

# Roper Technologies, Inc. Summary of Benefits

## Short-Term Disability Insurance

### Group disability insurance offers income protection

Disability is often called the “forgotten risk,” as few employees think about how they would survive financially with no earned income. The impact of a disabling illness or injury, both financially and emotionally, can be devastating.

While health insurance may cover most medical bills, daily living expenses such as rent or mortgage, car payments, and utilities continue. Roper Technologies short-term disability plan provides partial income replacement if you are unable to work due to a qualifying illness or injury.

<b>Eligibility</b>	All full-time eligible Roper employees, excluding Dynisco union employees working a minimum of 30 regularly scheduled hours per week.
<b>Waiting Period</b>	You are eligible on your date of hire.
<b>Benefit</b>	<p>STD coverage is employer-paid. If you become disabled (as defined in the plan) and remain disabled through the elimination period, the plan benefit pays 60% of your weekly earnings.</p> <p>The amount of your STD benefit will be reduced by the amount of benefits you are eligible to receive from other sources, such as federal Social Security disability benefits or state disability benefits. See your plan booklet for details.</p>
<b>Elimination Period</b>	Benefits are payable after a period of zero calendar days due to injury and seven calendar days due to sickness.
<b>Maximum Duration</b>	Short-term disability benefits will end at either the end of the disability or the end of the 26th week of disability, whichever comes first.
<b>Definition of Disability</b>	You will be considered disabled if you are unable to perform the duties of your “own job.” Refer to your plan for definitions of “own job” and “any job.”
<b>Partial Disability Benefits</b>	Partial disability benefits can be payable if your earnings are between 20% and 80% of your pre-disability earnings.
<b>Successive Disability</b>	If you become disabled for the same condition within 14 days following your prior disability, your benefits will continue under the same claim.

Please Note: Please see your Human Resources department or Benefits department for additional information.

### Online solutions to manage your benefits

My Lincoln Portal<sup>SM</sup> offers secure access to online resources and tools to help you better understand and manage your benefits. You can:

- Report an absence or track the status of an existing absence
- Review claim payment information
- Complete a statement of health (Evidence of Insurability) application
- Add or change beneficiary designations