



Benefits for Our People

Esri Indonesia

Human Resources

Version 2.0

At Esri Indonesia, we enable your passion to do work that makes a real difference – whether in the community or around the world. We want to provide an environment that continually strives to support your professional goals.

Leave

An employee who has been confirmed or with the company for at least three months will receive the following:

- 14 days of annual leave
- Three days compassionate leave for each occasion
- If a gazetted public holiday falls on a Saturday or Sunday, employees shall be credited with one (1) day of Public Holiday Leave.

To reciprocate the commitment from our long-term employees, we also offer up to 21 days of annual long service leave after three years of continuous employment.

Getting Started

We operate an onboarding program for all new employees that is tailored to your individual role and scope – a plan based on these guidelines will be provided upon your commencement. You will also receive a comprehensive introduction to the business, its history, key personnel and policies, procedures, and business systems.

Following this, you'll have a monthly conversation with your manager as part of our achievement and goal review program. This is to help ensure alignment on your goals and wellbeing, as well as identify if and where support is required.

Right Tools

You have the discretion to use your professional judgement and dress appropriately for what you have scheduled for the day.

We provide you with all the necessary equipment — such as laptop or corporate car — to ensure you have the right tools to perform your role.

Income Protection



You will be provided benefit pension plans, not only on an actuarial basis but the company also ensures the financing of its employees' pension benefits which covers your salary up to 58 years will do and can be re-employment by contract with maximum age limit of 60 (sixty) years compulsory retirement.

Wellbeing



You will receive health benefit, group term life & personal accident insurance.

Sponsored employee engagement activities and events such as sports, games, hobbies, and more are organized to help foster stronger bonds among team members.

Gifts in Kind



For the birth of your child, you may receive gifts worth IDR 3.000.000.



If hospitalized, you will receive a Fruit Basket worth IDR 500.000.



Upon the death of an immediate or extended family member, you will receive a wreath worth IDR 2.000.000.



A Marriage Allowance worth IDR 3.000.000 will be allocated for your first legal marriage.



Birthday Treats are worth IDR 500,000 for an employee.

The above quantum is subject to change and based on a case-to-case basis, as well as managements.

Professional Development



You will have access to professional development opportunities, which may include technical learning activities — such as the latest releases of the ArcGIS platform — seminars, conferences, and other skill or knowledge upgrades.

Potential international professional development opportunities may be available, such as the Dev Summit in Palm Springs, California and the Esri User Conference in San Diego, California.

We also offer a Management Development Program, which features a personalized coaching-based curriculum to support the development of the individual strengths of our managers.

Our Employee’s Development Program will hone your soft skills such as leadership development, communication, solution selling, and other related training that will support your desire to excel in your role.

Long Service Awards

We value the contributions, knowledge, and experience of long-term employees. In appreciation of this dedicated service, every year Esri Indonesia recognizes employees as they reach milestone anniversaries of employment.

Full-time employees are eligible for a service award upon completing 3, 5, 7, and 10 years of continuous employment with the company, without a break in service. Length of service are calculated from the date of joining the company to the end of each finance year.

Length of service	Gold souvenir (<i>Gold Weight in Grams</i>)
3 years and above	1 gr
5 years and above	2 gr
7 years and above	3 gr
10 years and above	5 gr

Rewards and Recognition

We are committed to recognizing your impact on our business and sharing that success with you.

You are eligible for an annual salary adjustment and – subject to performance and once qualified – participation in the company’s annual profit share bonus.

We also have an Employee Awards Program that recognizes the extraordinary achievements from individuals and teams with vouchers worth up to IDR 3 million.

Employee Referral Program

Any successful hires (the referred employee must complete their probationary period) made from your employee referrals will be rewarded with a cash incentive: IDR 5 million for staff level and IDR 10 million for managerial level.

Flexible Benefits

All employees with three (3) months of service shall be eligible to claim for the following expenses incurred at/for:

Item	Coverage
Healthcare of a non-cosmetic nature including health screening, vaccination, consultation, and medication not covered by Group Medical plans	Yes
Non-cosmetic dental examinations and treatment	Yes
Consultation, treatment, and medication at registered Traditional Chinese Medicine (TCM) practitioners	Yes
Optical examination/treatment including the cost of spectacles and contact lenses prescription. (Optical purchases without prescription such as sunglasses and spectacle frames are not eligible for reimbursement)	Yes
Consultation, treatment, and medication for dependents	Yes
Child-care fees	Yes
Telecommunication Accessories (eg, Earpiece/ Webcam/ Speaker, etc.)	Yes

The maximum reimbursement entitlement per calendar is IDR 4.000.000 and for new employees who join after 1st October will receive IDR 2.000.000 for an incomplete year of service. Any staff who resign before 1st October will also be prorated to IDR 2.000.000.

Office Life

We provide amenities like pod coffee, tea, a karaoke & band studio, a PlayStation console, Sports & Recreation, health & nursery room.

staff events activities and other life events are also celebrated in or out of office.

