



2021

New Hire Guide





WELCOME

to Rockwell Automation—the world’s largest company dedicated to industrial automation! No matter where you work—an office, production facility, customer location or on the road—you can count on your benefits to support you in living your best life. At Rockwell Automation, we invest in you and offer support through resources and tools that are there when you need them. Read on to learn more about the Rockwell Automation benefits available to you and how to enroll.



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Helpful Resources

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

Take a Look

Fidelity 401k.com

If you don't make an election for your Retirement Savings Plan contribution within 30 days, you'll be automatically enrolled at a 3% pre-tax contribution rate. To start your contributions sooner or to stop the automatic contribution, visit [401k.com](https://www.fidelity.com) or call Fidelity at **1.877.ROK.401K (1.877.765.4015)**, Monday – Friday, 7:30 a.m. – 11 p.m. Central Time. See **pages 29 – 32** for more information.

Your Benefits™

You should have received an email from **Your Benefits™** that tells you how to set up your **Your Benefits™** account and enroll in benefits. You have 31 days from your hire date to enroll in benefits. 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 [raquickfind.com](https://www.raquickfind.com) to learn 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."

Benefits App

Also from [raquickfind.com](https://www.raquickfind.com), you can download a Benefits Resources app to your smartphone. This puts provider phone numbers and websites in the palm of your hand anytime, day or night.



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 Kalypso and Sensia are not eligible for these benefits.



How to Enroll in 4 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 • Long-Term Disability Option 1² • Retirement Savings Plan—401(k) • Workplace Options • VisionAccess Discount program 	<ul style="list-style-type: none"> • International SOS • Vacation • Holiday pay • Parental leave • Bright Horizons® Enhanced Family Supports and Back-Up Care
These Benefits Begin Day One (If You Enroll)	
<ul style="list-style-type: none"> • Medical • Dental • Flexible Spending Accounts (FSAs) • Supplemental Life Insurance 	<ul style="list-style-type: none"> • Accidental Death and Dismemberment (AD&D) Insurance • Long-Term Disability • MetLife Legal Plans • MetLife Auto, Home and Pet Insurance
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 program (after one year of continuous employment)

KNOW THIS

If you're a Student Associate, you're eligible only for medical coverage and the Retirement Savings 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.

² You will default to Long-Term Disability Option 1 unless you decline coverage during enrollment.

For employees scheduled to work less than 20 hours per week

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

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 Retirement Savings Plan only.

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

Your Domestic Partner | Your domestic partner¹ 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 children¹, 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 4).

3 Review Your Choices

This guide covers what you need to know to make benefit decisions that are best for you and your family. After you enroll, you can only make changes during the 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 SPDs and SBCs by going to [Your Benefits™ > 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 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/domestic 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.

4

Enroll Online and On Time



Once you get your benefits eligibility email, you can enroll online at **Your Benefits™**. Remember, you must enroll within 31 days of your hire date. Follow the online instructions to create your user ID and password.

After you enroll, it may take the plan administrator time to get your information into its system. 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, an ID card isn't necessary. But, if you want, you can print a MetLife dental ID card online at mybenefits.metlife.com.
- **Health Savings Account (HSA) information.** If you enroll in the HSA medical 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 can't 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) at **1.877.687.7272** or the plan provider, or visit raquickfind.com to learn more.

KNOW THIS

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



KNOW THIS

31 DAYS | Remember! If you have a qualified status change like getting married or having a baby during the year, you must make any benefit changes within 31 days of the event. To change your coverage during the year due to a life event, go to **Your Benefits™** or call the Rockwell Automation Service Center (RASC) at **1.877.687.7272**.



Benefits You Buy for Now

HEALTH CARE





Medical

You have a choice of two medical options in 2021: 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, including:

- 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 UHC **Tier 1 provider designation**, which helps you find quality, cost-effective care. See [page 13](#) for details.
- **Virtual Visits** with board-certified physicians, available 24/7 for non-emergency medical conditions.
- **Teladoc Medical Experts**, an informed decision-support service to help you evaluate medical treatment options. See [page 13](#) for more information.
- Coverage for **infertility services** through UHC and related prescription drugs through CVS Caremark. You get a medical lifetime maximum of \$25,000 and a prescription drug lifetime maximum of \$10,000.
- Coverage for behavioral services for autism spectrum disorder, such as **applied behavior analysis (ABA)**, which is designed to reinforce adaptive behaviors, reduce maladaptive behaviors and improve age-appropriate skills. Learn more on [raquickfind.com](#).

Two Plans to Choose From

The Plans	Contribution	HSA or HRA	Deductible	Things to Consider
The HSA Option: You pay less in contributions but more when you use care.		HSA		The Company contributes pre-tax dollars to your HSA to help offset the deductible. You can also contribute. The account is always yours, even if you leave the Company. See page 11 . You must meet your medical deductible before the Company shares prescription drug costs. See page 16 .
The HRA Option: You pay more in contributions but less when you use care.		HRA		The Company contributes to an HRA to help offset the deductible, but you cannot contribute. If you leave the Company or change medical plans, you forfeit your HRA balance. You don't have to meet a deductible before the Company shares prescription drug costs. See page 16 .

2021 Costs for Medical Coverage

Here are the annual rates for 2021 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 – 39 hours per week. If you're part-time

and work 20 – 31 hours per week, your costs are approximately double. Log on to [Your Benefits™](#) to confirm your payroll deductions.



