



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits. UKG provides supplemental medical, dental and vision coverage for employees, spouses, dependent children up to age 25, and parents or in-laws.

Medical and OPD – Benefits start the first day of the month of an employee's regular, full-time employment start date. A voluntary top-up plan gives you and your dependents comprehensive medical coverage and covers all ailments from day one. This is in addition to the company-provided plan, and you are responsible for the premium with a nominal fee. OPD covers dental/vision/vaccination or annual health checkups with no specific sublimit.

Telemedicine – Unlimited 24/7 digital teleconsultations covering 23 specialties and general practice for six adults, including the employee, and two children under the age of 18 years. Available in all major languages and includes exclusive discount on pharmacy and tests.

Group Life and Accident Insurance – All employees are covered under a comprehensive group employee benefits insurance plan. Coverage is provided at 3x annual salary, minimum INR 20 lakhs, whichever is higher.

Personal Time Off

- 21 days of earned leave per year, plus UKG paid holidays
- 12 days of casual leave and 7 days of sick leave
- 26 weeks of maternity leave, 4 weeks of parental leave, and 4 weeks of adoption leave, plus hospitalization leave on approval

Additional Time Off

- Bereavement: 5 days

Social Security (Retirals)

- Provident Fund
- National Pension Scheme
- Gratuity after 3 years



Additional Programs and Perks

Meal coupons – Use monthly Sodexo meal coupons of INR 50 per business day at restaurants, grocery stores, and online food portals.

Office Transport – Provides comfortable, air-conditioned pickup and drop-off service for INR 500 per month (available to Noida employees only).



Taking Care of Our Families

UKG Kids

- **Sponsorship** – Provides you up to INR 11000 to use for extracurricular activity costs from eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Receive up to INR 46300 reimbursement for allowable childcare expenses for eligible dependent children up to age 13

- **Adoption Assistance** – Receive up to INR 62000 in reimbursement for qualified adoption expenses

- **Surrogacy Benefit** – Receive up to INR 367650 in reimbursement qualified surrogacy expenses. Limitations apply.

Tuition Reimbursement – INR 100000 non-taxable reimbursement for degree-seeking, position-related courses

Tutoring Scholarship Program – Provides your student additional educational assistance at no cost to you

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

Employee Assistance Program (EAP) – The EAP offers free services and resources to employees and their families for help with personal or work-related issues or concerns. The EAP is available 24/7 and can provide short-term counseling, consultation, referral services and much more.



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, as well as support from the eM Life mindfulness and meditation platform.