

2018

New Hire Guide



**Rockwell
Automation**



WELCOME

to Rockwell Automation—the world’s largest Company dedicated to industrial automation! Whether you’ll be working in an office, production facility, customer location or on the road, your benefits provide you with valuable support to not only produce your best work, but to live your best life. You’ve joined an organization where we value and provide that support. Read on to learn more about the Rockwell Automation benefits available to you and how to enroll.



5 Steps to Enroll

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New Hire Checklist and Contacts

Learn about the steps you can take to enroll in benefits and where to go if you have questions.

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You'll hear from us soon!

You have access to websites that provide benefit and enrollment information and help you get your career started at Rockwell Automation.

Take a Look

Go!

As a new employee, there are certain steps you need to take before you actually arrive on day one. As soon as you accept your offer, you'll receive the GO! Preboarding Tour at erc.envisen.com/ASI/Login.aspx. Use the user ID and password you receive in your welcome email. This tour will help you complete your paperwork and learn more about our Company. Reviewing the tour now will save time on your first day of work and allow you to focus on other day-one priorities. Get started on the right foot by making your Go! Preboarding Tour a priority.

Fidelity 401k.com

If you don't make any election for your 401(k) Plan contribution, you'll be enrolled in a 3% before-tax contribution rate after you've worked at Rockwell Automation for 30 days. To start your contributions sooner or to stop the automatic contribution, visit 401k.com or call Fidelity at **1.877.765.4015**, Monday – Friday, 7:30 a.m. – 11 p.m. Central Time. See pages 29 – 31 for more information.

EmployeeConnect

On the day you start work with Rockwell Automation, you'll receive an email from **EmployeeConnect** that tells you how to set up your **EmployeeConnect** account, where to find payroll information and how to enroll in benefits. You have 31 days from your hire date to enroll in benefits, but you can get started on the enrollment process before your first day of work. Call the Rockwell Automation Service Center (RASC) at **1.877.687.7272**, Monday – Friday, 8 a.m. – 4 p.m. Central Time, if you have specific questions about your benefits.

Quick Find

Use raqickfind.com to learn all about Rockwell Automation benefits and the latest health and wellness news that helps you be the healthiest you. It's even tablet- and mobile-friendly. Getting the information you need is as easy as typing in what you're looking for and clicking "Find It Now."



The benefits described in this guide are available to employees paid by Rockwell Automation in the United States. Puerto Rico employees are not eligible for Flexible Spending Accounts (FSAs) and are covered under medical and dental benefits described separately. Employees of MAVERICK Technologies are not eligible for these benefits.



How to Enroll in 5 Easy Steps

Take time now to make sure you have the benefits you need for the rest of the year.

1 Know When Benefits Begin

Most of your benefits will begin on your first day on the job. The chart below outlines when benefits begin based on your work schedule and if you enroll.

For employees scheduled to work 20 hours or more per week¹

These Benefits Begin Day One Automatically	
<ul style="list-style-type: none"> • Basic Life Insurance • Business Travel Accident Insurance • Short-Term Disability • Retirement Savings Plan—401(k) 	<ul style="list-style-type: none"> • Workplace Options • VisionAccess Discount program • International SOS • Vacation • Holiday • Parental Leave
These Benefits Begin Day One (If You Enroll)	
<ul style="list-style-type: none"> • Medical • Dental • Flexible Spending Accounts • Supplemental Life Insurance 	<ul style="list-style-type: none"> • Accidental Death and Dismemberment (AD&D) Insurance • Long-Term Disability • Group Legal Coverage
These Benefits Begin Later	
<ul style="list-style-type: none"> • Matching Gifts program (after six months of continuous employment) 	<ul style="list-style-type: none"> • Adoption Assistance Plan (after one year of continuous employment)

KNOW THIS

If you're a Student Associate, you're eligible only for medical coverage and for Retirement Plan—401(k) participation. You must enroll for medical coverage within 31 days of your start date.

¹ If you're a part-time employee regularly scheduled to work 20 – 31 hours per week, your vacation accrual and holiday pay will be prorated, and you'll pay twice the full-time rate for medical and dental coverage.

For employees scheduled to work less than 20 hours per week

These Benefits Begin Day One Automatically	
<ul style="list-style-type: none"> • Retirement Savings Plan—401(k) • International SOS 	<ul style="list-style-type: none"> • Workplace Options • Business Travel Accident
These Benefits Begin Later	
<ul style="list-style-type: none"> • Matching Gifts program (after six months of continuous employment) 	



How to Enroll in 5 Easy Steps

Take time now to make sure you have the benefits you need for the rest of the year.

2 Decide Who to Cover

Make sure you know who's eligible for coverage. Here's a look:

You | You're eligible if you're employed by Rockwell Automation and work 20 hours or more per week. If you're a Student Associate working full-time, you're eligible for medical coverage and the 401(k) only.

Your Spouse | Your spouse¹ is eligible if you're legally married.

Your Domestic Partner | Your domestic partner is eligible if:

- You are in a committed relationship and are financially interdependent;
- Neither of you is married to, or in a domestic partnership with, anyone else; and
- You're not related by blood to a degree of closeness that would otherwise prohibit marriage.

Your Children | Your children are eligible if they're:

- Your natural children, stepchildren, your domestic partner's children,² legally adopted children, children placed for adoption or children for whom legal guardianship has been awarded to you or your spouse; and
- Under age 26, or any age if they have a physical or mental disability diagnosed before age 26 that requires lifetime care and supervision.

Make sure you have the names, birthdays and Social Security numbers of any dependents you want to cover when you enroll online (see Step 5).

3 Review Your Choices

This guide includes the high-level details you need to know to make benefit decisions that are best for you and your family. You can only make changes during the remainder of the calendar year if you have a qualified status change, so make sure you review all your choices very carefully! If you need specific plan details, you should reference the Summary Plan Description (SPD) for a particular plan or the Summary of Benefits and Coverage (SBC). You can find the SPDs by going to **EmployeeConnect > Your Benefits Resources > Summary Plan Descriptions**.

KNOW THIS

When you choose to provide medical coverage through Rockwell Automation for a spouse or domestic partner who is eligible for subsidized medical coverage under another employer, you pay an adjustment in addition to any contribution you make for medical coverage. The adjustment won't apply if your dependent is eligible as a retiree of a former employer, is self-employed or is a Rockwell Automation employee.

¹ Anytime a spouse is referenced in this guide, it applies to all legally married spouses.

² If your domestic partner and his or her children don't qualify as your dependents for federal income tax purposes, the Internal Revenue Service (IRS) requires that your contributions for their coverage be paid on an after-tax basis and that Rockwell Automation's cost toward this coverage be reported as imputed income, which is taxable to you. Additionally, since Rockwell Automation adds a surcharge for coverage of any spouse/partner who can obtain medical coverage from his or her own employer, you may want to check the cost-effectiveness of obtaining separate coverage as two individuals.



How to Enroll in 5 Easy Steps

Take time now to make sure you have the benefits you need for the rest of the year.

4 Use the Tools to Make the Right Choice

Tools like Quick Find, the CVS/caremark enrollment website, Coverage Details, SPDs and the Prudential Long-Term Disability Estimator are just a few of the great resources available to you. You'll find information about these tools throughout this guide and in the enrollment steps on **EmployeeConnect > Your Benefits Resources**.

Here are a few of the other tools that can help you make enrollment choices that balance cost with the amount of coverage you or your family needs.

- **The Health Savings Account (HSA) Contribution Calculator.** You can estimate how much money you should contribute each paycheck for your health care needs using the HealthEquity HSA Contribution Calculator, which you can find where you go online to enroll. This money is taken out before taxes and earns interest over time. Plus, at the end of the year, any leftover money stays in your account.
- **The Flexible Spending Account (FSA) Estimator.** This tool on **EmployeeConnect** helps you estimate the amount of money you should contribute to your FSA next year. Remember, you lose any money over \$500 you don't use in your Health Care FSA by the end of the year, so use the tool to help you get it right.
- **The Life Insurance Estimator.** This tool, also found on **EmployeeConnect**, helps you determine your life insurance coverage needs. You simply estimate your expenses (e.g. your mortgage, loans, income tax) and enter that information into the tool. Then, the tool will estimate your life insurance needs to ensure that if something were to happen to you, your family would be financially covered. This tool can only estimate Supplemental Life Insurance coverage for employees.

5 Enroll Online

Once you've received an email notice that states you're eligible to choose your benefits, you can enroll online at **EmployeeConnect**. Remember, you must enroll within 31 days of your hire date. Log on to **EmployeeConnect** at employeeconnect.rockwellautomation.com. Follow the instructions to create your user ID and password.

KNOW THIS

You'll use your user ID and password to log on to **EmployeeConnect** and when you call the Rockwell Automation Service Center. So make sure you keep this information in a safe place!

After you enroll, it may take the plan administrators time to get your information into their systems. Shortly after you enroll, you should receive the following:

- **ID cards.** After you enroll in medical benefits, you'll receive a medical and prescription drug ID card. If you enroll in dental coverage, you can print out a MetLife dental ID card online at mybenefits.metlife.com.
- **HSA information.** If you enroll in the HSA option, information about your HealthEquity HSA will be mailed to your home. Be sure to review and reply to any request for information from HealthEquity. If the account cannot be opened for you, you'll forfeit the Company HSA contribution.

