



Competitive Benefits Fully Paid by UKG

Eligibility – Regular employees scheduled to work 30+ hours each week are eligible on day one of employment to take advantage of our benefits. Eligible dependents include legally married spouses, common-law spouses and children up to the age 22, or age 26 if a full-time student. Extended healthcare, prescription drug, vision and dental coverage is offered through Canada Life.

Healthcare and Prescription Drug Coverage – There is no healthcare deductible, and prescription drugs are covered with a Can\$7.00 dispensing fee cap (not applicable in QC). Hospitalization is covered 100% for a semi-private room. Paramedical service coverage is Can\$600 per person per year, and coverage for psychologist and social worker visits is Can\$1,000 per year. Medical services and supplies are covered at 100% with a generous annual cap per year. We offer an additional Can\$100 employer-paid Health Care Spending Account through Canada Life. Referral Out-of-Country is covered at 100% up to a lifetime maximum of Can\$10,000.

Telehealth Benefits – You and your covered dependents can meet virtually with a healthcare professional in the comfort of your home or on the go, 24/7, at no cost to you.

Dental – Basic and preventive services are covered at 100%, major services are covered at 60%. There is a Can\$2,500 combined basic and preventive annual maximum. Orthodontics coverage for children and adults has a Can\$2,500 lifetime limit.

Vision – Vision exams are covered at 1 every 24 months, and 1 visit every 12 months for dependents under age 18. A Can\$250 benefit is available for eyeglasses and contacts every 24 months per person, every 12 months for dependents under age 18.

Life and Accident Insurance – Basic life and accident insurance is provided at one-time your annual base salary up to a maximum of Can\$300,000 reducing by 50% at age 65. Spousal life insurance is provided at Can\$10,000 and child life insurance is provided at Can\$5,000.

Short-term Disability (STD) – Coverage at 100% of your weekly base salary up to 119 days.

Retirement Plan

UKG will contribute a 45% match on your contribution to the plan on your behalf. You can contribute via payroll deduction any amount up to the Canada Revenue Agency (CRA) limits.

- **Tuition Reimbursement**
- **Observed Holidays by Province**
- **Unlimited Personal Time Off**
- **Employee Assistance Program (EAP)**
- **Tax-Free Savings Account**

Employees can contribute to a tax-free savings account via payroll deduction up to the yearly contribution limit. Investment growth and withdrawals are tax-free.

- **Paid Leaves for Birth or Adoption of a Child**
Maternity/Adoption of a child under the age of 1: 12 weeks
Paternity: 4 weeks



Employee-Paid Benefits

Optional Supplemental Life and AD&D

Long-Term Disability – Provides up to 66.7% of the first Can\$3,000 of monthly salary, plus 45% of the excess; includes COLA up to 3%



Taking Care of Our Families

UKG Kids

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

OR

- **Childcare Subsidy** – Receive up to Can\$800 in reimbursement for allowable childcare expenses account to assist with dependent care expenses

- **Adoption Assistance** – Receive up to Can\$10,600 in reimbursement for qualified adoption expenses

- **Surrogacy Assistance** – Receive up to Can\$10,600 in reimbursement for qualified surrogacy expenses

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

Scholarship program – 20 scholarships are awarded to students of our employees

Discounts – Movie tickets, theme park tickets, other entertainment tickets, hotel stays and auto rentals



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 Platform and Reward Program, and Mindfulness@work. Discounts available for Goodlife Fitness Corporate Memberships.