



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits

Private Health Insurance – UKG provides supplemental health care coverage for medical, dental, and vision for employees, spouses, and dependent children between the ages of 15 days and under the age of 18; or dependent children aged 18 to 26 who are in continuous full-time education.

Medical – USD 4,000,000 per insured member, per policy year with worldwide coverage (excluding USA). 10% co-insurance with out-of-pocket max USD 2,000 and is waived when using our medical partner MyDoc for consult and prescription medicine..

Dental – Routine and major restorative dental services paid up to USD 1,500 (subject to 25% co-insurance). Orthodontic treatment paid up to USD 500 (subject to 50% co-insurance).

Vision – Optical care paid up to USD 250 (subject to 20% co-insurance) and prescription of contact lenses, spectacles, and one sight examination.

Life and Accident insurance – Coverage is offered at two times basic annual salary, maximum of SGD2,000,000, with a nonmedical limit of SGD270,000 for group term life. Employees below age 70 are eligible for group term life; below age 65 are eligible for group personal accident.

Annual Leaves

- **0-4 years of service: 20 days per calendar year**
- **5-9 years of service: 25 days per calendar year**
- **10+ years of service: 30 days per calendar year**

- **Paternity Leave**

4 weeks

- **Maternity Leave**

18 weeks

- **Marriage Leaves**

2 days

- **12 paid holidays per year**

- **Bereavement Leave**

3 days

- **Volunteer Leaves**

3 days

- **Domestic and Family Violence Leave**

10 days

- **Sick Leave**

60 days (inclusive of the 14 working days of non-hospitalization sick leave) per year

- **Childcare**

up to 6 days (contingent on citizenship status of child)



Additional Programs and Perks

Flu Shot/Vaccination Programs – UKG provides employees discounts and credits on selected vaccines.

Tuition Reimbursement* – UKG will reimburse eligible employees up to SGD7,000 per year for degree-seeking, position-related courses.

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*

- **Kids Sponsorship** – Reimburses you up to SGD400 per child per year for extracurricular activity costs for eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Reimburses you up to SGD950 per family per year for allowable childcare expenses for eligible dependent children up to age 13

- **Adoption Assistance*** – Receive up to SGD12,650 in reimbursement for qualified adoption expenses

- **Tutoring Services*** – Provides one-on-one on-demand or pre-scheduled tutoring sessions in a safe online classroom for dependent students in grades K-12 and in higher education

- **UKG Scholarship Program*** – Up to 30 scholarships are awarded annually to eligible dependent children of our employees

**Regular full-time and part-time employees working 30 or more hours per week are eligible for these programs.*



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.