



## Competitive Benefits Fully Paid by UKG

**Eligibility** – All active, regular full- and part-time employees are eligible for non-healthcare benefits on day one of employment. This includes pension, accident, and disability coverage as well as holidays, time off, tuition reimbursement, family support benefits, and much more.

Full- and part-time employees can enroll in healthcare benefits once per year during the January open enrollment period. A new hire who had group coverage prior to joining UKG may exceptionally enroll within 30 days of their hire date. Healthcare benefits include supplemental medical, dental and vision coverage for employees, legally married spouses, and children under age 26.

**Medical/Dental/Vision** – A collective healthcare plan is offered through CZ and allows employees to choose their general insurance policy, deductible level, additional insurance packages, and dental coverage. This plan includes a prevention budget to use toward e-Health modules, a health check, or flu jab.

**Pension** – Employees are eligible for a group pension scheme through Aegon with a 2.5% employee contribution and 4.7% employer contribution. This includes partner pension in case of death prior to retirement.

**Accident Coverage** – Basic accidental death and dismemberment insurance is provided and paid out at 2x (due to death) or 4x (due to disability) your annual base salary.

**Short- and Long-Term Disability** – Short-term disability is offered in addition to the statutory required income protection and covers 100% of salary during year 1, 70% of salary during year 2. Long-term disability is available for a permanent disability. It provides income protection and supplements the minimum required salary.

*\*Government required*

### Paid Holidays

- Good Friday
- Easter Monday
- King's Day
- Liberation Day
- Ascension Day
- Whit Monday
- Juneteenth
- Christmas Day
- Second Day of Christmas

### Personal Time Off \*

- 20 statutory days ('wettelijke vakantiedagen'), 6 ATV (work hours reduction) and 5 contractual days ('bovenwettelijke vakantiedagen')

### Exceptional Time Off (Buitengewoon verlof) \*

- Notice of marriage ('ondertrouw'): 1 day
- Bereavement: 1st degree – 4 days; 2nd degree – 2 days; 3rd or 4th degree – 1 day
- Marriage leave/registered partnership: 4 days
- Marriage of family member: 1 day for parents, in-laws, children, siblings, grandparents, and grandchildren
- Moving leave: 2 days
- Jubilee: Employee's 20th or 40th – 1 day; parents or in-laws 25th, 40th, 50th or 60th – 1 day; Service – 1-3 days
- Maternity leave: 16 weeks (daily max UWV)
- Father/co-parent leave following birth of child: 1 week paid by employer + 5 weeks/25 days UWV daily max
- Parental leave: 26 x weekly hours/40h = 1.040 hours/130 weeks



## Additional Programs and Perks

**Tuition Reimbursement** – Eligible employees can be reimbursed up to 4,800€ per year for degree-seeking, job-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 175€ 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
- Commuting for work
- Health apps
- and much, much more!

**Adoption Assistance** – Receive up to 9,125€ in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Benefit** – Receive up to 9,125€ in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to 9,125€ in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to 36,525€ in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

**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.