



Competitive Benefits Fully Paid by UKG

Health Insurance – Medical, dental, and vision coverage is provided to employees and dependents, and premiums are covered 100% by UKG.

Eligibility – Employees scheduled to work 30+ hours each week are eligible on day one of employment to take advantage of our benefits. Spouse and dependent children coverage is also available, with dependent children coverage up to a maximum age of 26.

Life Insurance – Basic Life Insurance is provided at one time your annual base salary up to a maximum of \$200,000. Full-time employees are eligible and are automatically enrolled in this benefit.

Short-term Disability (STD) – Coverage at 60% of your weekly base salary up to 90 days.

Long-term Disability (LTD) – Provides 60% of your monthly base salary with a \$8,000 monthly maximum.

401(k) Plan

45% match on total employee contributions up to the Puerto Rico Department of the Treasury annual limit.

- **13 Observed Holidays**
- **Unlimited Personal Time Off**
- **Employee Assistance Program (EAP)**
- **Tuition Reimbursement**
- **Paid Leaves for Birth or Adoption of a Child and Care of a Family Member**
 - Birthing parents: 16 weeks*
 - Nonbirthing parents: 8 weeks*
 - Adoption / surrogacy / foster care: 12 weeks*
 - Maternity: 12 weeks / Parental: 4 weeks*
 - Adoption for children under age 1 = 12 weeks; age 1+ = 4 weeks*



Optional Benefits Through Payroll Deductions

- **Critical Illness**
- **Hospital Indemnity**
- **Accident Protection**



Taking Care of Our Employees and Their Families

U Choose

Benefits That Are Right for You

U Choose – This benefit is all about choice. UKG reimburses employees up to \$350 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 \$10,000 in reimbursement for qualified adoption expenses. 🌈

Fertility Support – Receive up to \$10,000 in reimbursement for qualified fertility-related expenses. 🌈

Gender Affirming Support – Receive up to \$40,000 in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

Surrogacy Benefit – Receive up to \$10,000 in reimbursement for qualified surrogacy expenses. 🌈

Scholarship Program – 30 scholarships are awarded to students of our employees.

🌈 LGBTQ+ friendly



Wellness Programs

- **10 online group fitness classes per week.**
- **Specialized diabetes support with free testing strips.**
- **Multiple weight loss and support programs.**
- **One-on-one Wellness, Fitness, and Ergonomics coaching.**
- **Wellness Ambassador program.**
- **Wellness events and resources: book clubs, coffee chats, newsletters, and more.**