At UKG, we firmly believe in doing the right thing for our employees, our customers, and our communities.

Throughout the year, we partner with a variety of nonprofits, participating in philanthropic projects and providing charitable support worldwide.

Every day, we’re focused on helping people across the areas of health, human services, education, and public safety.
An Extraordinary Year

This past year proved extraordinary on many fronts. Amid a catastrophic pandemic that impacted millions of people around the world — and changed the way we live, work, and learn — two global leaders (Ultimate Software and Kronos Incorporated) merged to create one of the world’s largest cloud companies, UKG, forever changing the human capital management (HCM) and workforce management industry.

Drawn together by a common purpose — people — we continued to serve our employees, customers, and communities to ensure we could provide care and support when it mattered and was needed most. During a time of utmost uncertainty, UKG helped deliver some stability to people across the globe, guided by our lifelong commitment and purpose.

The following report details how UKG helped make a difference in 2020, all while completing an industry-changing merger and navigating a life-changing pandemic.

As part of our rebranding to UKG, the company donated branded materials worth over $300,000 to Covenant House, Kids in Distress, Habitat for Humanity, Broward Education Foundation, Child Rescue Coalition, Big Brothers Big Sisters, The Humane Society, and Broward Health.
Supporting Communities During Times of Crisis
Enabling Stability and Empowering People During the COVID-19 Pandemic

GLOBAL

Bringing Aid to Our Global Communities

In April, within days of completing our merger, UKG opened an employee-donation matching campaign benefiting the Center for Disaster Philanthropy, a nonprofit organization committed to bringing fast and effective worldwide aid to support global communities impacted by COVID-19. Together, we raised more than $575,000. Our donated funds helped nonprofits like Action Aid, Save the Children, Feeding America, and the International Rescue Committee — which provides personal protective equipment (PPE), ventilators and ICU equipment, training for frontline healthcare workers, and infection prevention and control activities around the world.

“We feel fortunate to have been the first philanthropic organization the people of UKG invested in together. The culture of philanthropy their combined team is fostering has made a significant impact on our organization and the people and communities we help to recover from disasters around the world. We’re thankful for UKG and look forward to our continued partnership.”

Patty McIlreavy, president and CEO
Center for Disaster Philanthropy
GLOBAL

Empowering Employees Through Virtual Volunteering

In a typical year, UKG employees spend thousands of hours volunteering at nonprofits around the globe. Employees are also encouraged to use their unlimited paid time off to spend time away from work and serve the community. As the COVID-19 pandemic spread, UKG found new ways to empower employees to volunteer while remaining safe and socially distant. These includes virtual volunteer opportunities with worldwide organizations such as the American Red Cross, United Nations, and Translators without Borders, as well as with nonprofits in local communities.

U.S.

Creating PPE for Frontline Workers — Including Our Own Employees

Although almost 100% of UKG employees have worked remotely during the pandemic, some essential teams still report to our offices to ensure our business, and the customers we serve, continue to operate smoothly and efficiently. We’ve taken myriad safety precautions to keep our people healthy, including providing PPE, requiring social distancing and face masks, and using our own technology for contact tracing. In the early days of the pandemic, as a special thanks to our frontline in-office workers, many UKG employees sewed extra face masks and 3D-printed plastic face shields for them — donating additional materials to people in our communities.

U.S. & CANADA

Donating Meals to First Responders and the Frontline Workforce

To support people working on the front lines, UKG employees partnered with local restaurants to deliver 5,000+ meals to healthcare workers, firefighters, and other first responders in New York, South Florida, and Toronto. Soon, other frontline-giving initiatives began popping up across the company. These included partnering with the 100 People Project — a nonprofit led by one of our own employees — to buy groceries for single parents who lost their jobs due to COVID-19, make masks for healthcare workers, and deliver dinners to hospitals.
Bringing Socially Distanced Joy to Seniors

During COVID-19, UKG has partnered with the South Florida Institute on Aging (SoFIA) to offer two virtual-volunteering opportunities: the TechConnect program, where younger people teach older adults how to use technology; and an InterGen Pilot Program, in which our millennial employees chat regularly with isolated seniors.

Through TechConnect, UKG employee Michelle taught a local senior how to use email and group-chat technology to keep in touch with loved ones and friends, particularly during COVID-19.

“Working here has offered many wonderful experiences over the years, but being a SoFIA TechConnect volunteer is the most memorable.”

Michelle, UKG employee

Ryan has loved participating in the InterGen Pilot Program — especially because the initiative was his idea. When he heard about a similar concept on the news, Ryan pitched the idea to his manager, who gave him the green light to establish the new program at UKG in partnership with SoFIA.