Remember, only some of your benefits begin on day one, so review the chart on page 4 to see when each benefit begins. Call the Rockwell Automation Service Center (RASC) or the plan provider, or visit raqickfind.com to learn more.



Benefits You Buy for Now

HEALTH CARE

Medical

You can choose from two medical options for coverage in 2018: the Health Savings Account (HSA) option and the Health Reimbursement Account (HRA) option, which are both administered by UnitedHealthcare (UHC). As you compare your options, think about the medical needs of you and your family. You don't want to spend money on more coverage than you need. Remember, you can only make changes to your medical coverage during the year if you have a qualified status change.

Both the HSA and HRA options offer financial protection for you and your family when you need medical care. Both options offer:

- Coverage for the same services (like doctor visits, hospital care and lab work).
- Fully covered in-network preventive care, even before you've met your deductible.
- A health account that comes with a Company contribution.
- An extensive provider network (the Choice Plus network).
- Prescription drug coverage provided by CVS/caremark.
- The UnitedHealthcare Tier 1 provider designation, which helps you find quality, cost-effective care. See page 12 for details.
- Best Doctors, an informed decision-support service to help you evaluate medical treatment options. See page 12 for more information.

The HSA option:

The HSA option has lower premiums but a higher deductible. This means you pay less for coverage throughout the year but pay more when you use care. Some other benefits of the HSA option are that it:

- Comes with a Health Savings Account (HSA) that has a Company contribution to help offset your deductible. You can contribute your own money, pre-tax, to this account to help pay for eligible medical expenses. Plus, any money in your HSA is yours to keep even if you leave the Company. For more information about the HSA, go to page 10.
- Requires that you meet your medical deductible before Rockwell Automation starts sharing your prescription drug costs. See page 16 for more information.

The HRA option:

The HRA option has higher premiums but a lower deductible. This means you pay more for coverage throughout the year but pay less when you use care. Some other benefits of the HRA option are that it:

- Comes with a Health Reimbursement Account (HRA) that has a Company contribution to help offset your deductible. You cannot contribute any of your own money to this account. If you leave the Company or change medical options, you forfeit your remaining HRA balance.
- Doesn't require that you meet a deductible before you and Rockwell Automation share costs for prescription drugs. See page 16 for more information.

2018 Costs for Medical Coverage



Here are the annual rates for 2018 based on who you cover, the plan you choose and your annual benefits pay.¹ This amount will be taken out of your paycheck pre-tax throughout the year. The rates below are for full-time employees who work 40 hours per week and part-time employees who work 32 to 39 hours per week. If you are part-time and work 20 to 31 hours per week, your costs are approximately double. If you're a Student Associate, you're eligible only for medical coverage and for Retirement Plan—401(k) participation. You must enroll for medical coverage within 31 days of your start date. Log on to **EmployeeConnect** to confirm your payroll deductions.

You Only Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
Less than \$25,000	\$395.00	\$5,625.02	\$871.00	\$5,847.15
\$25,000 but less than \$50,000	\$653.00	\$5,367.02	\$1,341.00	\$5,377.15
\$50,000 but less than \$75,000	\$920.00	\$5,100.02	\$1,608.00	\$5,110.15
\$75,000 but less than \$100,000	\$1,175.00	\$4,845.02	\$1,863.00	\$4,855.15
\$100,000 or more	\$1,430.00	\$4,590.02	\$2,118.00	\$4,600.15

KNOW THIS

If you cover a spouse or domestic partner

who has access to coverage through his or her own employer and/or children for whom he or she would provide primary coverage, your premium cost will be increased by a Working Spouse or Domestic Partner Adjustment. Your annual adjustment is \$420 if your salary is less than \$50,000 or \$900 if your salary is greater than or equal to \$50,000.

You + One or You + Children Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
Less than \$25,000	\$876.00	\$12,618.30	\$1,947.00	\$13,168.86
\$25,000 but less than \$50,000	\$1,675.00	\$11,819.30	\$3,273.00	\$11,842.86
\$50,000 but less than \$75,000	\$2,382.00	\$11,112.30	\$3,980.00	\$11,135.86
\$75,000 but less than \$100,000	\$3,066.00	\$10,428.30	\$4,664.00	\$10,451.86
\$100,000 or more	\$3,760.00	\$9,734.30	\$5,358.00	\$9,757.86

You + Family Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
Less than \$25,000	\$1,093.00	\$16,967.07	\$2,511.00	\$17,643.47
\$25,000 but less than \$50,000	\$2,224.00	\$15,836.07	\$4,287.00	\$15,867.47
\$50,000 but less than \$75,000	\$3,160.00	\$14,900.07	\$5,223.00	\$14,931.47
\$75,000 but less than \$100,000	\$4,071.00	\$13,989.07	\$6,134.00	\$14,020.47
\$100,000 or more	\$4,995.00	\$13,065.07	\$7,058.00	\$13,096.47

¹ Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of your hire date.

Costs for Medical Care



The chart below shows how much you pay when you or a covered family member needs care based on the medical option you choose, in addition to your payroll deductions shown on page 8. Keep in mind that the money Rockwell Automation contributes to your health account helps offset part of your deductible. You can find a detailed medical plan comparison chart online at **EmployeeConnect > Your Benefits Resources**.

COMPARE	HSA OPTION		HRA OPTION	
	In Network	Out of Network	In Network	Out of Network
Your Deductible The amount you pay before you and Rockwell Automation share the cost of care based on the coverage level you choose.	You \$2,000 You + One ¹ \$3,000 You + Family \$5,000	You \$4,000 You + One ¹ \$6,000 You + Family \$10,000	You \$1,500 You + One ¹ \$2,250 You + Family \$3,750	You \$3,000 You + One ¹ \$4,500 You + Family \$7,500
Money from Rockwell Automation The specific amount Rockwell Automation puts into your health account to help offset your deductible.	You \$200 You + One ¹ \$400 You + Family \$600		You \$500 You + One ¹ \$1,000 You + Family \$1,500	
Out-of-Pocket Maximum The amount you pay in health care expenses before Rockwell Automation pays 100% of remaining costs for the rest of the year. ²	You \$3,000 You + One ¹ \$4,500 You + Family ³ \$7,500	You \$6,200 You + One ¹ \$9,400 You + Family \$15,600	You \$3,000 You + One ¹ \$4,500 You + Family \$6,000	You \$6,500 You + One ¹ \$10,000 You + Family \$13,500
WHAT THE PLAN PAYS ⁴				
Preventive Care	100% (no deductible)	60% (after deductible)	100% (no deductible)	60% (after deductible)
Doctor Office Visits, Urgent Care, ER, Hospital Stays	80% (after deductible) 85% (after deductible) for Tier 1 providers and Freestanding Facilities ⁵	60% (after deductible)	80% (after deductible) 85% (after deductible) for Tier 1 providers and Freestanding Facilities ⁵	60% (after deductible)
Virtual Visits (see page 12)	80% (after deductible)	Not covered	80% (after deductible)	Not covered

KNOW THIS

Get enhanced benefits! The Company will pay 85% instead of 80% when you use Tier 1 providers or Freestanding Facilities. In addition, you're getting the best combination of cost and quality, so it makes sense to use Tier 1 even before you meet your deductible. See page 12 to learn more about Tier 1 providers and Freestanding Facilities.

¹ You + One means You + Spouse/Domestic Partner or You + Child(ren).

² You may pay additional amounts out of pocket for prescription drugs in the HRA option. See page 16 for more information.

³ Under the Affordable Care Act (ACA), the network out-of-pocket maximum for an individual can't exceed \$7,150, even if the individual is covered under a family tier.

⁴ For out-of-network services, your medical option pays based on the reasonable and customary (R&C) charge. You are responsible for any amounts that exceed the R&C charge, even after you reach your out-of-pocket maximum.

⁵ Using Tier 1 providers and Freestanding Facilities is optional. The Tier 1 provider designation helps you find providers known for offering the best combination of quality and cost. (The availability of Tier 1 providers varies by location.) Freestanding Facilities are outpatient, diagnostic or ambulatory centers, or independent laboratories in the Choice Plus network that perform services and submit claims as freestanding entities and not as hospitals.

Health Accounts



Health Accounts that Come with Your Medical Option

Both medical options come with a health account. Both accounts receive money from Rockwell Automation to help pay eligible health care expenses. Here's how they work.

