Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees based in Singapore 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).

Dental – Routine and major restorative dental services paid up to USD 1,500 per year.

Vision – Optical care paid up to USD 250. Applicable for expenses to correct vision such as contact lenses, spectacles, and one sight examination.

U Choose – This benefit is all about choice. UKG reimburses employees up to SGD450 each quarter, and you can choose what expenses you want to cover! 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!

Life and Accident insurance – comes with a no-evidence limit of SGD270,000 for group term life. Coverage provision is two times the basic annual salary, up to a maximum of SGD3,000,000 for GTL and SGD2,000,000 for GPA.

- Group Term Life (GTL) - for employees below age 70 and is renewable up to age 74 for the death benefit only.
- Group Personal Accident (GPA) - for employees below age 80.

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

Additional Time Off

- Marriage Leaves 2 days
- Paternity Leave 4 weeks
- Maternity Leave 18 weeks
- 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

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.

Health/Vaccination Corporate Programs – UKG provides employees corporate discounts on selected vaccines.

Taking Care of Our Families

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 a Wellness Ambassador program.