

# The Promise of UKG

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Everything about the way we work is fundamentally transforming around us, and the line between work and life is continually being redrawn. Sometimes daily it seems. To survive in this ever-evolving world of work, you need a partner that can provide the right tools and guidance to keep employees productive and connected. However, to truly thrive in this environment you also need a partner who has a deep understanding of not just your people, but the systems of work that support them. Only a partner who understands that both these systems need to work in unison can truly help you find the balance that makes your people happy and your business great.

**UKG is uniquely positioned to deliver on this promise. With over 70 years of expertise in BOTH people systems and systems of work, no one knows people and how they work better than UKG. What does that mean for you?**

It means we strive for relentless people-inspired innovation so we can be good partners to our customers today, tomorrow and well into the future. Partners who always have your back no matter where the world of work takes you. And thanks to our deeper understanding of people and the systems that support them, we believe we can help you reshape the future of work for your organization.



**A Deep  
Understanding of  
Both People and Work**



**A Unique Culture  
that Creates  
Stronger Partnerships**

# A Deep Understanding of Both People & Work, Like Never Before

NEVER before has anyone been able to bring together people systems designed to understand motivations and behaviors with workforce systems designed to optimize productivity. It's a NEW way to think about HR and workforce solutions – it's life-work technology.

Our exclusive dedication to HR and workforce solutions, our unique origin story, and our inherent focus on people enable us to:



Build a more connected experience between the people and operational sides of work than you'll see in any other enterprise solution — including invisible data flow, powerful combined analytics, and a unified experience across all HR, payroll, and workforce management solutions



Deliver tools that go beyond traditional expectations of HCM and workforce management – inspired by decades of deeper insight and data points around what really drives engagement, motivation, and productivity at work. That's how we've been able to be first among our competitors to claim integrated HR service delivery, charitable giving campaigns, intelligent shift recommendations, diversity and inclusion pulse surveys, and more



Introduce ways to augment important people decisions in the flow of work powered by our award-winning, people-inspired artificial intelligence and machine-learning. AI that understands both human behaviors and work patterns, helping to disrupt biases, promote fairer decisions and surface more equitable practices. All while producing higher levels of productivity than previously known.



Quickly adapt to the unknowns by leaning on our accelerated innovation investments and first-to-market solutions that help people leaders create healthier, happier workforces — including rapid delivery of Contact Tracing, Personal Safety Check-In, Diversity and Inclusion Pulse Surveys, Vaccine Management, and more!”



Provide industry-focused expertise and knowledge related to the evolving needs of both people, and the workforce — including thought-leadership and recommendations from our Equity At Work Council and insights from our latest workforce benchmark data published in our monthly Workforce Activity Reports.

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We continually strive to understand people and improve the way they work



## A Unique Culture that Creates Stronger Partnerships by Putting People Above All Else

We partner for life with our customers and prioritize their experience, just as much as the products we deliver. We do this because we know great technology can only open the door so far to meaningful partnership. And that door closes quickly if the technology isn't backed by people who truly care about you and your people. Fortunately, at UKG taking care of people has been core to us for decades and continues to fuel our leading customer satisfaction and retention.

It all starts with taking care of each other. UKG was built from two long-standing, admired company cultures. Two companies on FORTUNE's Best Companies to Work List, becoming one – an unprecedented moment! UKG's new culture has instantly grown even stronger as ONE combined organization focused on a single purpose - people. Our people's excitement to contribute to such a far-reaching, global mission is felt every day across our organization – and enables us to provide customers with the most impactful partnerships and support experience in the industry. For you, this means:



Highly-tenured and engaged support teams, dedicated to your organization, to help guide you as you first implement and then continue to extend the value of your UKG solutions



More industry-specialized and domain expertise from decades of experience as BOTH people and workforce experts – including stress-free launches led by experts that know your business, and zero disruptions with ongoing learning, where and when you need it



Collaborative, connected relationships including influencing product roadmaps, learning from other UKG customers via communities and events, user groups, early adopter programs, and much more



Innovations across solutions and services fueled by our own unique culture built on belonging, kindness, and growth – such as finding new ways to help employers support diversity, equity, and inclusion initiatives, corporate social responsibility, equitable pay, safety and wellbeing, and other topics critically important to attracting and retaining talent today

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We are proud to be recognized for our culture and the partnerships we foster



## A Growth Story of Success

When UKG emerged, the market was promised a growth story, and that is exactly what they received. In the past year, amidst a global pandemic, UKG has grown by:

- Growing gross R&D spend to over \$500M in the past 12 months, so we can invest even more into creating more connected and purposeful solutions for all people.
- Hiring over 1,000 new employees around the world
- Adding 1,300+ new customers using our HR and workforce management solutions
- Rapidly introducing new solutions to help our customers take care of their people in the most meaningful ways
- Expanding the knowledge and collaboration within our teams to be more impactful partners to our customers
- Growing total revenue to > \$3B over the past 12 months

*Based on a Lender EBITDA basis for Q1FY21 LTM*

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**We are inspired by our customers and their employees every day**



UKG wants to be your partner for life, with you side by side, no matter what. With our combined deep domain expertise and award-winning support services, we are solving the most complex people challenges faced by businesses around the globe today — including over half of the Fortune 1000 who choose to partner with UKG.

Daily, we will strive to help you enhance the lives of your employees around the world, while meeting the ever-changing needs of your organization. UKG's unique understanding into how people work — combined with our award-winning, people-centric culture — can help organizations, like yours, strengthen their own culture and create great work experiences for ALL people. Because in the end, it's people that make brands special and companies great. That's why at UKG, Our Purpose Is People.