	HSA	HRA															
Contributions to Your Account	<p>Both you and Rockwell Automation can contribute. Here's how much, based on your coverage level:</p> <table border="1"> <thead> <tr> <th>You Only</th> <th>You + One¹</th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td>You: \$3,250</td> <td>You: \$6,500</td> <td>You: \$6,300</td> </tr> <tr> <td>Rockwell Automation: \$200</td> <td>Rockwell Automation: \$400</td> <td>Rockwell Automation: \$600</td> </tr> </tbody> </table> <p>If you are age 55 or older in 2018, you may make an additional \$1,000 catch-up contribution.</p> <p>You can change how much you contribute at any time.</p>	You Only	You + One ¹	You + Family	You: \$3,250	You: \$6,500	You: \$6,300	Rockwell Automation: \$200	Rockwell Automation: \$400	Rockwell Automation: \$600	<p>Only Rockwell Automation can contribute to your account. Here's how much, based on your coverage level:</p> <table border="1"> <thead> <tr> <th>You Only</th> <th>You + One¹</th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td>Rockwell Automation: \$500</td> <td>Rockwell Automation: \$1,000</td> <td>Rockwell Automation: \$1,500</td> </tr> </tbody> </table>	You Only	You + One ¹	You + Family	Rockwell Automation: \$500	Rockwell Automation: \$1,000	Rockwell Automation: \$1,500
You Only	You + One ¹	You + Family															
You: \$3,250	You: \$6,500	You: \$6,300															
Rockwell Automation: \$200	Rockwell Automation: \$400	Rockwell Automation: \$600															
You Only	You + One ¹	You + Family															
Rockwell Automation: \$500	Rockwell Automation: \$1,000	Rockwell Automation: \$1,500															
Using the Money	<p>You can use your HSA for eligible medical, dental and vision expenses² for you and your tax dependents whether or not they are enrolled in the plan.³ You can also use your HSA as a retirement savings vehicle. Since this money is 100% yours and grows over time, you can use this for eligible retiree medical expenses down the road.</p> <p>When you first enroll, you'll receive a HealthEquity debit card that you can use to pay for eligible expenses. The debit card will be good for three years.</p>	<p>Your HRA is used for eligible medical expenses only for you, your spouse and your children up to age 26 who are enrolled in the plan.</p> <p>UHC doesn't issue a debit card. Instead, you'll be reimbursed automatically for any medical claims, including prescriptions.</p>															
Account Balances	<p>Any unused money in your account rolls over from year to year. As your account grows, you'll be able to invest the money and possibly earn interest, too. Plus, you own 100% of your account and can take the money with you even if you leave the Company or retire.</p>	<p>Any unused money in your account rolls over from year to year. However, if you leave the Company or change medical options, you cannot take the money with you.</p>															
Tax Advantages and Prep	<p>You must file a Form 8889 with your federal income tax return each year that you have money in your HSA, and you must save receipts to verify withdrawal for eligible expenses.</p>	<p>You do not file anything with your tax return, but you should save all your receipts to validate use of funds by UHC.</p>															

¹ You + One means You + Spouse/Domestic Partner or You + Child(ren).

² You can find a list of eligible expenses by reading IRS Publication 502 on irs.gov or logging in to your HealthEquity account.

³ Covered tax dependents for tax-advantaged accounts are determined by the IRS. To learn more about dependent eligibility, see IRS Publication 969 online at irs.gov.

Click away

If you enroll in the HSA option, you'll receive information about HealthEquity in your enrollment kit. If you have questions in the meantime, call HealthEquity at **1.866.346.5800**, 24/7. Or visit healthequity.com/ed/rockwell for great HealthEquity tools and resources, including a contribution calculator, future balance calculator, informational videos and a mobile app.

Health Accounts



Health Accounts You Can Choose When You Enroll

Rockwell Automation offers two health Flexible Spending Accounts (FSAs): a Limited Purpose FSA and a Health Care FSA. These optional FSAs, administered by Your Spending Account (YSA), help you pay for eligible health care expenses¹ with tax-free dollars. The FSA you can elect—and how you can use the money in your account—depends on which medical option you choose. Here’s how they work.

	Limited Purpose FSA (HSA participants only ²)	Health FSA (HRA participants only)
Contributions to Your Account	<p>Only you can contribute to your account.</p> <p>Minimum contribution: \$100</p> <p>Maximum contribution: \$2,600</p> <p>Except in limited circumstances, you cannot change your FSA contribution during the year.</p>	<p>Only you can contribute to your account.</p> <p>Minimum contribution: \$100</p> <p>Maximum contribution: \$2,600</p> <p>Except in limited circumstances, you cannot change your FSA contribution during the year.</p>
Using the Money	<p>You can use your account for preventive pharmacy coinsurance, dental and vision expenses for you and your tax dependents³ until you meet your deductible, and then eligible medical expenses, too.</p>	<p>Your FSA is used for eligible medical, dental and vision expenses that cannot be paid for with HRA funds. Expenses can be for you and your tax dependents.³ Examples include deductibles, copays, coinsurance, medical supplies, immunizations, over-the-counter drugs for which you have a prescription, prescription drugs, contact lenses, eyeglasses, and dental work.</p>
Account Balances	<p>These accounts don’t grow. You lose any money over \$500 left in your account at the end of the year. So choose your contribution amount carefully. And be sure not to miss the FSA deadlines.</p> <p>Deadline to Use 2018 Contributions: Dec. 31, 2018</p> <p>Deadline to Submit Expenses: March 31, 2019</p> <p>See Your Spending Account and Summary Plan Description (SPD) for details about carryover provisions.</p>	
Tax Advantages and Prep	<p>You do not file anything with your tax return, but you should save all your receipts in case you need to show that an expense is eligible.</p>	

¹ By law, expenses for domestic partners and their dependents aren’t eligible for reimbursement from FSAs. To learn more, see IRS Publications 502 and 503 online at irs.gov.

² If you are in the HSA option, make sure you understand the limits of eligible expenses in the chart above.

³ Covered tax dependents for tax-advantaged accounts are determined by the IRS. To learn more about dependent eligibility, see IRS Publication 969 online at irs.gov.

After Rockwell Automation Medical Coverage Begins



Take advantage of these resources that help you find quality care and save money.

Find the Best Combination of Cost and Quality

UnitedHealthcare has a designation program that makes it easier to identify health care providers that meet higher standards for quality and cost. UHC identifies them as Tier 1 providers—providers across 27 specialties who have met strict quality and cost metrics based on evidence-based medicine, national industry guidelines and local benchmarks for the efficient use of resources in providing care. When you use Tier 1 providers, your medical option pays higher benefits—85% after the deductible instead of 80%. (Before you meet your deductible, you pay 100% of the cost.)

The availability of Tier 1 providers varies by specialty and location.

For details about Tier 1 providers, including where they're available, which specialties are included, how providers are evaluated and how to locate Freestanding Facilities (see below), visit [UnitedHealthPremium.com](https://www.unitedhealthcare.com/rockwellautomation).

Save Money with Freestanding Facilities

Freestanding Facilities are outpatient facilities, diagnostic and ambulatory centers, and independent laboratories in the Choice Plus network that are not part of a hospital. These facilities generally are more cost-effective than hospitals for lab tests, X-rays, MRIs, CT Scans and minor outpatient procedures. As a result, your medical option pays higher benefits—85% after the deductible instead of 80%—when you use Freestanding Facilities.

Consider Using Best Doctors

Get the right diagnosis and treatment—and avoid unnecessary costs—with the help of Best Doctors. At no cost to you, you can:

- Work with one of the world's top specialists to review your medical case and offer recommendations on your diagnosis or treatment plan.
- Get expert answers to your medical questions.
- Make sure you get the right care after an acute or catastrophic medical event.
- Find doctors near you who meet your specific needs.

To learn more, contact Best Doctors at **1.888.281.6550**, Monday – Friday, 7 a.m. – 8 p.m. Central Time, or online at [bestdoctors.com/rockwellautomation](https://www.bestdoctors.com/rockwellautomation).

Click away

Cold? Stomach ache? Sore throat? After you enroll in benefits, for non-emergency medical conditions that don't require an exam or test, use Health4Me on your mobile device or [MyUHC.com](https://www.myuhc.com) on your computer to schedule a Virtual Visit in the comfort of your home. Board-certified physicians are available 24/7, and most visits take only about 10 – 15 minutes. **Virtual Visits** are less expensive than a trip to the ER or an urgent care center, and a lot quicker than waiting for an appointment with your regular physician.

KNOW THIS

Best Doctors services includes IBM Watson Oncology Insight

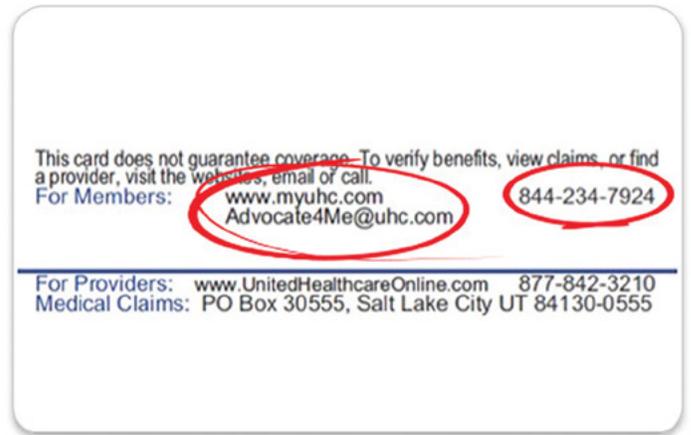
Medical plan participants have access to the Best Doctors Oncology Insight program leveraging IBM Watson cognitive technology. IBM Watson enhances the accuracy of diagnosis and treatment for cancer, the second leading cause of death in the U.S. Using machine learning, IBM Watson can read over 250 million pages in three seconds to provide recommendations for treatment of breast, lung, colon, rectal, gastric, ovarian and cervical cancers.

After Rockwell Automation Medical Coverage Begins



Understand and Use Your Medical ID Card

Your medical ID card, which you'll receive from UHC once you enroll in either of the Rockwell Automation medical options, has key information about you, your family and your coverage. When you visit your doctor, hospital or other health care provider, show them your card so they know how to bill UHC for the services they're providing you. You can refer to your card for information you need to contact UHC or to register at **myuhc.com**.



The circled information is useful when registering on **myuhc.com** or when contacting the UHC call center.

