



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, dental, and vision for employees, spouses, and dependent children.

Group Life Insurance – UKG provides Group Life insurance coverage at 3 times the annual basic salary.

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

- 6 days Annual Leave
- 70 days of Maternity Leave
- 6 days of annual Sick Leave



Additional Programs and Perks

Tuition Reimbursement – Permanent employees are eligible to be reimbursed up to MOP21,175 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 MOP2,125 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 MOP40,325 in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to MOP40,325 in reimbursement for qualified fertility-related expenses. 🌈

Surrogacy Benefit – Receive up to MOP40,325 in reimbursement for qualified surrogacy expenses. 🌈

Gender Affirming Support – Receive up to MOP161,300 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.