



## Competitive Benefits Fully Paid by UKG

**Eligibility** – Regular full-time employees are eligible for benefits on day one of employment, including private medical insurance coverage for employees, legally married spouses, domestic partners, and children.

**Health and Life Insurance Reimbursement** – UKG provides a stipend for medical, dental, and life insurance reimbursement.

### Additional Time Off

- **Bereavement: 5 days**
- **Marriage: 5 days**
- **Maternity leave: 180 days paid**
- **Paternity leave: 20 days paid**
- **Personal days, floating holidays, volunteerism, sick, or caring for a sick dependent member living in the immediate household are unlimited with manager approval**

**Meal Vouchers** – UKG provides R\$550.00 per month in meal vouchers.

**Personal Time Off** – Thirty vacation days per year after each 12 months of service.

### Paid Holidays

- **New Year's Day**
- **Carnival (2 days)**
- **Good Friday**
- **Tiradentes Day**
- **Labor Day**
- **Corpus Christi**
- **Juneteenth**
- **Independence Day**
- **Our Lady of Aparecida Day**
- **All Soul's Day**
- **Proclamation of the Republic Day**
- **Christmas Day**



## Financial Benefits

**Abono pecuniário (Payment in lieu of annual leave)** – Employees have the option to sell 1/3 (10 vacation days) back to the company for a cash payment.

**Tuition Reimbursement** – Eligible employees can be reimbursed up to R\$15,950 per year for degree-seeking, job-related courses.

**13th Month Salary** – A mandatory 13th-month salary payment is paid to employees at the end of the year. Employees who have worked for 12 months are entitled to receive the full payment, while those who have worked for part of the year will receive a payment proportional to the period worked.



## 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 R\$1,750 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 for work**
- **Health apps**
- **and much, much more!**

**Adoption Assistance** – Receive up to R\$30,400 in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Benefit** – Receive up to R\$30,400 in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to R\$30,400 in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to R\$121,575 in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

**Tutoring** – Provides your children additional online education 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 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.

🌈 LGBTQ+ friendly



## 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.