



## Competitive Benefits Fully Paid by UKG

**Eligibility** – All active, regular full-time employees are eligible for benefits on day one of employment, including supplemental medical, dental and vision coverage for employees, legally married spouses, and children up to age 28 for medical and age 24 for dental.

**Medical/Dental/Vision** – Medical is offered through AXA and supplements social medical. Coverage includes inpatient care, most outpatient procedures paid in full, and unlimited 24/7 teleconsultations through Doctor at Hand. Dental coverage is available through BUPA, and vision reimbursement is available up to £100 per year.

**Life Insurance** – Employees are insured under a comprehensive group employee benefits insurance plan, providing four times basic annual salary. All actively-at-work employees under the age of 75 are eligible.

**Group Income Protection** – Coverage pays up to 75% of annual salary, less employment support allowance, for up to 60 months after 13 weeks of continuous absence. All actively-at-work employees under the state pension age, deferral up to age 70, are eligible.

**Pension** – Employees are auto-enrolled in the pension plan contributing 4% via salary exchange, with the option to increase or opt out. UKG contributes 5%.

### Paid Holidays

- **New Year's Day**
- **Good Friday**
- **Easter Monday**
- **Early May bank holiday**
- **Spring bank holiday**
- **Juneteenth**
- **Summer bank holiday**
- **Christmas Day**
- **Boxing Day**

### Personal Time Off

- 25 days of annual leave per year, plus nine UK public holidays
- Annual leave entitlements are pro-rated for new hires, employees on a fixed-term contract of less than 12 months, and part-time employees who work less than five days per week
- Following the first full calendar year, holiday entitlement will increase by one day per year to a maximum of 28

### Additional Time Off

- Bereavement: 5 days
- Maternity Leave: 16 weeks of company maternity pay from the start of employment.
- Paternity Leave: 4 weeks of company paternity pay from the start of employment.



## Additional Programs

**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.

**Tuition Reimbursement** – Eligible employees can be reimbursed up to £3,425 per year for degree-seeking, job-related courses.



## 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 £300 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 £6,525 in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Assistance** – Receive up to £6,525 in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to £6,525 in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to £26,125 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.