

About Our Benefits:

Trane Technologies is committed to helping our employees reach their professional, personal and financial goals. We offer a competitive total benefits package that delivers meaningful value to our employees and their family.



Health Care Plans

- Medical, Dental & Vision Plans
- Prescription Drug Coverage
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)

Health & Wellness Resources

- Health & Wellness Programs
- Fitness Reimbursement
- WatchDog Award Program
- Tools & Resources to compare medical service prices & doctor reviews
- Tobacco Cessation Program
- Cancer Center Referral Program
- Medical services for business travel



Financial Benefits & Resources

- Employee Savings Plan 401(k)
- Tuition Reimbursement

Life & Accident Insurance

- Life Insurance
- Dependent Life Insurance
- Accidental Death & Dismemberment Insurance
- Business Travel Insurance

Voluntary Benefits

- Accident Insurance
- Auto Insurance
- Critical Illness Insurance
- Excess Liability Insurance
- Homeowners/Renters Insurance
- Legal Insurance
- Pet Insurance



Life Events & Planning Resources

- Paid Vacation & Paid Holidays
- Parental Leave
- Leave of Absence
- Short Term Disability
- Long Term Disability
- Legal and Financial Services

Work/Life Resources

- Employee Assistance Plan
- Child and Elderly Back-Up Care Programs
- Tools and resources to assist parents with college planning; and understanding, advocating & supporting children with special needs
- Employee Discounts

These benefits reflect our offerings in the United States for salaried and non-union hourly employees. Benefits vary by region, business alignment, union involvement, and employee status.

Our Additional Inspiring Offerings:

Flexible Work Arrangements

- Flex Time, Flex Place & Part-Time arrangements

Sustainability Embedded in All We Do

- Center for Energy Efficiency & Sustainability (CEES)
- Green Teams focusing on People, Planet, Profit, and Progress

Corporate Social Responsibility and Community Programs

- Dollars for Doers program to support volunteerism
- Education Matching Gifts
- Scholarships for our employees' dependent children, and Disaster and Hardship Relief

Commitment to Diversity & Inclusion

- Member of Paradigm for Parity coalition
- Eight Employee Resource Groups
 - ❖ Women's Employee Network (WEN)
 - ❖ Black Employee Network (BEN)
 - ❖ Veterans Employee Resource Group (VERG)
 - ❖ Asian Employee Resource Group (AERG)
 - ❖ Global Organization of Latinos (GOL)
 - ❖ LGBTQA Employee Resource Group (PRIDE)
 - ❖ InterGenerational Employee Network (iGEN)
 - ❖ VisAbility (Disability ERG)