



Competitive Benefits Fully Paid by UKG

Eligibility – Regular employees scheduled to work 30+ hours each week are eligible on day one of employment to take advantage of our benefits. Eligible dependents include legally married spouses, common-law spouses and children up to the age 22, or age 26 if a full-time student. Extended healthcare, prescription drug, vision and dental coverage is offered through Canada Life.

Healthcare and Prescription Drug Coverage – There is no healthcare deductible, and prescription drugs are covered with a Can\$7.00 dispensing fee cap (not applicable in QC). Hospitalization is covered 100% for a semi-private room. Paramedical service coverage is Can\$600 per person per year, and coverage for psychologist and social worker visits is Can\$1,000 per year. Medical services and supplies are covered at 100% with a generous annual cap per year. We offer an additional Can\$100 employer-paid Health Care Spending Account through Canada Life. Referral Out-of-Country is covered at 100% up to a lifetime maximum of Can\$10,000.

Telehealth Benefits – You and your covered dependents can meet virtually with a healthcare professional in the comfort of your home or on the go, 24/7, at no cost to you.

Dental – Basic and preventive services are covered at 100%, major services are covered at 60%. There is a Can\$2,500 combined basic and preventive annual maximum. Orthodontics coverage for children and adults has a Can\$2,500 lifetime limit.

Vision – Vision exams are covered at 1 every 24 months, and 1 visit every 12 months for dependents under age 18. A Can\$250 benefit is available for eyeglasses and contacts every 24 months per person, every 12 months for dependents under age 18.

Life and Accident Insurance – Basic life and accident insurance is provided at one-time your annual base salary up to a maximum of Can\$300,000 reducing by 50% at age 65. Spousal life insurance is provided at Can\$10,000 and child life insurance is provided at Can\$5,000.

Short-term Disability (STD) – Coverage at 100% of your weekly base salary up to 180 days.

Retirement Plan

UKG will contribute a 45% match on your contribution to the plan on your behalf. You can contribute via payroll deduction any amount up to the Canada Revenue Agency (CRA) limits.

- **Tuition Reimbursement**
- **Observed Holidays by Province**
- **Unlimited Personal Time Off**
- **Employee Assistance Program (EAP)**
- **Tax-Free Savings Account**

Employees can contribute to a tax-free savings account via payroll deduction up to the yearly contribution limit. Investment growth and withdrawals are tax-free.

- **Paid Leaves for Birth or Adoption of a Child**
Maternity/Adoption of a child under the age of 1: 12 weeks
Paternity/Adoption of a child above the age of 1: 4 weeks



Employee-Paid Benefits

Portable benefits: You can increase your basic Life and Accident Insurance by applying for Portable Benefits that offer additional life insurance, AD&D and critical illness coverage through Canada Life.

Long-Term Disability (LTD) – Provides up to 66.7% of the first Can\$3,000 of monthly salary, plus 45% of the excess; includes COLA up to 3%.



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 Can\$425 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 Can\$10,800 in reimbursement for qualified adoption expenses. 🌈

Surrogacy Assistance – Receive up to Can\$10,800 in reimbursement for qualified surrogacy expenses. 🌈

Fertility Support – Receive up to Can\$10,800 in reimbursement for qualified fertility-related expenses. 🌈

Gender Affirming Support – Receive up to Can\$43,225 in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

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

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

Discounts – Movie tickets, theme park tickets, other entertainment tickets, hotel stays and auto rentals.

🌈 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. Discounts available for Goodlife Fitness and Énergie Cardio corporate memberships.