



## US Sales Employee Benefits Summary

Verathon offers a competitive salary and benefits package. The summary below provides highlights of the benefits; if there are discrepancies between this summary and plan documents, plan documents will prevail. Full benefits information will be provided during the offer stage.

**Health Insurance:** Employees have the choice between two medical plan options (PPO or HDHP) through Blue Cross Blue Shield of Florida, a vision plan through VSP, and dental insurance through Delta Dental for eligible employees and their eligible dependents. Verathon pays a portion of the premium for the employee and their eligible dependents. Coverage begins the first date of employment.

**Flexible Spending Accounts & Health Savings Accounts:** Section 125 Flexible Benefit Accounts or Health Savings Accounts for healthcare and dependent care pre-tax deductions are offered to eligible employees. The plan available to you depends on which medical plan you are enrolled in.

**Life Insurance / AD&D:** Employees are provided with basic term life and accidental death & disability coverage at no cost. Coverage is 1.5 times base salary (up to a maximum of \$50,000).

**Voluntary Term Life Insurance / AD&D:** Employees have the option to purchase additional Life and AD&D for themselves and their eligible dependents.

**Employer Paid Short-Term Disability Insurance:** Short term disability protection provides 60% of pay for up to 180 days at no cost to employees. If applicable, average commissions are factored into monthly earnings.

**Employer Paid Long-Term Disability Insurance:** The benefit covers 60% of your eligible pay up to \$11,000 per month. Benefits begin after a 180-day waiting period. If applicable, average commissions are factored into monthly earnings.

**401 (k) Savings Plan:** All Employees 18 years or older are eligible to participate in the 401K savings plan on their date of hire. Verathon matches employee contributions dollar for dollar up to 4% of pay on a pre-tax basis. Both your contribution and the company contribution are immediately 100% vested.

**Paid Time Off Benefits:** The main focus of our Sales team is to drive revenue for the organization. As such, we provide flexibility in how and when you perform the work necessary to attain and surpass your quota targets. To foster this culture of innovation and excellence in performance, sick and/or vacation time will not be accrued for commissioned based sales employees. To further coincide with Company goals, we ask that any time off requests have approval of at least 2 weeks in advance by your manager.

**Day of Giving Back:** Verathon provides up to two paid workdays for employees to volunteer at an organization of their choice.

**Holidays:** Verathon provides **twelve paid holidays** each year.

**Educational Assistance:** Verathon offers educational assistance benefits, up maximum \$9,000 a year. Requests must be approved in advance and the employee must have one year of tenure with the company to be eligible for this benefit.

**ROPER Employee Stock Purchase Plan:** Eligible employees may participate in the purchase of Roper Common Stock through payroll deduction.

**Wellness Benefits:** Verathon encourages employees to maintain a healthy lifestyle. The program will reimburse employees for wellness related expenses up to a maximum each year. Employees hired after July 1 will be eligible for a prorated amount.

**Employee Assistance Program:** Confidential 24/7 counseling and referral services for personal or work-related problems are offered at no cost for employees and immediate family members, through Telus Health.

**Pet Insurance:** Verathon offers pet insurance through Wishbone, which offers comprehensive accident and illness coverage that includes exam fees, diagnostics, and treatment for eligible incidents. 24/7 telehealth services for convenient access to veterinary advice included.