop high potential leaders in a targeted area deemed critical to their continued success and future growth within the company.

New Hire Onboarding » We know that starting off on the right foot is critical to your success. Our Onboarding Program is designed to enable new hires to quickly and effectively acclimate to their new position. The program provides new hires the training tools and resources they need to establish foundational understanding of who we are, what we do, and how we do it.

BeInternship!

We are proud to host a group of college interns each summer for an enriching and valuable professional experience, where they are able to apply and hone their skills and academic expertise, and offer us their unique perspectives on our business.

Success is the Key

We all share in one important goal – driving our business forward. Although we contribute in different ways, we all have the shared objective of strong associate, team and company performance. Our company-wide performance management process is designed to help ensure alignment on key goals for the year, and provides opportunity for ongoing discussion, coaching and feedback to support success.

Education Assistance

We value learning and will help you pursue your educational endeavors through reimbursement of various educational expenses. On an annual basis, we will reimburse a maximum of \$5,250 for full-time associates and \$2,625 for part-time associates.

Executive Chats

Let's chat! On a quarterly basis, we provide a unique small group interaction that allows our associates to engage with senior leaders on a wide-ranging list of interesting and business-relevant topics.

Gig Life @ Valassis

We believe in supporting our associates in their desire to spread their wings in new and exciting ways. Our "Gig Life @ Valassis" program allows associates to apply their unique skills and interests by volunteering for short-term "gigs" across the company. This helps develop our internal talent pool, creates an exciting change of pace for the associates, and inspires a sense of entrepreneurial spirit within the company.

The Valassis logo is located in the top right corner, enclosed in a white parallelogram with a thin black border. The word "Valassis" is written in a black, sans-serif font, with a red checkmark symbol integrated into the letter "V".

♥ LIVE Your Passion

Live your passion by taking advantage of all of the opportunities we have available for you to explore and engage in your unique interests. We have a variety of business resource groups, engagement teams, and charitable efforts that provide you many different ways to get involved. Be an active part of a culture that embraces change and continually looks for ways to learn and grow. We take pride in being a company that cares about people and the communities where we work, live and play.

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Who we are

Our company core values represent who we are and what we believe in! Client focus, innovation, agility, teamwork, diversity and inclusion, ownership, passion, and finally, honesty and integrity are the foundation of our culture, and are woven into the fabric of our environment.

Get engaged!



We know how important it is to bring associates together and have some fun! Our location-based Associate Engagement Teams plan and host a wide variety of events including luncheons, picnics, and other social events throughout the year that allow our team members to get together, relax and enjoy each other's company.

Great People Doing Great Things

Watch videos of our associates and teams highlighting their recent accomplishments and showcasing how they drive growth and innovation across the company. We encourage anyone to create a short video! It is a great way to share all of the cool stuff happening in different areas of the company!



Focus on flex!

Valassis is committed to workplace flexibility. We recognize that everyone has demands outside of work and we want to respect that. Together you and your leader can explore flexible work options that are the right fit for your lifestyle, your role and the needs of the business.

Casual Dress Code

We redefined "business casual" and have moved to a "dress appropriately" philosophy. Our casual and flexible dress code recognizes that personal style is important to people, so we do not want to restrict individual tastes unnecessarily. We empower associates and leaders to use their best judgment when determining whether something is appropriate for work.

Passion Projects

ECHO » Our commitment to creating and maintaining a strong diverse and inclusive culture at Valassis is critical to our success. Our focus on diversity and inclusion (D&I) is branded as ECHO, and is comprised of our ECHO Strategy Team and various Business Resource Groups (BRGs) working together on a variety of initiatives aimed at achieving our strategic D&I objectives.

Millennial Link » A Valassis business resource group, for and about Millennials. This BRG links generational insight while cultivating professional development, inspiring connectivity and encouraging outreach to drive competitive advantage in the marketplace.

Valassis Women's Network » The VWN supports women's career growth and professional development. It focuses on the challenges women face in the workplace, partnering with the business in representing the voice of the female shopper, and developing skills and introducing career development opportunities.

Green Team » Made up of associates from across the company, Green Team members build awareness of environmental issues and provides opportunities to make Valassis a more 'green' and sustainable company.

