



Competitive Benefits Fully Paid by UKG

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

Medical/Dental – Coverage includes 100% for medical expenses within the Cigna provider network and 80% for out-of-network medical expenses, plus a 24-hour Cigna Medical Hotline. The annual total limit for reimbursement is 250,000€. The basic dental care plan covers initial visits, simple tooth extractions, periapical x-rays, and yearly cleanings.

Life and AD&D – All employees are insured under a comprehensive group insurance plan: Death by any cause – 2x annual salary; death by accident – 4x annual salary; total permanent disability by any cause – 2x annual salary; total permanent disability by accident – 4x annual salary with a non-medical limit of 150,000€ per insured person.

**Government required*

Paid National Holidays (8)

- Epiphany
- Good Friday
- Labor Festival
- Juneteenth
- Assumption Day
- National Holiday of Spain
- All Saints' Day
- Constitution Day
- Immaculate Conception
- Christmas Day

Regional Holidays

Personal Time Off

- 20 legal holidays and 5 holidays for own affairs

Additional Time Off *

- Bereavement: 4 days expandable up to 5
- Marriage leave: 15 days
- Moving leave: 2 days
- Birth of a child: 3 days expandable up to 4
- Maternity leave: 16 weeks
- Paternity leave: 16 weeks
- Adoption leave: 16 weeks
- Parental leave: 3 years
- Illness of a relative: 3 days expandable up to 4



Additional Programs and Perks

Meal Vouchers – Receive 11€ per working day fully paid by UKG.

Tuition Reimbursement – Eligible employees can be reimbursed up to 3,275€ per year for degree-seeking, job-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.



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 150€ 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
- Commuting for work
- Health apps
- and much, much more!

Adoption Assistance – Receive up to 6,850€ in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to 6,850€ in reimbursement for qualified fertility-related expenses. 🌈

Gender Affirming Support – Receive up to 27,400€ in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

Global Scholarship Program – 30 scholarships are awarded annually to eligible dependent children of our employees.

🌈 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.