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

Medical/Dental/Vision – Coverage through DKV includes hospitalization and outpatient expenses including dental and vision. The annual total limit for reimbursement is 1,250€. For employees who live in the Flemish part of Belgium, UKG pays contributions to the Vlaamse Zorgkas.

Pension – Employees are eligible for a group pension scheme through AG Insurance. Employee and employer contributions differ based on years of service. Management-level employees are included in a bonus pension plan where a portion of their annual short-term incentive is directed to their pension.

Life Insurance – Basic life insurance is provided at 1x your annual base salary. Employees can choose to increase this coverage to up to 7x annual salary.

Paid Holidays
- New Year’s Day
- Easter Monday
- Labor Day
- Ascension Day
- Whit Monday
- Juneteenth
- Belgian National Day
- Assumption of Mary
- All Saints’ Day
- Armistice Day
- Christmas Day

Personal Time Off *
- 20 legal holidays and 6 ADV holidays

*Government required

Additional Time Off *
- Bereavement: 3 days for partner, child, or parent; 2 days for sibling or grandparent
- Solemn communion/ceremony: 1 day
- Marriage leave: 3 days
- Marriage of child, sibling, or parent: Day of marriage
- Moving leave: 3 days
- Birth of a child: 3 days
- Parental leave: 4 months
- Maternity leave: 15 weeks (paid by social security) and 1 month of unpaid nurturing leave
- Paternity leave: 4 weeks, paid by employer
- Father/co-parent leave following birth of child: 15 days within 4 months as from date of birth (3 days paid by employer + 7 days paid by social security)
- Adoption of child: 4 weeks, or 6 weeks of child is under 3 years of age

Transportation Reimbursement – Office-based employees are eligible for reimbursement for use of public transportation, private car, or bicycle to commute to work

Tuition Reimbursement – Eligible employees can be reimbursed up to 4,350€ per year for degree-seeking, job-related courses

Meal Vouchers – Receive 7€ per working day

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

U Choose – This benefit is all about choice. UKG reimburses employees up to 400€ 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 8,300€ in reimbursement for qualified adoption expenses

Surrogacy Benefit – Receive up to 8,300€ in reimbursement for qualified surrogacy expenses

Global Scholarship Program – 30 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 a Wellness Ambassador program.