Giving Back to the Community

National Center for Missing & Exploited Children (NCMEC) Partnership » Over 160 children have been recovered as a direct result of our "Have You Seen Me" program. Of the more than 4,380 children featured, over 2,380 have been recovered through photo distribution programs like ours during our 32 - year partnership. What started as a charitable effort is now part of the fabric of our culture.

The Giving Committee » Valassis is proud of the support we and our associates give to local and national charities. Our Giving Committee is made up of associates who are passionate about charitable causes and being involved in their communities. They host a number of events such as the Valassis annual NCMEC golf outing.

Charity 1/2 Day Purchase » The Giving Committee sponsors this ½ day off program. Associates can purchase a half-day of PTO to be used on one of the three days prior to the summer month holidays (Memorial Day, July 4th and Labor Day). All proceeds support NCMEC.

Valassis Give Back Volunteering Program » Our Give Back Program allows associates up to 8-hours of paid time annually to participate in charitable activities with other team members. Giving back is as important to our associates as it is to the company. We provide this path to help our communities and support our team members in living their passions!

Recognizing Your Hard Work

You Rock! Peer to Peer Recognition Program » Badges in mySuccess can be used to recognize a team member any time. With eight different options to choose from, badges can be added to a team member's profile with an automatic notification to their manager. Badges allow all team members across the organization visibility into how you have been recognized for your contributions.

Spot On! » The Spot On! Recognition Program provides leaders the opportunity to recognize associates who have gone above and beyond on a daily basis. Spot On! recipients receive a coupon to redeem for gift cards or merchandise.

Quarterly Core Values Awards » This quarterly award program focuses on rewarding associates who demonstrate our Core Values. Approximately 10% of associates are recognized each year as a result of the quarterly nomination and selection process. Recipients receive a \$150 gift card and 8 hours of Award Time.

Annual Pillar of Excellence » The Annual Pillar of Excellence Award program is the highest individual award an associate can receive. The program identifies and recognizes the top 1% of superior performers across the HCH companies, including Valassis. These associates demonstrate top performance through exceptional business results and role model Core Values behavior. Recipients receive a \$500 gift card and trophy.

Winners Circle Trip » This honor is awarded annually to a select group of our top sales performers and non-sales associates for their extraordinary contributions during the year. Each winner and their guest receive an all-expense paid trip to a specified location.

Length of Service Award » Experience, knowledge and dedication are valuable! Valassis recognizes associates when they reach specific tenure milestones (one year, five years and every five years thereafter) through our Length of Service award program.

HCH Scholarship Program » The Harland Clarke Holdings Scholarship Program was established in 2001 to help the children and legal dependents of Harland Clarke Holdings employees with the financial obligations associated with higher education. Twenty (20) \$1,000 scholarships are awarded each year. Scholarships may be renewed for three years for a total scholarship of \$4,000.



Ideas in Action!

Do you have a great idea that will grow our business or drive innovation? The Ideas in Action! program is designed to encourage and recognize associate ideas that positively impact the business. We recognize that some of the best ideas come from team members closest to our day-to-day business and this program is a great avenue to bring those ideas to life! The submitters of the top three ideas for each calendar year receive cash awards: first place \$10,000; second place \$5,000; and third place \$1,500.



 **CREATE** Our Future

Creating our future begins with prioritizing the well-being of our associates and their families. From a generous 401(k) savings plan to a company-wide well-being program, Valassis appreciates the “whole person” company benefit philosophy.

INSPIRING ACTION STARTS HERE, WITH YOU! 

Get Paid!

Valassis offers competitive compensation programs that attract, motivate, engage and retain the right talent. We promote a pay-for-performance culture. Associates have the opportunity to improve their compensation through job growth, promotion, the annual merit review process, and various incentive programs. Our annual management bonus program rewards eligible associates a percentage of their annual earnings based on the achievement of certain company goals and/or objectives.

Plan & Save



401k » Valassis encourages all associates to plan for retirement by participating in the company's 401(k) plan. The company matches 100% of the first 3% that you contribute and 50% of the next 2% you contribute for a maximum of 4%. You are immediately vested in the plan and can choose from a variety of investment options to create a portfolio appropriate for your retirement goals.

