



## 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 119 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

### Optional Supplemental Life and AD&D

**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**
- **Health apps**
- **and much, much more!**

**Adoption Assistance** – Receive up to Can\$10,600 in reimbursement for qualified adoption expenses

**Surrogacy Assistance** – Receive up to Can\$10,600 in reimbursement for qualified surrogacy expenses

**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.