“It’s a great way for different generations to share how their lives have changed and to learn how we’ve adjusted. I think it’s a valuable perspective to hear and learn from.”

Ryan, UKG employee
After the killing of George Floyd in May 2020, UKG took a public stand and issued the following statement:

“This is not a time to remain silent and passive. And we will not. We stand in complete solidarity with the Black community and in the commitment to end racial injustice and systemic racism in all its forms. Kindness. Respect. Equality.”

UKG, company statement following the death of George Floyd

The public statement reinforced what our CEO Aron Ain and company leaders said internally, with each reaching out to team members and starting open discussions about racism in America.

Continuing our action to support diversity, equity, and racial justice, in June, we established a program matching 100% of employee donations to any U.S.-based 501(c)(3) nonprofit directly working to end racial injustice. Employees also had the opportunity to financially support the Equal Justice Initiative and the NAACP Legal Defense & Education Fund, with donations also matched. In all, our two-week campaign raised nearly $320,000 to help end racial inequity across America.

UKG and the Miami Heat Expand Ground-Breaking Training Program

UKG & the Miami Heat teamed up to provide the Miami Police Department specialized training from Dedication to Community (D2C). The nonprofit will facilitate training of all of Miami’s sworn police officers with the goals of positively impacting interactions between law enforcement and our diverse, local community—particularly the Black community.
Giving Relief to Australians in Need During Last Year’s Catastrophic Bushfires

When a natural disaster strikes, UKG employees quickly step up to donate and support those impacted. Their extreme generosity goes even further, as UKG matches those donations 100% through UKG Pro Giving campaigns.

During the unusually intense 2019-2020 bushfire season in Australia, UKG — in addition to reaching out to all local employees to ensure the safety of their families — made a corporate donation to the Australian Red Cross and matched all employee donations toward Australia relief efforts. To further their support, a group of Melbourne-based employees partnered with FareShare, an Australian not-for-profit food-rescue organization operating the country’s largest charity kitchens, to make more than 1,600 meals for community members in need.

In 2020, UKG partnered with employees to donate $1.2M through matching campaigns for disaster relief using UKG Pro Giving.
U.S.

**Angel Tree Gift Drive**
As we faced working-from-home challenges amid the COVID-19 pandemic, we partnered with Daymaker, an online gift-giving platform, to support nonprofits Kids In Distress, House of Hope, and Murphy-Harpst in our first fully virtual Angel Tree Gift Drive. Employees purchased gifts from children’s wish lists across the country, donating more than 7,500 gifts to 1,634 children in California, Florida, Georgia, and Massachusetts — and exceeding our goal of making the holidays special for 1,500 children.

“This has been a challenging year for all, so to see our UKG family rally behind children in need has been remarkable. UKG’s generosity and kindness has exceeded our hopes this holiday season. You have made the joy and smiles that should accompany the holidays ‘KIDpossible,’ and we are so grateful for you! Your purpose is people, and that is resonating loud and clear.”

Mark Dhooge, president and CEO  
Kids In Distress

CANADA

**Holiday Helpers**
Employees raised more than $5,000 in support of Holiday Helpers, a Canadian charity that provides personalized Christmas packages to families with young children living in low-income situations trying to improve their circumstances. This donation is also used to provide families with a holiday meal and a decorated Christmas tree.

MEXICO

**From Heart to Heart**
UKG partnered with the Zacania Foundation to create the “From Heart to Heart” campaign, which aimed to bring a smile to indigenous children in the city of Oaxaca through the donation of fun and educational toys. Through the campaign, more than 100 toys were collected and delivered to little ones in Santa María Guelacé.
Giving Critical Resources and Emotional Support to People in Need

U.S.

Mothers Against Drunk Driving

For a decade, UKG has partnered with Mothers Against Drunk Driving (MADD) to help put an end to drunk driving for good. Determined to make a meaningful difference after losing her father to a drunk driver in 2009, UKG employee Heather joined MADD to help raise awareness and prevent further tragedy. UKG (formerly Ultimate) became the founding sponsor of the Walk Like MADD/MADD Dash Fort Lauderdale 5K in 2011, and has supported MADD ever since. The event is now the most successful MADD fundraiser in the United States, due in large part to the many employees who walk, run, and donate to this cause annually.

“During my 30-year nonprofit career, I have seen firsthand the impact UKG has made in Broward County and across the country. Its philanthropic spirit has supported so many worthy causes, and its impact and financial support grow as the company grows! The company is a pillar to so many charitable organizations’ successes, and I am proud to call UKG our partner.”

