Esri understands the importance of balancing work and life. Flexible schedules, an open work environment, and a complete benefits package are all part of the balance that Esri provides for employees. The following is a summary of Esri employee benefits. Detailed information can be found either in the individual plan booklets or by contacting the Human Resources Department.

**A Healthy Family**

**Medical Protection**
Comprehensive medical coverage is provided to the employee and eligible family members. The plan includes the option to use preferred provider organization (PPO) or non-PPO providers of service. The plan is subject to co-payments, deductibles, coinsurance, and various cost-containment features. Esri pays the monthly premium for this coverage, which begins after a 30-calendar-day waiting period.

**Prescription Drugs**
Prescription coverage is provided to the employee and eligible family members. The plan includes generic and brand-name prescriptions after payment of a minimal, per-prescription co-payment when purchased at a participating pharmacy or by mail order. Esri pays the monthly premium for this coverage, which begins after a 30-calendar-day waiting period.

**Dental Insurance**
Dental coverage is provided to the employee and eligible family members. The plan includes the option to use PPO or non-PPO providers of service. The plan is subject to deductibles, coinsurance, and various cost-containment features. Esri pays the monthly premium for this coverage, which begins after a 30-calendar-day waiting period.

**Vision Plan**
Vision coverage is provided to the employee. Eligible dependents can be added to this plan at a minimal premium paid through payroll deduction. The plan includes a vision examination and credits toward the purchase of a pair of glasses or contact lenses. The plan is subject to an examination co-payment, and the patient is responsible for the outstanding balance above the amount credited for materials. Coverage begins on the first day of the month following date of hire.

**A Secure Financial Future**

**401(k) Savings Plan**
The plan allows employees who are at least 21 years of age to make traditional pretax and/or 401(k) Roth posttax contributions to be invested for use during retirement years. Esri contributes matching funds at $.50 on the dollar up to the first 6 percent of the employee’s contribution. A variety of investment options, including a target-date retirement portfolio, is available to design a savings plan unique to the individual’s needs. The plan allows eligible employees to make catch-up contributions, and employees may roll over funds from other qualified plans at any time. Participation is optional and employees may enroll at any time.

**Profit Sharing Plan**
Esri has the option to make an annual retirement contribution to eligible employees through an investment option of their choice. The amount of the profit sharing contribution is based on company revenue and business conditions. Eligible employees must remain on payroll through December 31 of the plan year, have worked at least 1,000 hours in the plan year, and be at least 21 years of age.

**Flexible Spending Plan**
Esri provides the opportunity for interested employees to participate in health care and dependent care reimbursement accounts. These accounts allow employees to set aside tax-free dollars up to defined limits to pay for qualifying health care and dependent care expenses. Participation is optional, and enrollment is available at the time of hire and during the annual open enrollment period.
Personal Well-Being

Sick Pay
Esri provides 40 hours of sick pay per calendar year with the number of initial hours received prorated based on date of hire. A portion of unused sick time hours may be rolled over to the following year.

Bereavement
Esri provides up to three days’ paid leave for the death of a spouse, domestic partner, parent, sibling, in-law, or child.

Holidays
The following holidays are observed: New Year’s Day, Martin Luther King Jr. Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day after, Christmas Eve, and Christmas Day.

Vacation
8 days accrued during first year
10 days accrued during years 2–5
15 days accrued during years 6–10
20 days accrued during years 11 and beyond

Family Well-Being

Basic Term Life Insurance
Basic term life insurance coverage in the amount of two and one-half times base annual salary is provided to the employee by Esri at no cost and with no proof of insurability required.

Supplemental Life Insurance
Using Esri’s group rates, the employee can purchase additional life insurance of up to four times base annual salary. The employee may also purchase a limited amount of coverage for his/her spouse, domestic partner, and/or children. This additional coverage is optional and is subject to evidence of insurability. The premium payment for this coverage is made through the convenience of payroll deduction.

Long-Term Disability
Esri provides the employee with the security of long-term disability insurance at no cost to the employee.

If eligible, the employee receives a percentage of his/her base monthly earnings if the disability extends beyond the specified waiting period.

Travel Accident Coverage
Esri provides life insurance coverage for the accidental death of the employee while on approved and arranged company-related travel.

esri.com/careers
A Successful Future

Educational Assistance
Esri recognizes the importance and value of education. Tuition reimbursement is provided toward job-related or degree-required college courses and related expenses upon successful completion of the course.

Esri Technology Training
Esri Virtual Campus courses and on-site technology training are available to keep employees up-to-date and knowledgeable about Esri products.

Company-Authorized Programs
Employees have the opportunity to attend approved job-related seminars and workshops to enhance their careers.

Other Benefits

Work-Life Balance
Through this free, confidential telephone service, information is available to you and your immediate family on a wide range of topics at any time. Questions regarding everyday living, finances, legal matters, grief, parenting, and child care are just a few of the topics that can be addressed with consultants who have special training and experience.

Jury Duty
Full-time employees are compensated for up to 40 hours per year of documented jury duty service.

Discounts
Employees can take advantage of various discounts to amusement parks, attractions, entertainment, and local merchants as well as on Esri Press books.

Automatic Payroll Deposit
Employees may request automatic payroll deposit for up to three financial institutions.

Detailed information can be found in the individual plan booklets or by contacting the Human Resources Department. Esri reserves the right to add, eliminate, or change employee benefits at any time.