



- Software ● Data
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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, employees shall be credited with one (1) day of Public Holiday Leave. If the public holiday falls on a Sunday, the following Monday will be declared as a public holiday

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 of age.

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 organised to help foster stronger bonds among team members.

Gifts in Kind



For the birth of your child, you may receive gifts (which could come in the form of a voucher) worth IDR 3.000.000



If hospitalised, 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

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 personalised 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 recognises 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 is 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 recognising 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 recognises the extraordinary achievements from individuals and teams with vouchers worth up to IDR 3 million.

For technical staff eligible to be assessed in the Blackbelt Program, they may receive – once qualified – an allowance of 75-80% of a full grade promotion through the financial year. There will be a review at least twice a year.

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 3 million for staff level and IDR 6 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

The maximum reimbursement entitlement per calendar is IDR 3 million and for new employees who join after 1 October will receive IDR 1.5 million for incomplete year of service. Any staff who resign before 1 October will also be pro-rated to IDR 1.5 million.

Office Life



We provide amenities like pod coffee, tea, a karaoke & band studio, a playstation console, health and nursery room.

Birthdays, group watching movies at theatre and other life events are also celebrated in or out of office.