



Thank you for all that you have done for UKG and its customers this year. It is important to know that you have made an impact and have played a role in UKG's success.

Compensation Summary

UKG's pay for performance philosophy allows you to share in its success through a total compensation approach which includes base salary, short-term and long-term incentives. Company and individual performance are important factors in your overall awards which are outlined in this statement. For more information about compensation at UKG, visit [UKG Today](#).

| | | | |
|---------------------------------|---------------|-------------------|----------|
| Employee: | Yasin Karagoz | Currency: | USD |
| Planning Manager: | Mike A Brooks | Hire Date: | 6/6/2022 |
| 2022 Performance Rating: | Accomplished | | |

Job Information

Your current job title is Sr DevOps Engineer which aligns to the DevOps Engineering job family, level P3.

Base Salary

| | |
|-------------------------|----------------|
| Current Base: | 110,000 |
| Total Increase Percent: | 3.75% |
| Total Increase Amount: | 4,125 |
| New Base Salary: | 114,125 |

Your new salary will be effective January 1, 2023.

FY22 UKG Annual Cash Bonus Program

| | |
|---|--------------|
| FY22 Target Percent: | 5.00% |
| FY22 Target Amount: | 1,771 |
| Total Annual Bonus Award Payout: | 1,769 |
| Payout as a % of FY22 Target Amount: | 100% |

Your bonus payment will be made in December. See [UKG Today](#) for specific dates.

FY22 UKG Annual RSU Award Program

| | |
|-------------------------------|--------------|
| FY22 Target Percent: | 3.00% |
| FY22 Target Amount: | 1,063 |
| Total RSU Award Value: | 1,009 |
| Total RSUs Granted: | 128 |

Additional RSU Award Details:

- Your award will have a grant date of December 8, 2022 and will vest annually over three years beginning with the first vest on December 8, 2023, contingent upon continuous employment.*
- You will receive information about accepting your award from UKG's Global Equity team by December 15, 2022.*