David Pinsker, senior director of field operations
MADD
**U.S.**

**Hosting Virtual Cookoffs to Empower Family Safety and Security**

Throughout April and May 2020, our Indiana-based employees embarked on a healthy competition for a cause, hosting virtual cookoffs between two employees, during which attendees could cast a vote for the winner for $1. Funds raised from these cookoffs were then donated to the United Way of Central Indiana’s COVID-19 fund, the Gleaners Food Bank of Indiana, and Camp Belong Indiana, which empowers communication between siblings who live in separate foster and kinship care.

**MEXICO**

**Pantry Donation**

After we closed our offices in early 2020 due to the COVID-19 pandemic, UKG employees in the Mexico office joined forces to donate their stock of food and beverages — typically kept in the office for employees — to local domestic and security workers. Though the gesture may seem small, it was greatly appreciated by the workers in their time of need!

**GLOBAL**

**Building Care Packages in Honor of International Women’s Day**

In offices across the globe, just prior to closing as a result of the pandemic, UKG employees came together on International Women’s Day — observed on March 9, 2020 — to assemble care packages filled with hygiene products. These care packages were then donated to local women’s shelters around the world.

**CANADA**

**Food Banks Canada**

In May 2020, UKG employees in Canada raised more than $4,000 through a grassroots fundraising campaign for Food Banks Canada, a national charitable organization dedicated to helping Canadians living with food insecurity. This effort was complemented by UKG’s Women in Leadership Canada chapter, which contributed its own corporate donation to bolster critical food donations amid the COVID-19 pandemic.
U.S.

**Make-A-Wish**

Throughout 2020, UKG partnered with Make-A-Wish on a handful of giving programs across the country. In Florida, to bring one child’s dreams to life, UKG teamed up with Make-A-Wish Southern Florida and the Florida Panthers NHL hockey team to create a surprise, dinosaur-themed “Wish Parade” for six-year-old Maverick, a budding paleontologist and dinosaur lover bravely fighting leukemia. And in Indiana, UKG sponsored Make-A-Wish’s annual Request-A-Thon, an annual community-based effort raising money to make the wishes of children battling health crises come true. This year, the Request-A-Thon raised more than $1 million — a record-breaking milestone!

**CANADA**

**Camp Ooch**

UKG employees organized a pancake-breakfast fundraiser for Camp Ooch, a privately funded charity bringing laughter and joy to children and families affected by childhood cancer. Through the fundraiser, employees were able to donate $9,000 to the charity, which will be used to support year-round community, in-hospital, and overnight camp programs across Ontario.

**CANADA**

**CIBC Run/Walk for the Cure**

Led by the Canadian Cancer Society and sponsored by the Canadian Imperial Bank of the Commerce (CIBC), the Run/Walk for the Cure is the largest single-day, volunteer-led event in Canada that supports breast cancer research, support services, health education, and advocacy programs. In addition to empowering Canadian employees to participate in the run/walk itself, our Canadian UKG employees raised $1,900 to contribute to the cause.
Empowering and Embracing People with Disabilities

INDIA

Ashish Foundation

In 2020, our UKG employees in India held a raffle draw to support the Ashish Foundation, which serves children and adults with autism and other developmental disabilities and works to build social awareness and acceptance. After equally matching the employee-raised donations, UKG was able to contribute 1.5 Lacs (equivalent to $2,000 U.S. dollars) to the foundation.

U.K.

Whizz Kids

UKG continued its partnership with Whizz Kids, a U.K.-based organization that aims to transform the lives of children with disabilities across the country and empower them to become confident and independent young adults. As part of this partnership, we were thrilled to welcome a year-long placement of a Whizz Kid within our U.K. team.

U.S.

Arc Broward

For nearly 10 years, UKG has partnered with Arc Broward, a South Florida nonprofit providing services to children and adults with disabilities. Our people participate in various service projects and volunteer days in support of the organization, such as remodeling several Achievement and Rehabilitation Centers. For the children of Arc Broward, the annual highlight is our Holiday Party, where employees spend time doing arts and crafts with the preschool children and surprising the teachers with gifts and school supplies from their wish lists. The party even includes a visit from Santa — always a favorite among the children. Our partnership extends to a special group of gentlemen, whom our employees have befriended, in the Santa Fe House group home, a division of Arc Broward. Throughout the year, UKG employees send the group cards and gifts, culminating in a holiday-themed visit every year in December.

“Arc Broward’s relationship with UKG exemplifies its deep commitment to corporate social responsibility that goes well beyond a typical culture of caring.”

Dennis Haas, president and CEO
Arc Broward
Reach Out and Read

In January 2020, UKG employees in our Indianapolis office made a corporate donation to Reach Out and Read, a local program that services low-income communities by providing a physician’s prescription for new books, giving Indiana’s youngest children a foundation for success by incorporating books into pediatric care and encouraging families to read aloud together.

