

# 2025 U.S. EMPLOYEE BENEFITS AT A GLANCE

Ansys is committed to providing programs that help you to be your best self. By offering a combination of both physical and holistic wellness resources and platforms, we support employees and their families on their broader health journey. Ansys is proud to offer a competitive benefits package that can be tailored for you and your family.

 = **100% COMPANY-PAID BENEFITS**  
 = **VOLUNTARY BENEFITS**  
*Customize your benefits package to fit your lifestyle and needs.*



## Caring For Your Health

<b>Medical Insurance</b>	Medical options through Highmark BCBS and Kaiser Permanente (for California employees)
<b>Dental Insurance</b>	Dental options through Delta Dental
<b>Vision Insurance</b>	Provided through VSP
<b>Flexible Spending Accounts</b>	Health Care FSA, Limited Purpose Health Care FSA, and Dependent Care FSA
<b>Health Savings Account</b>	Available to those enrolled in a high deductible health plan and Ansys contribution is provided (\$750 Individual/\$1,500 Family if hired 1/1 – 6/30; \$375 Individual/\$750 Family if hired 7/1 – 12/1)
<b>Wellness Coach App</b>	Wellness and mindfulness sessions and coaching to improve your physical, mental, social, and financial well-being with 4 personal coaching sessions available to book throughout the year
<b>Healthcare Concierge Service</b>	A confidential service to help you navigate and connect you to health benefits that match you and your family's needs
<b>Fertility Health</b>	Lifelong fertility care support and a \$10,000 financial benefit to support your journey
<b>Adoption Assistance Program</b>	Reimbursement of up to \$5,000 for the adoption of a child

## Personal & Income Protection

<b>Employee Life and AD&amp;D Insurance</b>	\$10,000 increments, not to exceed the lesser of 5x your base annual salary or \$1,000,000
<b>Spouse Life Insurance</b>	\$5,000 increments, up to a total of \$250,000 and not to exceed 50% of employee coverage
<b>Spouse AD&amp;D Insurance</b>	\$5,000 increments, not to exceed \$500,000
<b>Dependent Child(ren) Life and AD&amp;D Insurance</b>	\$2,000 increments, up to a total of \$10,000
<b>Short-Term Disability Buy-Up Insurance</b>	70% of your weekly earnings, up to a maximum weekly benefit of \$3,000
<b>Long-Term Disability Buy-Up Insurance</b>	70% of your monthly covered earnings, up to a maximum monthly benefit of \$20,000
<b>Group Term Life and AD&amp;D Insurance</b>	2x your base annual salary, up to \$300,000, or a flat \$50,000 option
<b>Dependent Life and AD&amp;D Insurance</b>	\$2,000 for spouse, \$2,000 for child(ren) over six months of age
<b>Short-Term Disability Insurance</b>	60% of your weekly earnings, up to a maximum weekly benefit of \$2,500
<b>Long-Term Disability Insurance</b>	60% of your monthly covered earnings, up to a maximum monthly benefit of \$10,000
<b>Pregnancy Disability Insurance</b>	100% pay to support new mothers recovering from childbirth in addition to Parental Leave

### Additional Benefits:



Legal Insurance



Identity Theft Protection Plan



Critical Illness Insurance



Accident Insurance



Hospital Indemnity Insurance



Pet Benefit Programs



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## Wealth

### ANSYS, Inc. 401(k) Retirement Program

Immediate eligibility to contribute to the plan through Fidelity and for the Ansys company match of 100% of the first 3% of your contributions, plus 25% on the next 5% of your contributions, up to a maximum match of 4.25%

### Tuition Reimbursement

Up to a maximum of \$5,250 per calendar year for undergraduate and graduate programs

### Student Debt Tool

Interactive student debt dashboard and resources to help you manage your student loans

### Employee Perks Program

Thousands of discounts on goods and services from a wide range of trusted brands

### Employee Matching Charitable Gift

Matching donation on a gift of cash to a qualified charitable organization

Our employees work hard every day to bring a world of solutions to our customers. Because we fill our days with challenging and rewarding work, we also need to take time to focus on our health and well-being. That's why Ansys offers time away programs committed to supporting just that.



## Time Away

<b>Holidays</b>	9 designated holidays and 6 recharge days assigned annually to rest and relax
<b>Vacation &amp; DTO</b>	Non-exempt three-tier Vacation Policy starting at 18 days annually and Exempt Discretionary Time Off (DTO) Policy providing flexibility for leisure time away from work
<b>Paid Sick &amp; Safe Time</b>	80 hours annually for you or your covered relation's sick and safety time
<b>Volunteer Time Off</b>	1 day annually to support a qualified charitable organization
<b>Parental Leave</b>	10 weeks for new or adoptive parents*
<b>Family Caregiver Leave</b>	4 weeks to care for an immediate family member with a serious health condition
<b>Military Leave</b>	Up to 6 months full base salary for training or duty
<b>Bereavement Leave</b>	15 days in the event of the death of an immediate family member or the loss of a pregnancy
<b>Jury &amp; Witness Duty Leave</b>	2 weeks for jury or witness duty service

*\*Birth mothers may also be eligible for Pregnancy Disability Insurance allowing them to receive a total of up to 16 or 18 weeks at 100% pay, depending on delivery type*

**Ansys offers comprehensive benefits programs. All candidates can expect to receive more detailed information from the Ansys team during the recruitment process. This summary is for informational purposes only.**