

DREAMTEAM

Benefit Summary

The Company offers a competitive salary and benefits package. The summary below provides highlights of the benefits available to eligible employees. Full benefits information will be provided during the offer stage.

Health Benefits



Medical

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

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.



Dental

Comprehensive dental coverage and orthodontic coverage for children and adults.



Vision

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

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

Company-paid 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 \$270 tax-free, every month, to pay for qualified subway, bus, and train transportation, and parking and vanpooling commuting expenses.

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.



Wellness Benefit

To encourage, motivate, and challenge team members to take an active interest in their health and well-being the Company will provide a Wellness benefit for \$200 for the calendar year.



Holidays

The Company provides ten (10) paid holidays each year.



Vacation Time

Eligible team members will receive fifteen (15) vacation days on a pro-rata basis during their first year.



Personal Days

Eligible team members will receive three (3) paid personal days on a pro-rata basis during their first year.



Sick Time

Eligible team members will receive five (5) sick days on a pro-rata basis during their first year.



DREAMfoundation

How we support our fellow DREAMteam members in need. This program enables team members to donate PTO to a donation bank to be used by other team members who are in need of additional paid time off from work in excess of their available PTO.



Paid Parental Leave

Provides eligible team members with additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations.



Employee Assistance Program

Horizon/CBORD offers confidential 24/7 counseling and referral services and for personal or work-related problems for team members and immediate family members.

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

The Company offers discounts through BenefitHub where team members can access over 100,000 name brands at hundreds of your favorite retailers. You'll find restaurants, gyms as well as tickets to sporting events, concerts, theatres, movies and theme parks.



Access to LinkedIn Learning

As part of our vision to create a continuous learning environment all team members have access to LinkedIn Learning, an on-demand learning solution designed to help individuals gain new skills and advance their career.



DREAMcares

Provides the opportunity to create community engagement for team members that are meaningful and purposeful and helps those in need.

The Company will pay its full-time regular employees their normal hourly rate or salary up to three (3) business days per calendar year to serve at a qualified and approved organization.

1 If you cover a Spouse/Domestic Partner on medical coverage and they have medical coverage available through their employer, you will pay a monthly surcharge.

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



Be a part of the
DREAMTEAM