



Competitive Benefits Fully Paid by UKG

Health Insurance – Medical, dental, and vision coverage is provided to employees and dependents, and premiums are covered 100% by UKG.

Medical – Choose between our two medical plans – Choice POS or Choice CDHP – both administered by **Aetna***.

- **Dental:** **Delta Dental**
- **Vision:** **Vision Service Plan (VSP)**

Eligibility – Employees scheduled to work 30+ hours each week are eligible on day one of employment to take advantage of our benefits. Spouse, domestic partner, and dependent coverage is also available, with dependent coverage up to a maximum age of 26.

*CA residents have a Kaiser plan option. HI and PR employees have coverage through state plans.

Life Insurance – Basic Life Insurance is provided at one-time your annual base salary up to a maximum of \$600,000.

Spouse/Domestic Partner Life Insurance – Spouses and qualified domestic partners receive \$10,000 in company-paid basic life insurance.

Short-term Disability (STD) – Coverage at 100% of your base salary up to 90 days.

Long-term Disability (LTD) – Provides 60% of your annual salary with a \$20,000 monthly maximum.

401(k) Plan

45% match on total employee contributions up to the IRS annual limit

- **10 Observed Holidays**
- **Unlimited Personal Time Off**
- **Employee Assistance Program (EAP)**
- **Tuition Reimbursement**
- **Student Loan Repayment Assistance**
- **Paid Leaves for Birth or Adoption of a Child**
Maternity: 12 weeks / Parental: 4 weeks
Adoption for children under age 1 = 12 weeks;
age 1+ = 4 weeks



Optional Benefits Through Payroll Deductions

- **Pre-tax Healthcare, Limited Purpose, and Dependent Care FSA Accounts**
- **Pre-tax Commuter Benefit Account**
- **Voluntary Life Insurance**
- **Spouse/Domestic Partner and Child Voluntary Life Insurance**
- **Identity Theft Protection**
- **Legal Assistance Plan**
- **Critical Illness and Accident Protection**
- **Pet Care Insurance**
- **And so much more!**



Taking Care of Our Families

UKG Kids

- **Sponsorship** – Provides you up to \$300 to use for extracurricular activity costs from eligible dependent children (newborn to age 18)

OR

- **Childcare Subsidy** – Receive up to \$750 of company contribution dollars deposited into your Dependent Care FSA account to assist with dependent care expenses

- **Adoption Assistance** – Receive up to \$10,000 in reimbursement for qualified adoption expenses

- **Surrogacy Benefit** – Receive up to \$10,000 in reimbursement for qualified surrogacy expenses

- **IVF Coverage** – Extensive medical coverage for IVF services

Tutoring – Provides your student additional educational assistance at no cost to you

Scholarship Program – 20 scholarships are awarded to the students of our employees



Wellness Programs

- **10 group fitness classes per week**
- **\$300 wellness incentive hosted on Sprout, our well-being platform**
- **Mindfulness platform with live and curated on-demand content**
- **Specialized diabetes support with free testing strips**
- **Multiple weight loss and support programs**
- **1:1 wellness, fitness, and ergonomic coaching**
- **Monthly programs and challenges**