



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular employees are eligible for benefits as of the first of the month following your employment date, including supplemental medical, dental and vision coverage for employees, spouses, and dependent children under age 18, or students up to age 26.

Medical/Dental/Vision Insurance – Coverage through Bulstrad includes hospitalization and outpatient expenses, dental and vision care. Inpatient care is offered up to BGN 5,000 in and out of Bulstrad's network, supplementary to the National Health Insurance Fund. Outpatient care is reimbursed up to BGN 2,000, with higher coverage levels inside the Bulstrad network. Pregnancy care is reimbursed up to BGN 500, physiotherapy up to BGN 400, prescription medicines up to BGN 300, and corrective lenses up to BGN 150 per insured person per year.

Life and Accidental Death Insurance – Coverage through DZI includes basic life and accidental death insurance at 1x annual base salary for death due to illness or 2x annual salary for death due to accident.

Permanent Disability Insurance – Coverage through DZI includes up to 1x annual base salary for permanent disability due to an accident or illness.

Critical Illness Insurance – Coverage through DZI includes 6 months of monthly base salary for certain critical conditions after a one-month waiting period.

13 Paid Holidays

Personal Time Off *

- 25 working days per year for those working at least 50% of full-time hours.
- Annual leave entitlements are pro-rated for new hires, employees on a fixed-term contract of less than 12 months.
- Following the first full calendar year, holiday entitlement will increase by one day per year to a maximum of 28 days.

Additional Time Off *

- Seniority: additional day off per year of service up to a maximum of 28 working days per year.
- Bereavement: 2 days for partner, child, parent, sibling, parent of the other spouse, or other relatives in direct line.
- Marriage leave: 2 days.
- Maternity leave: 410 calendar days, including 45 days before childbirth.
- Paternity leave: 15 calendar days, plus the possibility to share part of the maternity or adoption leave after the child turns 6 months of age.
- Adoption of child: 365 days up to age 5.

**Government required*



Additional Programs and Perks

Tuition Reimbursement – Eligible employees can be reimbursed up to BGN 7,125 per year for degree-seeking, job-related courses.

Meal Vouchers – Employees receive BGN 150 per month through digital meal vouchers with Edenred.

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 BGN 475 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 BGN 13,600 per year in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to BGN 13,600 per year in reimbursement for qualified fertility-related 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.