UKG Benefits – USA

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.

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
- Critical Illness and Accident Protection
- Pet Care Insurance
- And so much more!

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
- 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

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