

2019 Benefits Summary

Health Benefits



Medical¹

Two medical plan options give you the flexibility to choose the one that works best for your needs and budget:

- Preferred Provider Organization (PPO)
- High-deductible health plan (HDHP) with Health Savings Account (HSA)

Both plans include prescription drug coverage.



Health Savings Account (HSA)

Enroll in the HDHP medical plan and the company may deposit \$500 (employee-only coverage) \$1,000 (family) into an HSA to help cover out-of-pocket health expenses. You can add your own pre-tax dollars,² up to the annual IRS limit.



Telemedicine

Virtual medical care through Teladoc lets you see a U.S. board-certified doctor 24/7 from wherever you are in the U.S., via phone, web video, or mobile app.



Dental¹

Comprehensive dental coverage and orthodontic coverage for children and adults.



Vision¹

Low in-network copays for exams, plus coverage for frames, lenses, and contacts after a copay.

Work, Health, Life



Our Work, Health, Life Program offers you and your family free, confidential programs and services that support well-being, including financial and legal advice, professional and personal development, fitness, and more.

Financial Security



401(k) Plan

A Company Match of \$0.50 for each \$1 saved, on the first 8% of pay to the Roper Technologies, Inc. Employees' Retirement Savings Plan. Your contributions are always 100% vested, and you'll be fully vested in the Company Match after 5 years.



Life and Accident Insurance

Company-paid Life and Accidental Death and Dismemberment (AD&D) coverage of 1.5 x salary, up to \$50,000. You can buy additional coverage for yourself and/or cover your spouse/domestic partner and/or children.



Short-Term Disability Insurance

Company-paid coverage that replaces 60% of your income for up to 180 days if you cannot work because of illness or injury.

Long-Term Disability Insurance

Purchase coverage that replaces 60% of your eligible pay (up to \$11,000/month) after a 180-day waiting period.



Flexible Spending Accounts (FSAs)

Health Care and Dependent Care FSAs let you contribute tax-free dollars through paycheck deductions to help pay eligible health care expenses and day care for eligible dependents.



Commuter Benefits

Set aside up to \$265 tax-free, every month, to pay for qualified subway, bus, and train transportation, and parking and vanpooling commuting expenses.

And more



Global Travel/Medical Assistance

24/7 access to international medical assistance services, medical evacuation and repatriation services, and access to a travel risk intelligence portal.



Roper Technologies, Inc. Employee Stock Purchase Plan (ESPP)

Option to buy stock shares at a 5% discount off the market price through payroll deductions starting the first quarter after six months of service.



BenefitHub Discounts

Online marketplace offering discounts from name-brand retailers, restaurants, and entertainment.

¹ Spouse/Domestic Partner eligible for medical, dental, or vision coverage through their employer are not eligible for coverage under our same plans.

² Not exempt from CA or NJ state income tax. Certain states tax investment earnings. Check with your tax advisor.