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 the first day. 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

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).

Adoption Assistance – Receive up to INR 367,650 in reimbursement for qualified adoption expenses.

Surrogacy Benefit – Receive up to INR 367,650 in reimbursement for qualified surrogacy expenses. Limitations apply.

Tuition Reimbursement – INR 200,000 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

Competitive Benefits Fully Paid by UKG

Additional Programs and Perks

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