



## Competitive Benefits Fully Paid by UKG

**Eligibility** – All active, regular employees are eligible for benefits on day one of employment, including medical, dental and vision coverage for employees, spouses, and children up to age 25.

**Medical/Dental/Vision** – Medical is offered through Laya and includes two plan options that cover hospitalisation, GP visits, minor injuries and illnesses, maternity and child cover, routine and emergency dental care, and annual vision reimbursement. The plans include unlimited 24/7 teleconsultations through GPlive and GPline. Dental reimbursements start at €300 per year and vision reimbursement is available up to €150 per year.

**Life Insurance** – All active employees are covered by New Ireland in a group plan providing 4x annual base salary in the event of death.

**Group Income Protection** – All active full-time employees are covered by the Irish Life plan which provides 66.7% of annual base salary (minus social welfare offset amount), after a waiting period of 26 weeks in the event of long-term sickness or an accident, up to age 65.

**Pension** – Employees may enroll in the pension plan through Irish Life contributing up to 6% of base salary per year. UKG will contribute an employer match of 100% of the employee contributions up to a maximum of 6%.

### 13 Paid Holidays

### Personal Time Off

- 25 days of annual leave per year, in accordance with the Organisation of Working Time Act 1997, where an employee works at least 1,365 hours in a year.
- Annual leave entitlements are pro-rated for new hires, employees on a fixed-term contract of less than 12 months.
- Following the first full calendar year, holiday entitlement will increase by one day per year to a maximum of 28 days.

### Additional Time Off

- Bereavement/compassionate leave: 3 days in the event of death of an immediate family member.
- Maternity Leave: 26 weeks of company maternity pay from the start of employment, less any social welfare contribution. At least 2 weeks must be taken before the baby is due, and 4 weeks after birth. An additional 16 weeks of unpaid maternity leave is available.
- Paternity Leave: 2 weeks of company paternity pay from the start of employment.
- Adoption Leave: 24 weeks of state-paid leave for one parent from the start of placement.
- Force majeure: 3 days in a 12-month period or 5 days in a 36-month period in the event of urgent/illness or injury of an immediate family member.
- Volunteer leave: 2 days.



## Additional Programs and Perks

**Tuition Reimbursement** – Eligible employees can be reimbursed up to 4,625€ 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 €325 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 8,825€ in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Assistance** – Receive up to 8,825€ in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to 8,825€ in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to 35,300€ 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.