You should receive a card in your home mail about 10 business days after you enroll, but you can also display one to your provider on your phone using the **Health4Me** app. ID cards will list all covered dependents. If you elected single coverage, you will receive one card. If you cover any dependents, you will receive two cards. If you need additional or replacement cards, you can print them online from **myuhc.com**. After you log in, click **Account Settings** and then **Temporary Card**.

Understand Your Medical Expenses

A claim is filed whenever you receive care. Network providers will submit claims for you, while out-of-network providers likely will leave the filing to you. UHC then processes the claim to:

- Make sure the claim is an eligible expense under your plan.
- Determine whether the claim is for eligible preventive care (and covered 100% if you used a network provider).
- Make sure the service is charged at a discounted rate when you see a network provider or is within the reasonable and customary (R&C) charge for out-of-network providers.

After processing your claim(s) typically within 10 days, UHC creates an Explanation of Benefits (EOB) and Health Statement (see the following pages). You should review both carefully to understand what you pay.

- The EOB provides the legally required information about your benefit calculation and is most helpful for claim appeals or working with Aight Advocacy Services.
- The Health Statement is a consumer-friendly summary of your benefits and out-of-pocket costs, and can help in reconciling personal finances.

If you have any questions, call UHC's Advocate4Me at **1.844.234.7924**.

**KNOW
THIS**

Track Your Claims Online

You can follow your claims from start to finish and track payments you've made to your health care providers using myClaims Manager from the home page of **myuhc.com** or through the **Health4Me** app.

After Rockwell Automation Medical Coverage Begins



Understand your Explanation of Benefits (EOB)

An EOB shows what services were covered by the plan and what your responsibility is. EOBs are created anytime an individual receives health care. An EOB is not a bill. It's a summary that typically shows:

- The service received
- The amount charged by your provider
- The amount covered (and not covered) under your plan
- The amount UHC paid to your provider
- The amount you will be asked to pay your provider

UHC offers the option of electronic access to your EOBs or paper copies mailed to your home. The default setting is electronic access. If you prefer paper EOBs, you can request them by logging in to myuhc.com, selecting **Account Settings** and then **Mailing Preferences**.

UnitedHealthcare
A UnitedHealth Group Company

UNITEDHEALTHCARE INSURANCE COMPANY
Springfield Service Center
PO Box 30555
Salt Lake City, UT 84130-0555

August 15, 2010
Have more questions about your claim? Visit www.myuhc.com for all your claim and benefit information

Explanation of Benefits Statement
This is not a bill. Do not pay. This is to notify you that we processed your claim.

John Johnson
1234 Somewhere St
Home Town, NA

Member/Patient Information
Member/Patient: John Johnson
Member ID: 123456789
Group Name: ABC Company
Plan: Select Saver
Group #: 1234567

Claims Summary
Detailed claim information is located on following page(s)

Dollar Amount	Description
\$229.00	Amount Billed This is the total amount that your provider billed for the services that were provided to you.
\$32.23	Plan Discounts Your plan negotiates discounts with providers to save you money. This amount may also include services that you are not responsible to pay.
\$75.00	Your Plan Paid This is the portion of the amount billed that was paid by your plan.
\$121.77	Total Amount You Owe the Provider(s) The portion of the amount billed you owe the provider(s). This amount does not reflect any payment you may have already made at the time you received care. This amount may include your deductible, co-pay, coinsurance and / or non covered charges.

Use this EOB statement as a reference or retain as needed Page 1 of 4



After Rockwell Automation Medical Coverage Begins



Understand Your Health Statement

A Health Statement provides a complete record of your recent health care in one easy-to-read format.

- If you need to pay for a part of the service, UHC mails your Health Statement within 30 days.
- If the plan pays in full, you will receive it within 90 days—unless you live in a state that requires it to arrive sooner.

Your Health Statement:

- Covers information you'd find in multiple EOBs
- Summarizes the health care spend for all your covered family members
- Provides your UHC HRA balance
- Shows your progress toward meeting your deductible and out-of-pocket maximum
- Includes meaningful tips to help you use your benefits

The default setting for receiving Health Statements is U.S. Mail. If you prefer to receive your Health Statement electronically, log in to myuhc.com, click **Account Settings** and then select **Mailing Preferences**. You'll receive an email notification when a new document is posted to your myuhc.com account.

Health Care Account Service Center
PO Box 981506
EL PASO TX 79998
www.myuhc.com

UnitedHealthcare
A UnitedHealth Group Company
UNITEDHEALTHCARE INSURANCE COMPANY

Address Change? Please contact your employer's benefit department.

DP3883PKG
MARY ANN TEST
123 MAIN ST.
ANYWHERE US 12345-6789

Member ID
XXXXX5678

Statement Period
09/29/12 - 11/20/12

THIS IS NOT A BILL

Customer Care 1-888-888-8888

Size Up Your Risk

What are your clothes telling you? A study in the Journal of Human Nutrition and Dietetics found that men with pants waist size 38+ have a 3.9 percent greater risk of developing diabetes, heart disease and hypertension. For women with a dress size of 18+ the risk increases by 7 percent. To learn more or to get help managing your weight, talk with your doctor or call the number on your ID card.

Your Account Balances
Your Account Balances as of 11/20/2012 for Plan Year 01/01/12- 12/31/12

Health Reimbursement Account (HRA)		
Beginning	Used	Remaining
\$350.00	\$331.49	\$18.51

A Health Reimbursement Account (HRA) is an employer funded account that can be used to help pay for eligible medical expenses. The account balance at the end of a plan year may be carried over (as specified by the employer) from plan year to plan year as long as you continue to be enrolled in a HRA plan and work for the same employer.

Tracking Your Deductibles and Maximums
Your Deductibles as of 11/20/12 for Plan Year 01/01/12- 12/31/12

In-Network			Out-of-Network		
Annual	Applied	Remaining	Annual	Applied	Remaining
MARY ANN	\$1,250.00	\$0.00	NONE USED	\$1,250.00	
MARY ANN	\$2,500.00	\$0.00	NONE USED	\$2,500.00	

Deductible: The deductible is the fixed dollar amount that you pay each year toward eligible health care services before your plan benefits are payable. Once the deductible has been met, the co-payment and/or coinsurance period of your plan may begin. Please refer to your plan documents for specific information regarding what services apply to the deductible.

Please see the next page for more information
Page 1 of 3

UHG-0123456-0003374-E

Advocates are available to support you

UHC's Advocate4Me ensures that you are directed to the right resources within UHC to get the right answers to your questions, whether you need help finding a provider, understanding a benefit or speaking to a health coach. They'll make sure you get to the right place. **1.844.234.7924.**

Alight's Advocacy Services provides a dedicated resource who can help you resolve conflicts and unresolved claims, direct you to additional services and help you make the most of your Rockwell Automation benefits. Contact Advocacy Services when the benefit plan administrator (medical, vision, dental, pharmacy, etc.) has been unable to resolve your question. **1.877.687.7272.**

15

Prescription Drug Coverage



Both medical options include prescription drug coverage administered by CVS/caremark. However, each plan works a little differently. The charts below show what you'll pay based on the medical option you choose. You should check the CVS/caremark formulary during the year to make sure any medicine you regularly use is still covered. Brand name drugs may be dropped from the formulary as generics become available.

COMPARE	HSA OPTION ¹	
	In Network	Out of Network
Your Rx Deductible	Part of your medical deductible (see page 9)	
Out-of-Pocket Maximum	Part of your medical out-of-pocket maximum (see page 9)	
WHAT THE PLAN PAYS		
Prescription Drugs	80% (after deductible)	60% (after deductible)
Preventive Prescription Drugs ²	80% (before deductible)	

COMPARE	HRA OPTION ¹	
	Retail (up to a 30-day supply)	Mail Order (up to a 90-day supply)
Your Rx Deductible	None	None
Out-of-Pocket Maximum		
You	\$1,000	
You + One ³	\$1,500	
You + Family	\$2,000	
WHAT THE PLAN PAYS		
Copays/Coinsurance		
Generic	100% after \$10 copay	100% after \$20 copay
Preferred brand name	80% (\$100 max/Rx)	80% (\$200 max/Rx)
Non-preferred brand name	60% (\$120 max/Rx)	60% (\$240 max/Rx)
Value-Based Prescription Coverage		
Generic	100% after \$5 copay	100% after \$10 copay
Preferred brand name	90% (\$50 max/Rx)	90% (\$100 max/Rx)
Non-preferred brand name	80% (\$60 max/Rx)	80% (\$120 max/Rx)

¹ You will also pay the cost difference between the generic and brand name drug, plus any applicable brand coinsurance. This penalty does not count toward your deductible or out-of-pocket maximum.

² For a list of eligible preventive prescription drugs, visit caremark.com.

³ You + One means You + Spouse/Domestic Partner or You + Child(ren).

Click away
To learn more about the tools and resources available to you, visit caremark.com.

BUYER'S TIP If you are enrolled in the HSA option, you have a preventive prescription drug benefit. This benefit allows you to pay 20% of the cost for preventive medications before you meet your deductible.

If you're enrolled in the HRA option, you have a value-based prescription coverage benefit. If you take medication for high blood pressure, high cholesterol, diabetes (medications only) or heart failure, Rockwell Automation will automatically pay more for these drugs compared to other drugs covered by the plan.

We offer this special pricing because we want to help you improve your overall health and make it affordable to take your maintenance and preventive care medications on a regular basis.



