



## Competitive Benefits Fully Paid by UKG

**Eligibility** – Regular full-time employees are eligible for benefits on day one of employment, including supplemental medical, dental and vision coverage for employees, legally married spouses, domestic partners, and children up to age 26.

**Medical/Dental/Vision** – A major medical plan is offered to help cover major illnesses and injuries, and a minor medical reimbursement plan offers up to 25,000 MXN annually for major medical expenses not fully covered, as well as preventative care. Dental coverage includes basic services, minor surgical procedures, and endodontics. Vision coverage covers exams, lenses, frames, and contact lenses.

**Life and AD&D Insurance** – Employees are insured under a comprehensive group employee benefits insurance plan, providing 36 times monthly salary for life insurance, 72 times monthly salary for AD&D, and 36 times monthly salary for total and permanent disability.

**Personal Time Off** – Personal time off varies dependent on years of service.

### Paid Holidays

- New Year's Day
- Constitution Day
- Benito Juárez's Birthday Memorial
- Holy Thursday
- Good Friday
- Labor Day
- Mother's Day
- Juneteenth
- Mexico's Independence
- Day of the Dead
- Revolution's Day
- Our Lady of Guadalupe Day
- Christmas Eve
- Christmas Day
- New Year's Eve

### Additional Time Off

- Bereavement: 5 days
- Personal days, floating holidays, volunteerism, sick or caring for a sick dependent member living in the immediate household are unlimited with manager's approval.



## Additional Programs and Perks

**Tuition Reimbursement** – Eligible employees can be reimbursed up to 79,375 MXN 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.

- Food Stamps
- Meal Stamps
- Vacation Premium
- Savings Fund
- Christmas Bonus



## 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 2,825 MXN 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 151,825 MXN in reimbursement for qualified adoption expenses. 🌈

**Surrogacy Assistance** – Receive up to 151,825 MXN in reimbursement for qualified surrogacy expenses. 🌈

**Fertility Support** – Receive up to 151,825 MXN in reimbursement for qualified fertility-related expenses. 🌈

**Gender Affirming Support** – Receive up to 607,275 MXN in reimbursement for qualified expenses related to the gender affirmation or transitioning process. 🌈

**Tutoring** – Provides your children additional online education assistance at no cost to you.

**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.