Flexible Spending Accounts » Your financial well-being is critical to your quality of life. FSAs are savings accounts that allow you to set aside money for health care or dependent care (day care) expenses on a pre-tax basis. Options include both Dependent Care FSA and Health Care FSAs.

Health Care Savings Accounts » Help offset your insurance deductible and out-of-pocket expenses by contributing your own pre-tax dollars to an HSA. Like a regular bank account, the money is available to you as it accumulates in the account to use for eligible health care expenses.

Beneplace Voluntary Discount Programs » Beneplace is an online portal for purchasing products such as pet, auto and homeowners insurance which can be paid for through payroll deduction. There are also discounts on services, electronics, event tickets and more!

Purchasing Power » Purchasing Power through Beneplace is a program where you can purchase products such as computers, electronics, vacations and more! This

is a great alternative to using a credit card to pay for these items; you pay in installments through payroll deduction.

Associate Referral » The Associate Referral Program is a great way for the company to find and hire reputable, skilled professionals. Quality referrals from our own associates are a big win! A referral bonus is available for most positions.

Time Off to Recharge

Generous PTO » Everyone needs time away. Our generous Paid Time-Off (PTO) plan combines vacation, sick and personal days. Associates accrue PTO on an annual basis based upon the number of hours regularly worked, position and years of service with Valassis.

Holidays » Holidays are often a special time for associates to gather with family and friends. Valassis offers up to eight paid holidays (maximum of 64 hours regardless of shift schedule) for full-time associates made up of national and company specified holidays.

Maternal / Paternal / Adoption Time » Valassis recognizes the importance of families having time to bond and care for a child. Valassis offers 100% paid maternity leave for new mothers under our Short-term disability plan. We also provide maternity/paternity/adoption (MPA) benefits of up to two weeks (80 hours) paid leave following the birth, placement (including legal guardianship), fostering or adoption of a child.

We've Got You Covered!

Short / Long-Term Disability » The company provides both short-term and long-term disability coverage to eligible associates to provide financial assistance during qualified leaves of absence.

Company Paid Life / AD&D » The company provides full-time associates who work 30 or more hours per week, Basic Life and AD&D insurance of two times your base salary up to \$550,000 at no cost.

Other Voluntary Benefits » The company offers a variety of voluntary insurance plans including Accident, Critical Illness, Whole Life, Hospital Indemnity, Prepaid Legal, Long Term Care and Identity Theft Protection.

Employee Assistance Program (EAP) » The EAP helps team members and their families deal with a variety of life issues. The EAP is completely confidential and is available to team members, spouses, significant others, dependents and for all others who are living in a team member's home

Be Healthy

Medical Options » Because one size doesn't fit all, we offer three medical options: a High Deductible Health Plan (HDHP), an Exclusive Provider Organization (EPO) and a Preferred Provider Organization (PPO). All 3 options cover in-network preventive care at 100% and all cover the same medical services.

LIVE WELL! Comprehensive Wellness Program »

Our comprehensive well-being program offers free services to assist you in achieving physical, emotional and financial wellness. Through the year you can participate in activities and challenges to earn points toward incentives including a discount on your annual medical premiums.

MDLive » You and family members enrolled in any of the medical plans can have a virtual office visit through MDLive – anytime, anywhere. You'll have real-time consultation with a board-certified doctor or therapist, and can even have prescriptions sent to your pharmacy.

Dental » Our dental plan offers a High and Low Option for dental coverage. Both cover a portion of preventive and restorative care up to the usual, reasonable rates.

Vision » The company offers a vision program that includes both in-network and out-of-network benefits.

Prescription Drugs » The prescription drug benefit program is for team members enrolled in a medical plan. Fill prescriptions at participating retail pharmacies or

through the mail order program for maintenance prescriptions.

Flu Shots » In anticipation of the flu season each year, Valassis provides free, on-site flu shots to associates in various locations.

Biometric Screenings » Valassis is passionate about promoting a culture of well-being. As part of the LIVE WELL program, the company offers incentive points for getting a biometric screening and additional points for results within healthy ranges. There are also opportunities for convenient on-site screenings at eligible locations.

