



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits on day one of employment, including supplemental medical, dental and vision coverage for employees, legally married spouses, and children under age 26.

Medical/Dental/Vision – A collective healthcare plan is offered through CZ and allows employees to choose their general insurance policy, deductible level, additional insurance packages, and dental coverage. This plan includes a prevention budget to use toward e-Health modules, a health check, or flu jab.

Pension – Employees are eligible for a group pension scheme through Aegon with a 2.5% employee contribution and 4.7% employer contribution. This includes partner pension in case of death prior to retirement.

Accident Coverage – Basic accidental death and dismemberment insurance is provided and paid out at 2x (due to death) or 4x (due to disability) your annual base salary.

Short- and Long-Term Disability – Short-term disability is offered in addition to the statutory required income protection and covers 100% of salary during year 1, 70% of salary during year 2. Long-term disability is available for a permanent disability. It provides income protection and supplements the minimum required salary.

**Government required*

Paid Holidays

- **New Year's Day**
- **Good Friday**
- **Easter Monday**
- **Kings Day**
- **Liberation Day**
- **Ascension Day**
- **Pentecost**
- **Juneteenth**
- **Christmas Day**
- **Second Day of Christmas**

Personal Time Off *

- 20 statutory days ('wettelijke vakantiedagen'), 6 ATV (work hours reduction) and 5 contractual days ('bovenwettelijke vakantiedagen')

Exceptional Time Off (Buitengewoon verlof) *

- **Notice of marriage ('ondertrouw')**: 1 day
- **Bereavement**: 1st degree – 4 days; 2nd degree – 2 days; 3rd or 4th degree – 1 day
- **Marriage leave/registered partnership**: 4 days
- **Marriage of family member**: 1 day for parents, in-laws, children, siblings, grandparents, and grandchildren
- **Moving leave**: 2 days
- **Jubilee**: Employee's 20th or 40th – 1 day; parents or in-laws 25th, 40th, 50th or 60th – 1 day; Service – 1-3 days
- **Maternity leave**: 16 weeks (daily max UWV)
- **Father/co-parent leave following birth of child**: 1 week paid by employer + 5 weeks/25 days UWV daily max
- **Parental leave**: 26 x weekly hours/40h = 1.040 hours/130 weeks



Additional Programs and Perks

Tuition Reimbursement – Receive up to 4,350€ in reimbursement for qualified degree programs

Employee Assistance Program (EAP) – The EAP offers resources to employees and their dependents for help with personal or work-related issues or concerns, including six visits with a specialist per incident/issue per year; counselors are available 24 hours a day, 7 days a week



Taking Care of Our Families

UKG Kids

- **Sponsorship** – Reimburses you up to 300€ for extracurricular activity costs for eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Reimburses you up to 625€ for allowable childcare expenses for eligible dependent children up to age 13

- **Adoption Assistance** – Receive up to 8,300€ in reimbursement for qualified adoption expenses

- **Surrogacy Benefit** – Receive up to 8,300€ in reimbursement for qualified surrogacy expenses

Global Scholarship Program – 20 scholarships are awarded annually to eligible dependent children of our employees



Wellness Programs

Enjoy Wellness programs to help you and your loved ones stay healthy, including wellness education, fitness assessments, exercise classes and tools such as the Sprout Wellness Platform, and mindfulness support with eM Life.