



Competitive Benefits Fully Paid by UKG

Eligibility – All active employees are eligible for benefits.

Private Medical Insurance – UKG offers you the option to purchase supplement medical insurance for you and your family at a discounted group rate, subsidizing part of the premium annually to ensure that you have access to the best possible care options. UKG will subsidize the annual cost of your selected plan through Medibank depending on the level of coverage selected.

- **AUD 2,200 subsidy toward the annual individual premium**
- **AUD 4,400 subsidy toward the annual family premium**

Salary Continuance and TPD Insurance – All employees are auto-covered under Salary Continuance Insurance. UKG will make contributions on your ordinary earnings to your choice of superannuation fund per the Superannuation Act. If you choose the UKG default superannuation fund with MLC, UKG will pay the monthly fund fees, life insurance, and TPD insurance premium.

Business Travel Insurance – The Medical Benefit Abroad Program is available to all full- and part-time employees and provides quality, reliable coverage for international business travelers who will be traveling less than 24 weeks. This insurance covers medical, dental, prescriptions, crisis assistance, and much more.

Leave Entitlements

- **20 days Annual Leave**
- **10 days Personal Leave**
- **Long Service Leave (per state entitlements)**

Additional Time Off

- **Domestic/Family Violence Leave:**
10 days per year
- **Adoption Leave:**
4 weeks
- **Paid Parental:**
18 weeks on birth, surrogacy, adoption, or stillbirth (available after 6 months service).
- **Cultural and Ceremonial Leave:**
5 days per year
- **Paid Partner Leave:**
4 weeks
- **Public Holiday Substitutions**



Additional Programs and Perks

Tuition Reimbursement – Permanent employees are eligible to be reimbursed up to AUD 5,775 per person per year for degree-seeking, position-related courses.

Novated Leasing – UKG provides an option for employees to take a four-year lease by salary sacrificing a portion of their pre-tax income to make payments toward the vehicle. This also provides tax advantages to the employee.

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.

Dell Membership Purchase Program – Get up to 20% exclusive discounts on Dell products.



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 AUD 450 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!**

Paid Parental Leave – Both paid maternity leave and paid partner leave can be taken anytime in the 18 months post birth. Those taking extended unpaid maternity leave receive Superannuation payments on the unpaid portion in the first 12 months of their leave.

Adoption Assistance – Receive up to AUD 11,800 in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to AUD 11,800 in reimbursement for qualified fertility-related expenses. 🌈

Surrogacy Benefit – Receive up to AUD 11,800 in reimbursement for qualified surrogacy expenses. 🌈

UKG Scholarship Program – Up to 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.