



Competitive Benefits Fully Paid by UKG

Eligibility – All active, regular full-time employees are eligible for benefits on day one of employment.

Medical/Dental/Vision – Occupational health insurance through Allianz includes coverage for costs not refunded by statutory or existing private supplementary health insurance up to 1,250€ annually, including outpatient and dental expenses. UKG subsidizes employees' private or public medical plan 50%.

Pension – The pension plan through ERGO includes an employer contribution of 6%. Employees may enroll in a direct insurance plan to contribute additional funds through salary sacrifice up to 4% of salary capped at the social security contribution ceiling.

**Government required*

Life Insurance – UKG provides group life insurance coverage, of 2x annual base salary up to a maximum of 500,000€, through Zurich to all employees at no cost.

AD&D Coverage – Accidental death and dismemberment (AD&D) coverage is 2x annual salary capped at 250,000€ and 4x annual salary for disability capped at 500,000€.

Personal Time Off*

- 20 statutory days and 10 contractual days

Additional Time Off*

- Maternity leave: 14 weeks
- Birth of child: 1 day
- Parental leave: 3 years up to the age of 8 years of the child
- Unpaid leave: 10 days

Paid Holidays

- Epiphany
- International Women's Day
- Karfreitag/Good Friday
- Ostermontag/Easter Monday
- Labour Day
- Christi Himmelfahrt (Ascension Day)
- Pfingstmontag (Whit Monday)
- Fronleichnam/Corpus Christi
- Juneteenth
- Augsburger Friedensfest
- Assumption Day
- Weltkindertag/World Children's Day
- Day of German Unity
- Reformation Day
- All Saint's Day
- Buß- und Betttag/Repentance Day
- Weihnachtstag/Christmas Day
- Weihnachtstag/2nd Day of Christmas



Additional Programs and Perks

Tuition Reimbursement – Eligible employees can be reimbursed up to 4,350€ 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 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 9,125€ in reimbursement for qualified adoption 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.