



Competitive Benefits Fully Paid by UKG

Eligibility – All active employees are eligible for benefits.

Private Medical Insurance – UKG is sponsoring Southern Cross *Wellbeing-Two* plan for employees and their families (spouse/partner and children up to age 21) with the flexibility to upgrade cover for themselves and their family at their own cost.

Life, Income Protection and Trauma – All employees are auto-covered with Cigna Life for:

- **Life benefit up to 3x salary**
- **Income protection up to 75% of salary**
- **Trauma benefit up to NZD 20,000**

KiwiSaver – UKG contributes 11% of salary to KiwiSaver.

Business Travel Insurance – The Medical Benefit Abroad Program is available to all full- and part-time employees and provides quality, reliable coverage for international business travelers who will be traveling less than 24 weeks. This insurance covers medical, dental, prescriptions, crisis assistance, and much more.

Leave Entitlements

- **20 days Annual Leave**
- **10 days Personal Leave**

Additional Time Off

- **Domestic/Family Violence Leave:**
10 days per year
- **Cultural and Ceremonial Leave:**
5 days per year
- **Adoption Leave:**
4 weeks
- **Paid Partner Leave:**
4 weeks
- **Paid Parental Leave:**
18 weeks on birth, surrogacy, adoption, or stillbirth (available after 6 months service).
- **Volunteer Leave:**
2 days
- **Public Holiday Substitutions**



Additional Programs and Perks

Tuition Reimbursement – Permanent employees are eligible to be reimbursed up to NZ \$ 6,950 per person per year for degree-seeking, position-related courses.

Novated Leasing – UKG provides an option for employees to take a four-year lease by salary sacrificing a portion of their pre-tax income to make payments toward the vehicle. This also provides tax advantages to the employee.

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.

Dell Membership Purchase Program – Get up to 20% exclusive discounts on Dell products.



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 NZ \$ 525 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!**

Paid Parental Leave – Both paid maternity leave and paid partner leave can be taken anytime in the 18 months post birth. Those taking extended unpaid maternity leave receive contribution to KiwiSaver at the contracted rate on all unpaid parental leave in the first 52 weeks of leave requested.

Adoption Assistance – Receive up to NZ \$ 14,300 in reimbursement for qualified adoption expenses. 🌈

Surrogacy Benefit – Receive up to NZ \$ 14,300 in reimbursement for qualified surrogacy expenses. 🌈

Fertility Support – Receive up to NZ \$ 14,300 in reimbursement for qualified fertility-related expenses. 🌈

Gender Affirming Support – Receive up to NZ \$ 57,200 in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

UKG Scholarship Program – Up to 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.