If your health provider prescribes a specialty medication, ask him or her to make sure it's on CVS/caremark's Advance Control Specialty Formulary. If there's a clinically approved alternative on the formulary, you'll need to use it unless there's a medical reason why you can't. If you don't, you'll pay the full cost for the medication.

Prescription Drug Rules



The **three** rules below regarding prescription drugs are designed to make them more affordable for both you and the Company, now and in the future. Here's a quick overview:

1 Generics Are the First Choice

This means that when you are given a brand name prescription, it will be filled with a direct generic if available. If your prescription does not allow generic substitution, the pharmacist will need to contact your doctor for a generic prescription. If you or your doctor require the brand medication, you will have to pay a brand penalty (the cost difference between the generic and brand name drug), plus any applicable brand coinsurance. However, your costs will never be more than the price of the brand name drug.

2 Choose the Low-Cost Treatment First

You may be prescribed a brand name medication that requires you to try an indirect generic or a preferred brand name drug first. If this is the case, the pharmacist will contact your doctor and request a new prescription. Your new prescription will be for a medication that treats the same condition. Visit [caremark.com](https://www.caremark.com) to see the complete list of medications that fall under this category.

KNOW THIS

Here are some CVS/caremark terms you need to know when it comes to your prescription drug coverage.

NON-PREFERRED BRAND NAME (OR NON-FORMULARY)

DRUGS: Drugs that tend to be expensive and usually have a more cost-effective generic or preferred brand name alternative.

PREFERRED BRAND NAME (OR FORMULARY) DRUGS: Drugs that have been determined to provide effective treatment when used as intended and typically cost less than non-preferred brand name drugs.

PREVENTIVE DRUGS: Drugs used to treat conditions like high cholesterol and high blood pressure. For a list of eligible preventive drugs, visit CVS/caremark's website.

VALUE-BASED DRUGS: Medication for high blood pressure, high cholesterol and diabetes that Rockwell Automation has identified for a special pricing schedule, which cost 50% less compared to non-value-based drugs.

Click away

To learn more about the tools and resources available to you, visit [caremark.com](https://www.caremark.com).



3 Get Your Maintenance Drugs in a 90-day Supply

Maintenance drugs are drugs that you take on an ongoing basis to treat chronic conditions, such as high cholesterol or high blood pressure. For new maintenance drugs, you'll be allowed two 30-day supplies from any network retail pharmacy before you are asked to receive any additional fills in a 90-day supply from CVS/caremark Mail Order or a local CVS/caremark (CVS/caremark's Maintenance Choice program). You'll receive a letter describing the program at least 10 days before your third fill is due. You can opt out of the program at any time by calling CVS/caremark.

4 No-Cost Cholesterol Medications for Some Users

The Affordable Care Act (ACA) makes certain preventive medications available to you at no cost. If you're between the ages of 40 and 75, you may be able to receive low-to-moderate doses of generic statin drugs at no cost to help manage your cholesterol. Any prescriptions outside of these ages, or the ranges listed below, will be covered as they are today. Talk to your health care provider about whether preventive statins are right for you.

Eligible statins and doses:

- Atorvastatin 10 mg, 20 mg
- Fluvastatin 20 mg, 40 mg
- Fluvastatin ER 80 mg
- Lovastatin 10 mg, 20 mg, 40 mg
- Pravastatin 10 mg, 20 mg, 40 mg, 80 mg
- Rosuvastatin 5 mg, 10 mg
- Simvastatin 5 mg, 10 mg, 20 mg, 40 mg



Free Flu Shots at Your Local Pharmacy

Instead of scheduling an appointment with your doctor, you can now get your flu shot at a pharmacy that's just around the corner using your CVS/caremark coverage. The pharmacy must be in network to qualify.

Find a list of qualifying retailers at [caremark.com](https://www.caremark.com). You still have the option of getting a free flu shot from your doctor using your UHC medical coverage.

Health Management Program



At Rockwell Automation, our employees are key to our success. That's why we partner with StayWell to offer the Health Management program to help you get (and stay) healthy. Besides improving your health, if you complete the program, you can earn up to \$450 off your 2019 medical premiums. Here's how the Health Management program works:

	1 COMPLETE A TAKE ACTION ACTIVITY	2 GET A HEALTH SCREENING	3 TAKE THE HEALTH RISK QUESTIONNAIRE
WHAT TO DO	<ul style="list-style-type: none"> • Get Fit on Route 66: Record your minutes of activity and make your way down this famous highway. • 10k a Day: Use your Fitbit or Jawbone tracker to record your daily steps along a virtual route. • Competitive Events: Complete a fitness event, such as a 5k run/walk, marathon, triathlon, bike event, swim event, etc. • Rockwell Automation Walking Challenge: Choose a map and record your steps to different Rockwell Automation facilities. • Phone Coaching: Talk with a professional and discuss your health needs. • Easy Start Calls & Mailings: Complete a few phone calls with a professional and read a few mailings to earn your incentive. 	<p>Visit the health care provider of your choice to measure your:</p> <ul style="list-style-type: none"> • Blood glucose • Blood pressure • Body mass index (BMI) • Cholesterol • Cardiorespiratory fitness <p>Submit the Health Care Provider Form anytime throughout the year. Download the form at ra.staywell.com and take it to your doctor when you get your annual physical exam.</p> <p>OR</p> <p>Complete a Home Test Kit. You can order a kit by calling StayWell.</p> <p>OR</p> <p>Sign up for an onsite screening later this year at select locations.</p>	<p>Take the Health Risk Questionnaire (HRQ) online during Annual Enrollment. This questionnaire helps you understand your overall health. And the HRQ is the best way to collect aggregate health risk information for the entire Company. This data is used to design programs and choose resources that support the needs of our Company.</p> <p>You must complete the HRQ to earn incentives for completing the other activities.</p>
WHAT HAPPENS	You earn \$100 for each of the Take Action activities you complete (up to \$200) off your 2019 medical premiums.	You earn \$50 for every healthy target you meet (up to \$250) off your 2019 medical premiums.	If you don't complete the HRQ, you'll pay an additional \$100 on your 2019 medical premiums.



What You Can Do as a New Hire

First, about a week after your hire date, you should register for the StayWell website. Go to ra.staywell.com and enter your first name, eight-digit employee ID and date of birth. Then, create a username and password, accept the privacy agreement and you're all set! After you're signed up, you should start your first Take Action activity. As long as you are hired before **Nov. 30, 2018**, you are eligible to earn the incentives. Questions? Call StayWell at **1.800.721.2696**.

KNOW THIS

Your personal health information is protected by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and will never be shared with Rockwell Automation. For more information, go to raqickfind.com and search "confidential."

Dental



Every year, you can choose from two dental options: the Basic option and the Comprehensive option, which are both administered by MetLife. You cannot change your coverage during the year unless you have a qualified status change. Both options cover preventive care at 100% and pay benefits for basic services. But the Comprehensive option covers more dental services than the Basic option. Coverage is available for children up to age 26. The charts below show how the two options compare and your 2018 annual costs for coverage.

COMPARE	BASIC	COMPREHENSIVE
	In Network and Out of Network ¹	
Your Deductible	You: \$50 Family: \$150	
WHAT THE PLAN PAYS		
Preventive Care: exams, cleanings, sealants, X-rays	100% (no deductible)	100% (no deductible)
Basic Care: extractions, fillings, root canals	70% (after deductible)	80% (after deductible)
Major Care: crowns, dentures, bridges	Not covered	50% (after deductible)
Orthodontia: for adults and children under age 19	Not covered	50% , up to the lifetime maximum of \$1,250
Temporomandibular Joint Dysfunction (TMJ)	Not covered	50% , up to the lifetime maximum of \$1,000
Annual Benefits Maximum	\$1,000	\$1,500

KNOW THIS There may be limitations to some of these benefits, including, but not limited to, the number of cleanings and oral exams covered in a calendar year, and time limitations for fillings and crown replacements. For more information on services, go to [EmployeeConnect > Your Benefits Resources > Summary Plan Descriptions](#).

¹ Up to reasonable and customary (R&C) charges out of network. You are responsible for any cost difference if the dental expenses are more than MetLife's allowed reasonable and customary (R&C) charges.

RATES	BASIC ²		COMPREHENSIVE ²	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
You Only	\$18.07	\$298.61	\$205.63	\$292.97
You + One³	\$40.46	\$671.86	\$462.62	\$659.26
You + Family	\$54.00	\$895.80	\$616.80	\$879.00

² The rates above are for full-time employees who work 40 hours per week and part-time employees who work 32 to 39 hours per week. Costs are approximately double for part-time employees who work 20 to 31 hours per week. These annual amounts will be taken out of your paycheck pre-tax throughout the year.

³ You + One means You + Spouse/Domestic Partner or You + Child(ren).

KNOW THIS Dental coverage with Rockwell Automation covers both in-network and out-of-network providers, up to MetLife's allowed reasonable and customary (R&C) charges. However, by going in network, you receive discounts that can save you money.

Vision



The vision plan, which is administered by UnitedHealthcare (UHC), provides coverage for eye exams, eyeglasses and contacts. To find providers in the UHC Vision Network, which is a different network than the medical network, and to learn more, visit myuhc.com or call **1.844.234.7924**.

