



## Competitive Benefits Fully Paid by UKG

**Eligibility** – All active employees are eligible for benefits.

**Private Medical Insurance** – UKG provides supplemental health care coverage for medical, including dental, for employees, spouses, and dependent children education.

**Group Life Insurance** – UKG provides group life insurance coverage at 3 times annual basic salary including Total Disability extended death, Dismemberment, and Terminal Illness benefit.

**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

- 14 days Annual Leave
- 14 weeks paid Maternity Leave

- Sick leave: Two days for each completed month of employment during the first 12 months, four days per month thereafter, not to exceed 120 days



## Additional Programs and Perks

**Tuition Reimbursement** – Permanent employees are eligible to be reimbursed up to HK \$ 40,750 per person 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.



## 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 HK \$ 2,750 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 HK \$ 78,250 in reimbursement for qualified adoption expenses. 🌈

**Fertility Support** – Receive up to HK \$ 78,250 in reimbursement for qualified fertility-related expenses. 🌈

**Surrogacy Benefit** – Receive up to HK \$ 78,250 in reimbursement for qualified surrogacy expenses. 🌈

**Gender Affirming Support** – Receive up to HK \$ 313,000 in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

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

**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.

🌈 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.