



Competitive Benefits Fully Paid by UKG

Eligibility – Regular full-time employees are eligible for benefits on day one of employment, including private medical insurance coverage for employees, legally married spouses, domestic partners, and children. Coverage is dependent on a medical screening and may require a medical exam prior to approval.

Medical – The medical plan protects you and your covered family members against the high cost of treating illnesses and injuries. The plan also covers limited travel assistance benefits. Additional travel medical insurance is available as a buy-up plan at an additional cost to the employee.

Life Insurance – UKG provides group life insurance through MetLife to all full-time employees, with a benefit amount of 24 months of your salary. UKG pays 100% of the premiums, and the premium amount paid by UKG is considered taxable income to employees.

Food and Meals – UKG offers a daily meal delivery service and covers 75% of the cost.

Personal Time Off – Personal time off varies dependent on years of service. For most employees, 20 PTO days are available annually.

Additional Time Off –

- **Bereavement: 3 days**
- **Maternity leave, paternity leave, marriage leave, and study leave for university students**

Tuition Reimbursement – Eligible employees can be reimbursed up to 165,450 UYU per year for degree-seeking, job-related courses.

Paid Holidays

- Año Nuevo
- Carnaval (2 days)
- Jueves Santo
- Viernes Santo
- Día de los Trabajadores
- Juneteenth
- Día de los Constitución
- Día de los Independencia
- Día de los Difuntos
- Nochebuena
- Navidad



Financial Benefits

Vacation Salary – U Krewers are entitled to receive a “vacation salary” on top of their regular pay during leave, equal to 100% of the net vacation daily wage. At UKG, we typically pay this benefit before the start of the annual leave and in proportion to the duration of the leave.

Aguinaldo – 30 days per year. Also known as “13th month pay,” this benefit is paid in two payments, half disbursed in June and half disbursed in December.



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 11,025 UYU 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**
- **Health apps**
- **and much, much more!**

Adoption Assistance – Receive up to 292,975 UYU in reimbursement for qualified adoption expenses. 🌈

Surrogacy Assistance - Receive up to 292,975 UYU in reimbursement for qualified surrogacy expenses. 🌈

Tutoring – Provides your children additional online education assistance at no cost to you.

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

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.

🌈 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.