



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits on day one of employment, including supplemental health care coverage for medical and dental services for employees, spouse, and dependent children under age 26.

Medical/Dental – Coverage includes 100% for medical expenses within the Cigna provider network and 80% for out-of-network medical expenses, plus a 24-hour Cigna Medical Hotline. The annual total limit for reimbursement is 250,000€. The basic dental care plan covers initial visits, simple tooth extractions, periapical x-rays, and yearly cleanings.

Life and AD&D – All employees are insured under a comprehensive group insurance plan: Death by any cause – 2x annual salary; death by accident – 4x annual salary; total permanent disability by any cause – 2x annual salary; total permanent disability by accident – 4x annual salary with a non-medical limit of 150,000€ per insured person.

**Government required*

Paid National Holidays (8)

- New Year's Day
- Good Friday
- Labor Festival
- National Holiday of Spain
- All Saints' Day
- Constitution Day
- Immaculate Conception
- Christmas Day

Regional Holidays (max 6)

Personal Time Off

- 20 legal holidays and 5 holidays for own affairs

Additional Time Off *

- Bereavement: 4 days expandable up to 5
- Marriage leave: 15 days
- Moving leave: 2 days
- Birth of a child: 3 days expandable up to 4
- Maternity leave: 16 weeks
- Paternity leave: 16 weeks
- Adoption leave: 16 weeks
- Parental leave: 3 years
- Illness of a relative: 3 days expandable up to 4



Additional Programs and Perks

Meal Vouchers – Receive 11€ per working day fully paid by UKG

Tuition Reimbursement – Eligible employees can be reimbursed up to 3,275€ per year for degree-seeking, job-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

- **Sponsorship** – Reimburses you up to 200€ for extracurricular activity costs for eligible dependent children (newborn to age 18)

OR

- **Childcare Financial Assistance** – Reimburses you up to 500€ for allowable childcare expenses for eligible dependent children up to age 13

- **Adoption Assistance** – Receive up to 6,225€ 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.