



## US HQ 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 Anthem Blue Cross Blue Shield, 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 day 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 Benefits:** : Employees have the option to purchase additional Life and AD&D as well as Accident and Hospital Indemnity coverage 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:** Paid time off benefits accrue from the date of hire at the rate indicated in your offer letter. Exempt employees accrue 20 days PTO per year, and non-exempt employees accrue 15 days PTO and 5 days Sick time per year. The PTO accrual rate for all employees will increase every 5 years of continuous service with Verathon up to a maximum at 15+ years of service. Accrued, unused PTO will roll over to the following year up to a maximum cap, unless otherwise required by applicable state law.

**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 to a maximum of \$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.