COMPARE	IN NETWORK	OUT OF NETWORK
WHAT THE PLAN PAYS		
Eye Exam: once every 12 months	After your \$20 copay: 100%	Up to \$40
Frames: once every 24 months	100%, up to \$130 You get 30% off costs above \$130	Up to \$45
Lenses: once every 12 months Single Lined bifocal Lined trifocal Lenticular	After your \$20 copay: 100% Includes scratch-resistant coating and 20% to 60% off non-covered lens options	Up to \$40 Up to \$60 Up to \$80 Up to \$80
Contacts: once every 12 months Covered selection contacts Non-selection contacts Necessary contacts	After your \$20 copay: 100%, up to \$130 (up to 4 boxes)	Up to \$130 Up to \$130 Up to \$210
Laser Vision Discount	You get 15% off standard prices or 5% off promotional prices when using providers in Laser Vision Network of America	

RATES	VISION ¹
	Your Share
You Only	\$46.68
You + Spouse/ Domestic Partner	\$86.40
You + Child(ren)	\$108.00
You + Family	\$151.20

¹ These annual amounts will be taken out of your paycheck pre-tax throughout the year.

KNOW THIS

You can access vision care at discount prices with the MetLife VisionAccess Discount program, which is available at no cost to you. It's an option if you don't want full traditional coverage. See page 27 for information.

Dependent Care FSA



Rockwell Automation offers a Dependent Care Flexible Spending Account (FSA) to help you pay for eligible dependent care expenses¹ with tax-free dollars. Here's how it works.

DEPENDENT CARE FSA	
How Much Can I Contribute?	\$100 minimum \$5,000 maximum (\$2,500 maximum if married and filing separately)
What Can the Money Be Used for?	Dependent care expenses incurred while you are a participant of the plan so you and your spouse can work or go to school full-time, like: <ul style="list-style-type: none"> • Nursery schools • Day care centers (including adult day care centers) • In-home day care providers • Before- and after-school care (if not already included in tuition)
What Are the Deadlines?	Deadline to Use Funds: Dec. 31, 2018 Deadline to Submit Expenses: March 31, 2019
How Do I Access My Account?	You can access and manage your account and submit claims via EmployeeConnect > Your Benefits Resources

¹By law, expenses for domestic partners and their dependents aren't eligible for reimbursement from FSAs. To learn more, see IRS Publications 502 and 503 online at irs.gov.

BUYER'S TIP

Contributing to an FSA is a great way to use tax-free dollars for eligible expenses and reduce your taxable income. But remember, your family situation can change throughout the year and you cannot change your FSA contribution, except in limited circumstances. So, you may want to consider making a more conservative contribution. Remember, at the end of the year, you lose any unused money in your Dependent Care FSA and unused amounts over \$500 in your Health Care FSA. See Your Spending Account and the Summary Plan Description (SPD) for details about carryover provisions.

KNOW THIS

If you had a Dependent Care FSA at your previous employer, don't forget to account for what you contributed earlier in the year. Your total contributions for the calendar year to all plans—including your spouse's plan—shouldn't exceed the \$5,000 contribution limit.

INCOME PROTECTION



AD&D Insurance

You can buy Accidental Death and Dismemberment (AD&D) Insurance as an additional way to add protection in case of severe injuries or death due to an accident. Here are your AD&D options:

	YOU	SPOUSE/DOMESTIC PARTNER		CHILDREN	
		Only	With Children	Only	With Spouse/ Domestic Partner
Benefit	Up to \$500,000 (in \$10,000 increments)	60% of your benefit amount	50% of your benefit amount	20% of your benefit amount	15% of your benefit amount (\$40,000 maximum child coverage)

Supplemental Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay at no cost to you.¹ (See page 27.) You can buy Supplemental Life Insurance for yourself, your spouse/domestic partner and your children up to age 26 through after-tax payroll deductions. This is term insurance and may be dropped anytime during the year. Here are your Supplemental Life Insurance options.

You	1 – 8 times your annual benefits pay ¹ (\$2,000,000 maximum)
Your Spouse/Domestic Partner	\$10,000 – \$100,000 (in \$5,000 increments)
Your Children	Either \$5,000 or \$10,000 per child

Note: There are different prices in the rate table for smokers and non-smokers.

KNOW THIS

If you or your spouse is diagnosed with a terminal illness, you may be eligible to receive a portion of your life insurance benefit while you are still living.

2018 Rates

For 2018 rates, go to **EmployeeConnect**. The cost for Supplemental Life Insurance for you and your spouse is based on your age as of Dec. 31, 2017, and your smoker status. Any Supplemental Life Insurance you purchase will be reported as imputed income based on IRS regulations. On **EmployeeConnect**, you can also update your life insurance beneficiaries and review the Summary Plan Description (SPD).

Evidence of Insurability is required to add or increase life insurance coverage and must be approved before the life insurance takes effect. See the SPD for complete details.

¹ Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of your hire date.

BUYER'S TIP

Spend some time evaluating your family's financial needs and obligations, especially if you are the primary wage earner. Ideally, the amount of life insurance provided by Rockwell Automation and the supplemental insurance you purchase would provide enough money for your family to pay the bills and live their lives as planned if you weren't around. Use the Life Insurance Estimator on **EmployeeConnect** to help determine what level of coverage you need.

Short-Term Disability



Rockwell Automation provides you with Short-Term Disability (STD) coverage for up to 26 weeks if you're unable to work. If you are a salaried employee, first you receive 100% of your monthly benefits pay for 16 weeks. Then, you receive 70% of your monthly benefits pay for the remaining 10 weeks. If you are an hourly employee, in most cases, you receive 60% of your monthly benefits pay, up to a maximum of \$750 per week.

Prudential administers benefits for both STD and LTD. To file a claim, simply pick up the phone, dial **1.877.412.8677** and speak to a Prudential Customer Service Representative.

Long-Term Disability

Long-Term Disability (LTD) can replace part of your monthly benefits pay for an extended period of time if you are disabled more than 180 days and have received the maximum benefit available under the Short-Term Disability plan. You pay the full cost of this benefit with after-tax payroll deductions, so you can enroll (subject to Evidence of Insurability), opt out or make changes at any time during the year. Plus, since you pay the full cost, you receive any LTD benefit tax-free. Here are your options:

	BENEFIT	COST	COST OF LIVING ALLOWANCE
Option 1	60% of your pay, up to \$5,000 maximum benefit per month	\$0.20 per \$100 of salary per month	None
Option 2	60% of your pay, up to \$15,000 maximum benefit per month	\$0.31 per \$100 of salary per month	Annual adjustment of 3% for up to 5 years

If you don't have the savings you would need to financially support yourself if you couldn't work for at least seven months, you should consider buying LTD to guarantee 60% of your monthly benefits pay (up to the maximum amount). If you make less than \$100,000 a year, consider Option 1 as a better choice based on your financial situation. It costs less than Option 2 and provides the coverage you need.

Evidence of Insurability may be required for LTD coverage and must be approved before coverage takes effect.

KNOW THIS

The **definition of disability** is more restrictive after two years for Option 1.

Option 1: During the first 24 months, you are unable to perform the material and substantial duties of your regular occupation due to your illness or injury. **After 24 months**, you are unable to perform the materials and substantial duties of any gainful occupation for which you are reasonably fitted by education, training and experience.

Option 2: You are unable to perform the material and substantial duties of your regular occupation due to your illness or injury.

Both options require you to be under the regular care of a doctor and to have a 20% or more loss in weekly earnings. See the **Summary Plan Description (SPD)** for complete details.

BUYER'S TIP

If you become disabled, the maximum benefit period for LTD is typically until your normal retirement age under Social Security. However, if the disability begins after age 61, you may receive benefits beyond your normal retirement age. Contact the Rockwell Automation Service Center for details.

ADDITIONAL BENEFITS



Hyatt Legal Plans

This plan provides access to a network of more than 14,000 attorneys and covers attorney fees for routine personal and family legal issues. This includes services like:

- Traffic ticket defense and court appearances
- Wills, living wills and trusts
- Buying/selling/refinancing a primary residence
- Real estate transactions
- Legal document review
- Court appearances
- Adoption

The monthly cost of Hyatt Legal Plans coverage is \$13.50, which will be taken out of your paycheck throughout the year on an after-tax basis. Log on to **EmployeeConnect** to elect coverage when you enroll. Call Hyatt Legal Plans at **1.800.821.6400** or go online to **info.legalplans.com**. Enter access code 3210010, and then click the blue “Learn About Your Legal Plan” button under “NOT A MEMBER?” on the left-hand side of the page. You cannot opt out of the plan during the year.

KNOW THIS

You can work with Hyatt Legal Plans to prepare your health care Power of Attorney and living will. Then you can share it with your health care providers to have on file for easy access in case it’s needed.

BUYER'S TIP

If you are considering getting your finances in order and want to make sure you have the appropriate legal documentation of your wishes, consider Hyatt Legal Plans to help you with your will, living wills and trusts. To find out if Hyatt Legal Plans would be a good benefit for you, assess your legal needs at **info.legalplans.com** > **Assess Legal Needs**, after logging in as not a member.

MetLife Auto & Home Program

This program provides discounted Rockwell Automation group rates for personal insurance needs like home, renter, fire, auto, boat and excess liability. You may participate anytime throughout the year.

Through the MetLife Choice program, you can also compare the coverage and rates from multiple carriers at **mybenefits.metlife.com**. Call MetLife at **1.800.438.6388** for details, to get a quote or to enroll.

For your convenience, you can pay for MetLife Auto & Home coverage through after-tax payroll deductions.



