

Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees based in Singapore are eligible for benefits

Private Health Insurance – UKG provides supplemental health care coverage for medical, dental, and vision for employees, spouses, and dependent children between the ages of 15 days and under the age of 18; or dependent children aged 18 to 26 who are in continuous full-time education.

Medical – USD 4,000,000 per insured member, per policy year with worldwide coverage (excluding USA).

Dental – Routine and major restorative dental services paid up to USD 1,500 per year.

Vision – Optical care paid up to USD 250. Applicable for expenses to correct vision such as contact lenses, spectacles, and one sight examination.

Life and Accident insurance – comes with a no-evidence limit of SGD270,000 for group term life. Coverage provision is two times the basic annual salary, up to a maximum of SGD3,000,000 for GTL and SGD2,000,000 for GPA.

- **Group Term Life (GTL) - for employees below age 70 and is renewable up to age 74 for the death benefit only.**
- **Group Personal Accident (GPA) - for employees below age 80.**

Annual Leaves

- **0-4 years of service: 20 days per calendar year**
- **5-9 years of service: 25 days per calendar year**
- **10+ years of service: 30 days per calendar year**

Additional Time Off

- **Marriage Leaves**
2 days
- **Paternity Leave**
4 weeks
- **Maternity Leave**
18 weeks
- **11 paid holidays per year**
- **Bereavement Leave**
3 days
- **Volunteer Leaves**
3 days
- **Domestic and Family Violence Leave**
10 days
- **Sick Leave**
60 days (inclusive of the 14 working days of non-hospitalization sick leave) per year
- **Childcare**
up to 6 days (contingent on citizenship status of child)

Additional Programs and Perks

Tuition Reimbursement* – UKG will reimburse eligible employees up to SGD7,000 per year for degree-seeking, position-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.

Health/Vaccination Corporate Programs – UKG provides employees corporate discounts on selected vaccines.

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 SGD450 each quarter, and you can choose what expenses you want to cover! 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 SGD12,950 in reimbursement for qualified adoption expenses.

Fertility Support* – Receive up to SGD12,950 in reimbursement for qualified fertility-related expenses.

Gender Affirming Support* – Receive up to SGD51,825 in reimbursement for qualified expenses related to the gender affirmation or transitioning process.

LGBTQ+ friendly

Tutoring Services* – Provides one-on-one on-demand or pre-scheduled tutoring sessions in a safe online classroom for dependent students in grades K-12 and in higher education.

UKG Scholarship Program* – Up to 30 scholarships are awarded annually to eligible dependent children of our employees.

**Regular full-time and part-time employees working 30 or more hours per week are eligible for these programs.*

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.