



Competitive Benefits Fully Paid by UKG

Eligibility – 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, domestic partners, and children up to age 26.

Medical/Dental/Vision – Major and minor medical plans are offered to help cover major illnesses and injuries as well as preventive care up to 25,000 MXN annually. Dental coverage includes basic services, minor surgical procedures, and endodontics. Vision coverage covers exams, lenses, frames, and contact lenses.

Life and AD&D Insurance – Employees are insured under a comprehensive group employee benefits insurance plan, providing 36 times monthly salary for life insurance, 72 times monthly salary for AD&D, and 36 times monthly salary for total and permanent disability.

Personal Time Off – Personal time off varies dependent on years of service.

Paid Holidays

- New Year's Day
- Constitution Day
- Benito Juárez's Birthday Memorial
- Easter
- Mother's Day
- Juneteenth
- Mexico's Independence
- All Saints Day
- Revolution's Day
- Christmas Day
- New Year's Eve

Additional Time Off

- Bereavement: 5 days
- Personal days, floating holidays, volunteerism, sick or caring for a sick dependent member living in the immediate household are unlimited with manager's approval.



Additional Programs and Perks

Tuition Reimbursement – Receive up to 79,375 MXN 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

- Food Stamps
- Meal Stamps
- Vacation Premium
- Savings Fund
- Christmas Bonus



Taking Care of Our Families

UKG Kids

- **Sponsorship** – Provides you up to 4,800 MXN to use for extracurricular activity costs from eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Receive up to 11,350 MXN reimbursement for allowable childcare expenses for eligible dependent children up to age 13

Adoption Assistance – Receive up to 151,200 MXN in reimbursement for qualified adoption expenses

Surrogacy Assistance – Receive up to 151,200 MXN in reimbursement for qualified surrogacy expenses

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

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.