Benefits at No Cost to You

Work/Life

Flexible Work Arrangements

At Rockwell Automation, we recognize that employees have varying schedules that need flexibility in when and how they work. We also know that meeting the needs of our global customers often means we work across multiple time zones to get the job done. That’s why we offer a variety of flexible work arrangements, such as flexoffice, summer hours and more. Talk to your manager to see if flexible work options are available to you.

Parental Leave

Having time to bond with a new child is an important part of parenting. Therefore, Rockwell Automation provides up to four weeks of paid parental leave for employees who become new parents through birth or adoption while working for the Company. Read the policy on Epoch. This policy provides employees information concerning Parental Leave entitlements and obligations employees may have during such leaves. If employees have any questions concerning Parental Leave, they should review the Frequently Asked Questions raquickfind.com/content/uploads/2017/05/Parental-Leave-FAQ.pdf or contact their supervisor.

Time Off

The number of paid vacation days you have depends on how long you’ve worked for the Company (prior service with a Rockwell Automation affiliate or service with Rockwell Automation in another country may count). New employees typically must be employed for three months before being eligible to use vacation days. You must be scheduled to work at least 20 hours per week to be eligible for vacation or holiday pay, and your vacation and holidays are prorated.

VACATION ELIGIBILITY YEARS OF SERVICE	ANNUAL VACATION ALLOWANCE
Less than 1 year	10 hours per month of service (up to 15 days)
1 year, but less than 5 years	15 days
5 years, but less than 15 years	20 days
15 or more years	25 days

2018 Holidays

You are eligible for a maximum of 13 designated holidays per calendar year. If you are a part-time employee, your holiday pay will be prorated. Visit Epoch for complete policies and procedures.

- New Year’s Day (observed Jan. 1, 2018)
- Memorial Day (May 28, 2018)
- Independence Day (July 4, 2018)
- Day after Independence Day (July 5, 2018)
- Labor Day (Sept. 3, 2018)
- Thanksgiving Day (Nov. 22, 2018)
- Day after Thanksgiving (Nov. 23, 2018)
- Christmas Eve Day (observed Dec. 24, 2018)
- Christmas Day (Dec. 25, 2018)
- New Year's Eve (Dec. 31, 2018)
- Three floating holidays

Health



Workplace Options

Workplace Options is a confidential employee assistance program that can help you and your family members with any issue, big or small. You can get instant help for your everyday needs, like:

- Balancing your family budget
- Relocating
- Parenting a teenager
- Finding elder care resources

Go online at achievesolutionsglobal.net (Company code: automation) or call **1.855.897.4044**—anytime, day or night—to get the help you need.

VisionAccess Discount Program

The MetLife VisionAccess Discount program provides discounts for your vision needs.¹ In addition to getting a discount with this program, you can pay for vision expenses with tax-free dollars through your Health Savings Account (HSA) or Health Care Flexible Spending Account (FSA). Go to mybenefits.metlife.com or call **1.800.275.4638** to find a participating provider near you. When you make an appointment, use program code MET2020. For specific information about the discounts available, go to raquickfind.com and search “discounts.”

Your Personal Advocate

To help you get the most out of your health care benefits, Rockwell Automation provides you with a personal advocate. The service is available through the Rockwell Automation Service Center at **1.877.687.7272** and can help you resolve conflicts and unresolved claims issues you may have with your medical, dental, vision or FSA carriers. Your personal advocate can also help direct you to additional services available through health and welfare benefit offerings.

Income Protection

Basic Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.² See page 23 for more information about your life insurance options.

Short-Term Disability

Rockwell Automation provides you with Short-Term Disability (STD) coverage for up to 26 weeks if you're unable to work. See page 24 for more information.



Your life insurance and AD&D beneficiaries must be up to date at all times. Go to **EmployeeConnect** to check that your beneficiary is who you want it to be. If there's no beneficiary on record, plan rules will apply to any distribution.

¹ Discounts are based on the usual & customary fee. Discounts are subject to change.

² Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of your hire date.

Travel



Business Travel Accident Insurance

Business Travel Accident Insurance pays a benefit if you're killed or injured due to an accident while traveling on business. Rockwell Automation provides coverage of three times your annual salary, up to \$200,000.

International SOS Medical and Travel Assistance

International SOS Worldwide Business Emergency Assistance Services provides employees and expatriates traveling on Rockwell Automation business worldwide emergency assistance services 24/7. If you require assistance, become aware of incidents or have an emergency while traveling, you can call International SOS, Rockwell Automation Global Security at **1.414.350.8001** and your home country's embassy or consulate.

Additional Benefits

You can learn more about the following benefits on Epoch.

Tuition Reimbursement

Rockwell Automation recognizes the importance of lifelong learning to maintain its competitive advantage in today's global market. The Educational Assistance program provides a valuable investment in Rockwell Automation employees, their future roles and learning goals.

Careers

Careers, our online tool, allows you to grow your future by researching, viewing and applying for jobs at Rockwell Automation. You can find this online tool on **EmployeeConnect**.

Adoption Assistance Program

After working at Rockwell Automation for just one year, you're eligible to receive financial assistance for expenses related to legally adopting a child.

Computer Discount Program

Save money the next time you buy a Dell™ computer. Rockwell Automation offers a discount based on the initial cost of qualifying hardware and operating system software.

Matching Gifts Program

The Matching Gifts program helps you double your contribution to any accredited school (K – 12), post-secondary educational institution, educational foundation or arts and culture organization. Rockwell Automation matches your contribution at 100% once you've been with the Company for six months.

Concierge Service

Rockwell Automation offers a variety of corporately negotiated discounts for entertainment, sports events, dining, lodging and other services. These concierge services and discounts are available to all active employees. Visit the Rockwell Automation intranet site, Epoch, once you're on the job to learn more.



Benefits You Invest in Now for Later

The Savings Plan

No matter where you are in life, it's never too early to start preparing for retirement. So don't wait when it comes to saving for your future. The Rockwell Automation Retirement Savings Plan, administered by Fidelity, can help you start saving money to cover your expenses during retirement.

Your Contributions

The Savings Plan allows both you and the Company to contribute money toward your retirement. You can choose to invest up to 50% of your eligible compensation (up to IRS limits) as pre-tax, Roth after-tax or regular after-tax contributions. If you are age 50 or older, you can contribute an additional \$6,000 in catch-up contributions each year. You can change your contributions at any time during the year by logging in to your account at 401k.com. If you don't make any elections for your contributions, you will automatically be enrolled at a 3% pre-tax contribution rate after you've worked at Rockwell Automation for 30 days.

Contributions from Rockwell Automation

Company Match

Rockwell Automation contributes \$0.50 on every \$1.00 you contribute, up to the first 7%* of pay you contribute each paycheck. To take full advantage of this Company match, you should contribute at least 7%. After just three years of service at Rockwell Automation, you own (are vested in) 100% of the Company contributions. Prior service with a Rockwell Automation affiliate may apply toward the vesting period, including time working for the Company in another country.

Annual Company Contribution Deposited in March Each Year

Employees hired or rehired after July 1, 2010, receive the Non-Elective Contribution (NEC). Rockwell Automation will automatically contribute 3 – 7% of your eligible pay once a year. This contribution is based on your age and how long you've worked for the Company as of Dec. 31. If you're an employee on the last day of the year, Rockwell Automation will make a contribution. Prior service with a Rockwell Automation affiliate may apply toward the NEC. For more information, visit raqquickfind.com and search "non-elective contributions."

If you do not choose investment funds, your Non-Elective Contribution will be automatically invested in a default fund based on your target retirement date. Here's how your points and contribution amount are determined:

Total Points (Age + Years of Service as of Dec. 31)	Percentage of Pay Contributed as NEC
<40	3%
40 – 59	4%
60 – 79	5%
80+	7%

*Effective July 1, 2018. Previously, the amount matched was 50% up to 6%.

BUYER'S TIP

To take full advantage of the Company match, you should contribute 7% of your pay each pay period to the Savings Plan. You don't want to miss out on this great Rockwell Automation benefit!

KNOW THIS

Visit the Fidelity website, 401k.com, to find out how your take-home pay might change based on different contribution levels, estimate how much you can afford to save and develop an asset allocation strategy that is right for you.

KNOW THIS

If you are a rehire or transfer from an international location, your adjusted service date will be used for determining your points.

Resources



About a week or so after your start date, your information will be set up for you with Fidelity, our 401(k) administrator. Watch your home mail for information and an auto-enrollment notification letter from Fidelity two weeks after your hire date.

To learn more about the 401(k) plan, visit the Fidelity NetBenefits website, **401k.com**. You can also access the site through **EmployeeConnect**.

Once you're on the Fidelity website, you can use the tools and resources available to help you make the right decisions for you and your family, including the:

- **Fidelity Guide to Getting Started.** This guide, found on the Fidelity website, will walk you through the steps you need to take and information you need to know about the Savings Plan.
- **Summary Plan Description (SPD).** Review the SPD in the Library to find all the information you need to know about contributions and how the Rockwell Automation Retirement Savings Plan works.
- **Fidelity Library.** This section gives you access to a wide variety of financial planning tools and information to help you, such as a contribution calculator, take-home pay calculator and online workshops.

