



2026 BENEFITS SUMMARY

Roper Whitney provides a wide range of benefits to meet the needs of their employees. All Regular Full Time employees may participate in the benefits programs provided by the Company. Unless otherwise noted, eligibility for benefits is the first of the month following 60 days of employment. Below is a summary of some benefits:

Health Insurance:

We offer 2 PPOs and 1 HDHP with H.S.A. through Aetna. All plans include prescription drug coverage, preventive care, inpatient, and outpatient hospital services, as well as many other primary care and specialist care benefits. Here are the bi-weekly rates:

Option 1: HDHP with H.S.A. \$5,500 deductible) (80/20 after deductible) Single \$42.67/Family \$614.75.

Option 2: PPO \$4,000 deductible (80/20 after deductible) Single \$74.78/Family \$737.68.

Option 3: PPO \$2,500 deductible (80/20 after deductible) Single \$125.16/Family \$943.65.

Aetna offers:

Virtual Health - 24/7 access to physicians for non-emergencies.

Wellness Incentive Programs.

Dental Insurance:

Delta Dental PPO dental plan. The annual individual deductible is \$50 and the family deductible is \$150.

Services provided:

Preventive & Diagnostic Services - 100%.

Basic Services – 80% after deductible.

Major Services – 50% after deductible.

Annual Plan Out-of-Pocket Maximum - \$1,000 per individual.

Vision Insurance:

The vision plan is provided through Mutual of Omaha under the EyeMed Insight Network. The frequency of visits for exams and lenses is every 12 months and frames is every 24 months.

Eye Exams - \$10 copay.

Eyeglass Lenses - \$25 copay.

Eyeglass Frames - \$150 allowance; 20% off remaining balance.

Contact Lenses - \$150 allowance plus 15% off remaining balance.

401k Employee Savings & Profit Sharing Plan:

Participation is open to employees who are at least 20 years of age and have completed 6 months of employment.

Open enrollment is semi-annual each January 1 and July 1.

Safe Harbor matching contribution is 100% of the first 3% of compensation you contribute to the Plan and 50% of the next 2% of compensation you contribute to the plan.

Employees are 100% vested in your plan contributions, plus any earnings they generate.

Employees are 100% vested in the Safe Harbor contributions made on your behalf, plus any earnings they generate.

Life & AD&D Insurance:

Roper Whitney provides a basic Life & AD&D policy at no cost to you in the amount of \$50,000 through Mutual of Omaha.

Voluntary Life Insurance:

Provided by Mutual of Omaha, you can purchase voluntary life insurance from \$10,000 to \$500,000 in increments of \$10,000.

Guarantee Issue for newly hired employees is \$100,000.

Voluntary life Spouse coverage is up to \$100,000. Guarantee Issue for newly hired employees is \$30,000.

Voluntary life Child coverage up to \$10,000.

Voluntary Disability:

Provided by Mutual of Omaha

Short Term Disability – 60% coverage of weekly earnings up to \$1,000 per week. Maximum 26 weeks of disability coverage that begins the 15th day of illness or injury.

Long Term Disability – 60% coverage of monthly earnings up to \$6,000 per month. Maximum of 2 years in own occupation begins day 181 for illness or injury.

Group Accident Insurance:

Insurance issued by Mutual of Omaha, offers benefits if you are accidentally injured off the job or your spouse is injured off the job, paying a lump sum benefit for qualifying illness or injury. Benefit varies depending on the nature of the illness or injury.

Group Critical Illness Insurance:

Insurance issued by Mutual of Omaha. Helps cover some of the expenses associated with a serious illness, paying a lump sum for qualifying illness to use however you need to.

Employee – Maximum benefit is \$30,000.

Spouse – Maximum benefit is \$30,000.

Children – 50% of employee benefit not to exceed \$10,000.

Hospital Indemnity Insurance:

Insurance issued by Mutual of Omaha, pays a cash benefit to you for qualifying hospital admission and other hospital related events.

MORE COMPANY BENEFITS:**Vacation:**

- Hire to 5th year anniversary – 2 weeks
- On the 6th year anniversary – 3 weeks

Newly hired employees working in Illinois are awarded 1 week of vacation/paid leave after completing a waiting period of 90 days (Paid Leave for all Workers Act). The 2nd week of vacation is awarded on the one-year service anniversary. Newly hired employees working outside of Illinois are awarded 1 week of vacation after completing a waiting period of 6 months of employment. The 2nd week of vacation is awarded on the one-year service anniversary.

Holiday Pay:

- 10 holidays are available annually. All full-time employees who have completed 30 calendar days of employment are eligible for holiday pay.

Bereavement:

- 3 days of bereavement pay is available to employees for the loss of an immediate family member, after 90 days of employment. Additional time off may be granted using available vacation or unpaid time.

Jury Duty:

- Employees who are called to serve jury duty will be paid their regular straight time rate.

Employee Assistance Program:

- At no cost to employees and family members, Mutual of Omaha's EAP offers valuable resources for Employee Family Legal Services, Employee Family Work/Life Services, Online Services, and Guided Referrals.

Tuition Assistance:

- Tuition reimbursement assistance is available to employees who wish to pursue relevant education. Reimbursement schedule is based on grades. Employees are eligible after 1 year of employment.