



Competitive Benefits

Health Insurance – Medical, dental, and vision coverage is provided to employees and dependents.

- **Medical** – Choose between our two medical plans – Choice Plus or Choice Plus HD – both administered by **UnitedHealthcare**®.
- **Dental: Delta Dental MA**
- **Vision: Vision Service Plan (VSP)**

Eligibility – Employees scheduled to work 30+ hours each week are eligible on day one of employment to take advantage of our benefits. Spouse, domestic partner, and dependent coverage is also available, with dependent coverage up to a maximum age of 26.

*CA residents have additional Kaiser plan option. HI residents only have HMSA Blue Cross Blue Shield.

Life Insurance – Basic Life Insurance is provided at one-time your annual base salary up to a maximum of \$600,000.

Spouse/Domestic Partner Life Insurance – Spouses and qualified domestic partners receive \$10,000 in company-paid basic life insurance.

Short-term Disability (STD) – Coverage at 100% of your base salary up to 90 days, and 60% of your base salary for 91-180 days.

Long-term Disability (LTD) – Provides 60% of your annual salary with a \$20,000 monthly maximum.

401(k) Plan

45% match on employee contributions up to the IRS annual limit

- **11 Observed Holidays**
- **Flexible Personal Time Off**
- **Employee Assistance Program (EAP)**
- **Tuition Reimbursement**
- **Paid Leaves for Birth or Adoption of a Child and Care of a Family Member**
Birth parent: 16 weeks
Nonbirth parent: 8 weeks
Adoption/surrogacy/foster care: 12 weeks



Optional Benefits Through Payroll Deductions

- **Pre-tax Commuter Benefit Account**
- **Pre-tax Healthcare, Limited Purpose, and Dependent Care FSA Accounts**
- **Voluntary Life Insurance**
- **Spouse/Domestic Partner and Child Voluntary Life Insurance**
- **Identity Theft Protection**
- **Legal Assistance Plan**
- **Critical Illness, Hospital Indemnity, and Accident Protection**



Taking Care of Our Employees and Their Families

U Choose

Benefits That Are Right for You

U Choose – This benefit is all about choice. UKG reimburses employees up to \$350 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 \$10,000 in reimbursement for qualified adoption expenses.

Surrogacy Benefit – Receive up to \$10,000 in reimbursement for qualified surrogacy expenses.

IVF Coverage – Extensive medical coverage for IVF services.

Scholarship Program – 30 scholarships are awarded to students of our employees.



Wellness Programs

Enjoy **Wellness programs** to help you and your loved ones stay healthy throughout your wellness journey. Support for your emotional, physical, financial, and environmental well-being.

- **10 virtual/on-site fitness classes**
- **Healthy Lifestyle Group Coaching**
- **Wellness Ambassador program**
- **On-site and virtual events, challenges, and campaigns**