Competitive Benefits Fully Paid by UKG

**Eligibility** – All active, regular full-time employees are eligible for benefits. UKG provides supplemental health care coverage for medical and dental services for employees, spouses, and dependent children under age 26.

**Life and AD&D** – All employees are insured under a comprehensive group life and AD&D plan through AXA.

**Medical/Dental/Vision** – Base Plan coverage is fully paid by UKG for employees and dependents. Coverage is provided by AXA and includes dental, auditory and vision care, and telemedicine. An optional employee-paid Top Hat plan is available and provides additional reimbursements to Base Plan and Social Schemes.

*Government required

### Paid National Holidays
- Good Friday
- Easter Monday
- Labour Day
- Victory Day
- Ascension Day
- Whit Monday
- Juneteenth
- Bastille Day
- Assumption Day
- All Saints’ Day
- Christmas Day
- Saint Stephen’s Day

### Personal Time Off*
- 25 legal holidays

### Additional Time Off*
- **Bereavement**: 5 days for child; 3 days for partner, wife, father, mother, father-in-law, mother-in-law, brother or sister; 2 days for grandparent
- **Marriage leave**: 4 days
- **Moving leave**: 1 day
- **Birth of a child**: 3 days
- **Parental leave**: 1 year renewable twice (max 3 years) or 6 weeks of child is under 3 years of age
- **Maternity leave**: 16 weeks (6 weeks before and 10 after the birth) for the 1st and 2nd child; 26 weeks for 3rd or more child (8 weeks before and 18 weeks after the birth); Twins: 34 weeks (12 weeks before & 22 weeks after the birth); Triplets and more: 46 weeks (22 weeks before & 24 weeks after the birth)
- **Paternity leave**: 25 days (for one child) or 32 days (for 2 or more kids)
- **Adoption leave**: 1 year renewable twice (max 3 years)

### Additional Programs and Perks

**Meal Vouchers** – Receive 10€ per working day, partially paid by UKG

**Tuition Reimbursement** – Eligible employees can be reimbursed up to 4,800€ 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 175€ 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
- Financial/legal services
- Health apps
- and much, much more!

**Adoption Assistance** – Receive up to 9,125 € in reimbursement for qualified adoption expenses 🌈

**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.