



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits on day one of employment.

Medical/Dental/Vision – Occupational health insurance through Allianz includes coverage for costs not refunded by statutory or existing private supplementary health insurance up to €1,250 annually, including outpatient and dental expenses. UKG subsidizes employees' private or public medical plan 50%.

Pension – The pension plan through ERGO includes an employer contribution of 6%. Employees may enroll in a direct insurance plan to contribute additional funds through salary sacrifice up to 4% of salary capped at the social security contribution ceiling.

Life Insurance – UKG provides group life insurance coverage, of 2x annual base salary up to a maximum of €500,000, through Zurich to all employees at no cost.

AD&D Coverage – Accidental death and dismemberment (AD&D) coverage is 2x annual salary capped at €250,000 and 4x annual salary for disability capped at €500,000.

Paid National Holidays (9)

- New Year's Day
- Karfreitag/Good Friday
- Ostermontag/Easter Monday
- Christi Himmelfahr
- Pfingstmontag
- Juneteenth
- Day of German Unity
- 1. Weihnachtstag
- 2. Weihnachtstag

Regional Holidays (17)

Personal Time Off *

- 20 statutory days and 10 contractual days

Additional Time Off *

- Maternity leave: 14 weeks
- Birth of child: 1 day
- Parental leave: 3 years up to the age of 8 years of the child
- Unpaid leave: 10 days

**Government required*



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

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.