Three Easy Steps to Enroll

Once you've had a chance to review your plan options and use the tools, you can make your decisions in just three easy steps. After you log in to your account on **401k.com**, here's what you need to do:

- 1 Decide how much to contribute.** To make sure you are taking full advantage of the Company matching contribution, you may want to elect a 7% contribution rate. You can also select among pre-tax contributions, Roth 401(k) and after-tax contributions.
- 2 Determine investments that are right for you.** Everyone invests a little differently. Use the Fidelity tools to help you determine which plan investments fit with your investor style.
- 3 Review and confirm your choices.** Here are some of your choices for the Savings Plan:
 - Contribute at least 7% of your pay each paycheck and get 100% of the available Company match!
 - Enroll at a percentage that fits with your budget and lifestyle. You can start small and increase your contribution over time.
 - Opt out of automatic contributions and change your contribution rate to 0% by the date noted on the notification letter. Note that contributions made to the Savings Plan cannot be refunded to you.
 - If you don't make any elections, you will automatically be enrolled at a 3% pre-tax contribution rate after 30 days of employment. Your contributions and the Company match will be invested in a default target fund, based on your birth date and target retirement date.

KNOW THIS

You can change your contribution amount or stop contributing altogether anytime throughout the year. If you leave Rockwell Automation, you can take your vested Plan balance with you or roll it over to an IRA, 401(k) or other qualified plan.

Rollovers into the Savings Plan

Your contributions to other employer plans, like a 401(k), 403(b) or 457(b), can be rolled into the Savings Plan. Contact the Rockwell Automation Service Center at Fidelity at **1.877.ROK.401K (1.877.765.4015)** for details.

2018 IRS Limits



The IRS puts limits on how much individuals can contribute to employer-sponsored 401(k) plans. The limits are as follows:

FEATURE	ANNUAL LIMIT
Your Contributions	\$18,500
Catch-Up Contributions (if age 50 or older in 2018)	\$6,000
Total Annual Contributions	\$55,000
Maximum Eligible Compensation (maximum amount of compensation eligible for contributions to the plan)	\$275,000

KNOW THIS

It's important to understand these limits and how they may affect any future contributions to your Savings Plan account. Different rules also apply to highly compensated employees. For more information on IRS limits and how they may affect you, please consult the Savings Plan Summary Plan Description (SPD) or call the Rockwell Automation Service Center at Fidelity at **1.877.ROK.401K (1.877.765.4015)**. Representatives are available Monday – Friday, 7:30 a.m. – 11 p.m. Central Time.

SAVER'S TIP

Calculate any contributions you've made to a previous employer's qualified retirement plan before deciding your contribution percentage to ensure you are within the 2018 annual limits.

Retirement Planning Support from Financial Engines

Will you have enough to retire? Financial Engines can help you answer that question. When you have more than a \$5.00 balance in the Savings Plan, you will have access to this resource. Because Financial Engines doesn't sell investments or receive commissions, they can offer you unbiased advice. And they offer two ways to get advice:

- **Online Advice.** Online Advice and unlimited access to powerful retirement tools are available to you at no additional cost through the Financial Engines link at **401k.com**.
- **Professional Management.** Let the experts at Financial Engines help you. For a fee, they can create and implement a retirement planning strategy that includes your 401(k) plan and considers any other retirement sources you tell them about.

Advisory services, including Online Advice and Professional Management, are provided solely through Financial Engines Advisors L.L.C, a federally registered investment advisor and wholly owned subsidiary of Financial Engines, Inc. Financial Engines does not guarantee future results. Financial Engines is not affiliated with Fidelity Investments or its affiliates.

Retiree Medical Plan

You (and your spouse or other qualified dependents) may be eligible for the Retiree Medical Plan at the time of your retirement. If eligible, you will pay the full cost of medical coverage when you retire. For more information, read the Retired Employee Health Plan Appendix in the medical plan Summary Plan Description (SPD) on **EmployeeConnect**.

New Hire Checklist



Now that you've read through your new hire guide, take a minute to complete every item on this checklist and make sure you make the most of your benefits from day one.

- Complete** the GO! Preboarding Tour before your first day of work. This will save time on your first day and get you acquainted quickly with your new career at Rockwell Automation.
- Set up** your EmployeeConnect user ID and password. You can do this at employeeconnect.rockwellautomation.com.
- Enroll** in benefits within 31 days of your hire date. Pages 4 – 6 walk you through this step-by-step.
- Review** all of your benefit opportunities. Your ability to select some plans in the future may be limited due to tax rules or insurance underwriting. You can find more information throughout this guide.
- Change** your Savings Plan contribution to 7% (or the highest amount you can contribute) at 401k.com. Fidelity will send additional information to your home address.
- Compare** your medical options and choose what is best for you and your family. See pages 7 – 9 for more information.
- Sign up** for the Health Management program and start working toward a healthier you. See page 19 for more information.
- Look into** Flexible Spending Accounts and Supplemental Life Insurance to see if they're right for you. See pages 11 and 23 for more information.
- Consider** Long-Term Disability if you don't have the savings you would need to financially support yourself if you couldn't work for at least seven months. Learn more on page 24.
- Record** your life insurance beneficiary on **EmployeeConnect**—this must be up-to-date at all times.
- Call** the Rockwell Automation Service Center ([1.877.687.7272](tel:18776877272)) or go to **EmployeeConnect** if you have any questions.
- Review** your payroll deductions for benefits.



Contacts



Best Doctors

- Informed decision support for employees and dependents enrolled in a Rockwell Automation medical option

bestdoctors.com/rockwellautomation

1.888.281.6550, Monday – Friday, 7 a.m. – 8 p.m. Central Time

CVS/caremark

- Learn about prescription drug costs and coverage
- Find a participating retail pharmacy
- Print a temporary ID card
- Use app to manage prescriptions



caremark.com

1.866.768.4254, 24/7

EmployeeConnect

- Make enrollment elections
- Overview of current benefits and 2018 options and rates
- Health plan and dental comparison charts
- Summary Plan Descriptions (SPDs)
- Life Insurance Estimator
- Flexible Spending Account (FSA) Estimator
- Advocacy Services



employeeconnect.rockwellautomation.com

1.877.687.7272, Monday – Friday, 8 a.m. – 4 p.m. Central Time

Fidelity

- Make contribution elections
- Retirement Savings Plan details
- Personalized plan information
- Update/add beneficiaries
- Use app to monitor account performance



401k.com (you can also reach this site through **EmployeeConnect**)

1.877.ROK.401K (1.877.765.4015), representatives are available Monday – Friday, 7:30 a.m. – 11 p.m. Central Time

Financial Engines

- Help with investment choices
- Retirement planning



401k.com

(access Financial Engines through the Fidelity website)

1.877.401.5762, Investment Advisor Representatives are available Monday – Friday, 7:30 a.m. to 7:30 p.m. Central Time

HealthEquity

- Answers to questions regarding your Health Savings Account (HSA)
- Invest HSA savings
- Use app to manage account, make claims, document receipts



healthequity.com/ed/rockwell

1.866.346.5800, 24/7

Hyatt Legal Plans

- Plan details
- Find a participating attorney
- Obtain a case number



info.legalplans.com (access code: 3210010)

1.800.821.6400, Monday – Friday, 7 a.m. – 6 p.m. Central Time



Contacts

International SOS

- Medical and security assistance when you travel outside your home country on Company business
- Receive alerts and access local information on app



internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003
Within U.S. call: **1.800.523.6586**; call collect: **1.215.245.4707**

MetLife Dental

- Plan details
- Print your ID card
- Find a participating dentist



mybenefits.metlife.com
1.800.942.0854, 7 a.m. – 10 p.m. Central Time

MetLife Home & Auto Insurance

- Enroll
- Premium quotes
- Use app to record details, make claims



mybenefits.metlife.com
1.800.438.6388, Monday – Thursday, 7 a.m. – 9 p.m.;
Friday, 7 a.m. – 8 p.m.; Saturday, 8 a.m. – 3:30 p.m. (all Central Time)

MetLife VisionAccess Discount program

- Vision discounts

mybenefits.metlife.com
1.800.275.4638, 24/7

Prudential

- Disability claim support

prudential.com/mybenefits (web access code: 44062)
Phone: **1.800.842.1718**; Fax: **1.877.889.4885**

Quick Find

- Instant answers to your benefit questions
- Contact numbers and web addresses
- Retirement Guide
- Retirement Process Timeline
- Retirement Planning Tools



raqickfind.com

StayWell

- Health Management program
- Health Risk Questionnaire (HRQ)
- Take Action activities
- Numbers@Work health screening

ra.staywell.com (you can also reach this site through **EmployeeConnect/Your Benefits Resources**)
1.800.721.2696, Monday – Thursday, 8 a.m. – 8 p.m.; Friday,
9 a.m. – 6 p.m.; Saturday, 8 a.m. – noon (all Central Time)

UnitedHealthcare

- Medical and vision vendor
- Provider network information
- Find Tier 1 Providers and Freestanding Facilities
- The vision plan has a separate provider network from the medical plan



Before you enroll: welcometouhc.com/rockwellautomation
After your enroll: myuhc.com
1.844.234.7924, Monday – Friday, 8 a.m. – 8 p.m. in your time zone
Rockwell Automation's group number is **904936**

UHC Substance Use Treatment Helpline

- If you or a family member needs support addressing alcohol or drug addiction
- Free, confidential service
- Managed by a highly specialized group of licensed clinicians

liveandworkwell.com/recovery
1.855.780.5955

Workplace Options

- Free, confidential counseling, resources and information

achievesolutionsglobal.net
(Company code: automation)
1.855.897.4044, 24/7