



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 10,050€ in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to 10,050€ in reimbursement for qualified fertility-related expenses. 🌈

Gender Affirming Support – Receive up to 40,175€ 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.