



SUPPORTING  
**YOU**



Working at Esri is more than a job—it's where you pursue your passion to do work that makes the world a better place. Our goal is to help you do what you do best, at work and at home. From comprehensive health coverage, profit sharing and 401(k) accounts to lifestyle perks, our benefits package is as rewarding as your career. Take a look at the different ways Esri supports you.



### Healthy (and Happy) People

*Medical, Dental, Vision, and Rx*

We provide a health insurance preferred provider organization (PPO) plan that lets you choose between in-network and non-network providers. Monthly premium? Don't worry about it—we take care of the medical and dental premiums.



### Time Off

*Vacation, Holiday, Getaway*

Work-life balance is important and encouraged. We offer paid vacation time, sick leave, holidays, jury duty, and bereavement leave.



### 24/7 Gym

*Redlands, CA, and Vienna, VA*

Exercising your clicking finger isn't enough! Our on-campus gyms offer cardio and strength training equipment as well as lockers and showers.



### Personal Development

*The Pursuit of a Better You Never Ends*

Always improving is something we value at Esri. It shows in our products and our people. Esri offers several education and career development programs that will help you advance in your career and achieve your personal goals.



### 401(k) + Contribution Matching

*Now You're Saving*

Retirement might be a long way off or just around the corner. Either way, it's wise to save. Financial advisers from our excellent 401(k) provider can help you customize your savings plan. And here's the best part: for every dollar you contribute, Esri will match \$0.50 of the first 6 percent of your annual contribution.

**Education Assistance Program:** Receive \$3,000/year for tuition reimbursement and other school-related expenses.

**ArcGIS and Technical Training:** From ArcMap basics to Python and Lidar, sign up for free self-guided and instructor-led training courses at our learning centers.

**Career Development:** We offer instructor-led and online training on a variety of topics to help you gain new skills and knowledge.



### Profit Sharing

*You've Earned It*

At the end of the year, Esri shares its profits by making a generous contribution to the investment option of your choice.

**Esri Fellowship Scholarship:** Esri offers fully paid scholarships for graduate and Ph.D. work for select candidates at Claremont Graduate University and the University of Redlands.



## Healthy Families

*Life Insurance and More*

Whatever the size of your family, we offer several programs to ensure their well-being. Basic term life insurance is available at no cost, and group rates let employees take advantage of supplemental life insurance at a reduced rate. In addition, Esri provides travel assistance and long-term disability insurance at no cost.

### *Flexible Spending*

Esri offers health care and dependent care reimbursement accounts that allow employees to set aside tax-free dollars to pay for qualifying health care expenses. Participation is optional, and enrollment is available at the time of hire or during the annual open enrollment period.



## Rideshare Program

*Help the Environment, Save Some Cash*

We think employees who carpool or bike, walk, or take public transportation to work deserve extra kudos. Reserved parking spaces, quarterly incentives, prize drawings, and giveaways are just a few of the perks.



## Esri-Only Perks

*Campus Life*

The lush Redlands campus feels like a college or a park. You're surrounded by greenery (Jack Dangermond loves trees), walking paths, and turtle ponds—it makes working at Esri a true delight. You'll enjoy other amenities, too, including hundreds of books you can check out from the Esri library.

### *Discounts*

As an Esri employee, you get discounts at over 130 local and national businesses. From Subway and Subaru to Six Flags and Disneyland, there are so many ways to save as an Esri employee. New discounts are added all the time.



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