



## 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, live-in partner, 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 Total Cash Compensation, 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



## Additional Programs and Perks

**Employee Meal Program** – UKG-sponsored meal worth INR 100 per day available for employees in Noida. A variety of meal combinations accessible by swiping your access card.

**Meal Coupons** – Monthly Sodexo meal coupons of INR 50 per business day at restaurants, grocery stores, and online food portals only for India Remote, Bangalore, and Mumbai employees.

**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

### U Choose

Benefits That Are Right for You

**U Choose** – This benefit is all about choice. UKG reimburses employees up to INR 14,325 each quarter – and you get to choose what expenses you want covered! They can be things like:

- Exercise equipment/ memberships
- Veterinary care
- Child-related expenses
- Student loan payments
- Home internet service
- Commuting
- Health apps
- and much, much more!

**Adoption Assistance** – Receive up to INR 367650 in reimbursement for qualified adoption expenses. 🌈

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

**Tuition Reimbursement** – INR 200000 non-taxable reimbursement for degree-seeking, position-related courses.

**Tutoring Services** – Provides your dependent student additional educational assistance at no cost to you.

**Global Scholarship Program** – 30 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.

🌈 LGBTQ+ friendly



## Wellness Programs

Enjoy Wellness programs to help you and your loved ones stay healthy, including wellness education, fitness assessments, exercise classes, a Wellness Ambassador program, and other tools to promote well-being.