

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.

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= VOLUNTARY BENEFITS

Customize your benefits package to fit your lifestyle and needs.



Caring For Your Health

ledical Insurance	Medical options through Highmark BCBS and Kaiser Permanente (for California employees)
ental Insurance	Dental options through Delta Dental
ision Insurance	Provided through VSP
exible Spending Accounts	Health Care FSA, Limited Purpose Health Care FSA, and Dependent Care FSA
ealth Savings Account	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 $7/1 - 12/1$)
/ellness Coach App	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
ealthcare Concierge Service	A confidential service to help you navigate and connect you to health benefits that match you and your family's needs
ertility Health	Lifelong fertility care support and a \$10,000 financial benefit to support your journey
doption Assistance Program	Reimbursement of up to \$5,000 for the adoption of a child

Personal & Income Protection

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

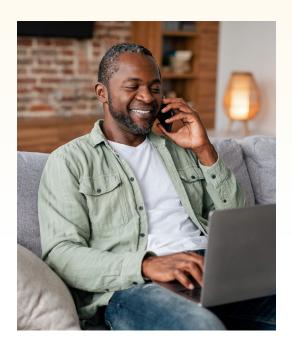
Insurance

Pet Benefit Programs

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BENEFITS AT A GLANCE CONTINUED...





= 100% COMPANY-PAID BENEFITS

= VOLUNTARY BENEFITS

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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

Holidays	9 designated holidays and 6 recharge days assigned annually to rest and relax
Vacation & DTO	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
Paid Sick & Safe Time	80 hours annually for you or your covered relation's sick and safety time
Volunteer Time Off	1 day annually to support a qualified charitable organization
Parental Leave	10 weeks for new or adoptive parents*
Family Caregiver Leave	4 weeks to care for an immediate family member with a serious health condition
Military Leave	Up to 6 months full base salary for training or duty
Bereavement Leave	15 days in the event of the death of an immediate family member or the loss of a pregnancy
Jury & Witness Duty Leave	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.