Jason Taylor Foundation

UKG held a Car Raffle campaign in 2020 benefiting the Jason Taylor Foundation, during which employees could purchase $50 tickets for a chance to win a free car. Together, we raised nearly $100,000 to help children across the community — by supporting and creating programs to improve healthcare, education, and quality of life — and one lucky employee won a brand-new Honda!

Broward Education Foundation

In August 2020, just before the new school year, UKG partnered with the Broward Education Foundation to collect school supplies for the community’s most vulnerable children. Overall, we were the top donor, raising enough money to supply 775 school-supply kits, each safety sealed and full of classroom essentials.
U.S.

**PACE Center for Girls**

To support students in need of reliable technology for remote schooling, especially as COVID-19 closed many local schools, UKG donated 50 gently used Chromebook laptops — worth a total of $30,000 — to the PACE Center for Girls, a South Florida nonprofit focused on helping young girls succeed in all aspects of life.

UKG employees also lead monthly educational workshops (now virtual) for the young girls at PACE, in addition to serving as mentors for the high schoolers. The workshops help the girls build practical and soft skills that help in all aspects of personal and professional life, such as effective communication, public speaking, budgeting, and successful interviewing for jobs. Each workshop includes only 10–12 PACE girls, which allows for greater interaction and learning.

INDIA

**ANK India**

In March 2015, UKG — then known as Kronos — established a learning center in Noida, India, for underprivileged children in collaboration with ANK. Through this learning center, UKG has been supporting the education of more than 125 local underprivileged children each year who come to the center daily. To date, ANK has placed 140 children into government schools — a fantastic result that builds pride in our employees in India and around the world.

Many Noida-based employees have volunteered to organize various activities for the welfare of children at the learning center, meeting regularly to discuss projects above and beyond the regular school curriculum. Together with the teachers of ANK, they determine different kinds of social, educational, and extra-curricular activities that can be organized at the learning center.

Throughout 2020, UKG took quick action to ensure that the support of ANK was extended to children and their families during the COVID-19 pandemic, establishing online classes for children through the learning center and providing access to mainstream education for up to 600 children.

U.S.

**University of Massachusetts Lowell**

Throughout 2020, UKG continued to support the University of Massachusetts Lowell, whose campus is just three miles from our Massachusetts co-headquarters. Our partnership provides students with outstanding opportunities for advanced research, co-ops, scholarship programs, and other forms of academic and social support, while providing UKG with an extensive pipeline to the best and brightest students in one of our key U.S. regions.
Giving to Our People
As a result of the fund’s incredible success, we formally established the PeopleInspired Giving Foundation, a 501(c)(3) dedicated to providing financial assistance to people physically, economically, emotionally, or otherwise adversely impacted by tragedy — including and beyond COVID-19. Since establishing the foundation, we have provided relief to more than 100 UKG families, delivering over $250,000 in aid.

In April 2020, we established the Employee Relief Fund to provide extra financial support to any employees and their family members adversely affected by COVID-19, such as a spouse losing their job or a family member getting sick. With employee donations and a 100% company match, we raised and committed more than $500,000 to the fund.

More than $500,000 committed to the Employee Relief Fund
Unveiling UKG Pro Giving Platform

More than $1M donated to charitable organizations by employees of UKG customers

Released in March 2020, UKG Pro Giving — based on a successful platform we’ve used internally since 2016 — enables organizations to easily set up charitable campaigns and empower employees to donate to philanthropic causes. In the spirit of philanthropy, we have offered Giving free to customers.

Helping to pay it forward, customers are already using Giving to support the community during COVID-19. For example, Tessenderlo Kerley, Inc., a diversified industrial group that focuses on agriculture, valorizing bio-residuals, and industrial solutions, launched a Giving campaign in April to support the Salvation Army, Meals on Wheels, and Feeding America.

“At the beginning of the COVID-19 pandemic, we were alarmed by the number of people losing jobs, and we decided to take advantage of the Giving product to do our part to help. We configured this campaign to run over a full pay period … and agreed to match employee donations 100%, up to a total of $25,000.”

David Evans,
human resources executive
Tessenderlo Kerley, Inc.

But TKI didn’t stop there. The company also used Giving to support a remote employee impacted by Hurricane Laura in Louisiana. Employees rallied together to quickly provide much-needed funds to their colleague, as well as to many others impacted by the August 2020 hurricane. “Through Giving, we could monitor and communicate a running company total to employees, which inspired others to support the campaign,” said Evans.
“Even in the most challenging of times, like the pandemic we’ve faced in the past year, UKG remains committed to serving our communities. We are fortunate to have such amazing employees and customers who continuously support one another, as well as give to others in need. At UKG, our purpose is people, and we will always work to fulfill that purpose and live our values every day.”

Jody Kaminsky, chief marketing officer
UKG