You Only

If Your Benefits Pay Is ...	HSA Option		HRA Option	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$421.10	\$6,892.42	\$902.00	\$6,906.28
\$25,000 – \$50,000	\$697.90	\$6,615.62	\$1,392.00	\$6,416.28
\$50,000 – \$75,000	\$975.00	\$6,338.52	\$1,655.00	\$6,153.28
\$75,000 – \$100,000	\$1,252.00	\$6,061.52	\$1,928.00	\$5,880.28
>\$100,000	\$1,528.00	\$5,785.52	\$2,198.00	\$5,610.28



You + Spouse/Domestic Partner

If Your Benefits Pay Is ...	HSA Option		HRA Option	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$936.10	\$14,401.70	\$2,021.00	\$14,376.40
\$25,000 – \$50,000	\$1,795.80	\$13,542.00	\$3,408.00	\$12,989.40
\$50,000 – \$75,000	\$2,536.00	\$12,801.80	\$4,114.00	\$12,283.40
\$75,000 – \$100,000	\$3,276.00	\$12,061.80	\$4,839.00	\$11,558.40
>\$100,000	\$4,012.00	\$11,325.80	\$5,552.00	\$10,845.40



You + Child(ren)

If Your Benefits Pay Is ...	HSA Option		HRA Option	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$922.80	\$12,993.24	\$2,022.00	\$12,813.72
\$25,000 – \$50,000	\$1,771.70	\$12,144.34	\$3,412.00	\$11,423.72
\$50,000 – \$75,000	\$2,500.00	\$11,416.04	\$4,117.00	\$10,718.72
\$75,000 – \$100,000	\$3,230.00	\$10,686.04	\$4,843.00	\$9,992.72
>\$100,000	\$3,957.00	\$9,959.04	\$5,559.00	\$9,276.72

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



You + Family

If Your Benefits Pay Is ...	HSA Option		HRA Option	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$1,306.50	\$20,633.82	\$2,918.00	\$20,506.84
\$25,000 – \$50,000	\$2,660.30	\$19,280.02	\$4,984.00	\$18,440.84
\$50,000 – \$75,000	\$3,768.00	\$18,172.32	\$6,053.00	\$17,371.84
\$75,000 – \$100,000	\$4,876.00	\$17,064.32	\$7,141.00	\$16,283.84
>\$100,000	\$5,979.00	\$15,961.32	\$8,211.00	\$15,213.84

KNOW THIS

If you cover a spouse or domestic partner who has access to coverage through their own employer, 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 will also pay tax on the value of coverage (imputed income) if you cover a domestic partner and/or child of a domestic partner if they don't qualify as dependents for federal income tax purposes.

Free flu shots through Rockwell Automation medical coverage

Flu shots are free through the Rockwell Automation medical plans. When you get yours, be sure to show the right ID card. If you go to a participating pharmacy, show your CVS Caremark ID card. If you get the flu shot from your primary care physician, show your UnitedHealthcare ID card. Bring the whole family! Flu shots are free for covered family members, too.

Not feeling well?

Cold? Stomachache? Sore throat? After you enroll in benefits, for non-emergency medical conditions that don't require an exam or test, use the UnitedHealthcare mobile app on your mobile device or 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.



Overview of Medical Options

The chart below shows how much you and the plan pay when you or a covered family member needs care based on the medical option you choose. 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 [Your Benefits™](#).



	HSA Option		HRA Option	
	In Network	Out of Network ¹	In Network	Out of Network ¹
Your Annual 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 ² \$3,000 You + Family \$5,000	You \$4,000 You + One ² \$6,000 You + Family \$10,000	You \$1,500 You + One ² \$2,250 You + Family \$3,750	You \$3,000 You + One ² \$4,500 You + Family \$7,500
Money from Rockwell Automation The specific amount Rockwell Automation puts into your health account each year to help offset your deductible.	You \$200 You + One ² \$400 You + Family \$600		You \$500 You + One ² \$1,000 You + Family \$1,500	
Annual 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.	You \$3,000 You + One ² \$4,500 You + Family \$7,500	You \$6,200 You + One ² \$9,400 You + Family \$15,600	You \$3,000 You + One ² \$4,500 You + Family \$6,000	You \$6,500 You + One ² \$10,000 You + Family \$13,500
What the Plan Pays				
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)	60% (after deductible)	80% (after deductible)	60% (after deductible)
	85% (after deductible) for Tier 1 providers and Freestanding Facilities ³		85% (after deductible) for Tier 1 providers and Freestanding Facilities ³	
Virtual Visits	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 13](#) to learn more about Tier 1 providers and Freestanding Facilities.

¹ 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.

² You + One means You + Spouse/Domestic Partner or You + Child(ren).

³ 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. If you enroll in the HSA option, you receive a **Health Savings Account (HSA)** administered by HealthEquity. If you enroll in the HRA option, you receive a **Health Reimbursement Account (HRA)** through UHC. Rockwell Automation contributes money to both accounts to help you 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: \$3,400</td> <td>You: \$6,800</td> <td>You: \$6,600</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 2021, 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: \$3,400	You: \$6,800	You: \$6,600	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: \$3,400	You: \$6,800	You: \$6,600															
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, prescription drug, 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 you can use to pay for eligible expenses. The debit card will be valid for three years.</p>	<p>Your HRA is used for eligible medical and prescription drug 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 as long as you stay enrolled in the HRA option. However, if you leave the Company or change medical options, you can't 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 you have money in your HSA, and you must save receipts to verify withdrawals 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](https://www.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](https://www.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 learn.healthequity.com/rockwell/hsa/hsa-contribution-calculator for great HealthEquity tools and resources, including a contribution calculator, future balance calculator, informational videos and a mobile app.

Health Accounts You Can Choose When You Enroll



Rockwell Automation offers two health Flexible Spending Accounts (FSAs): a **Limited Purpose FSA** and a **General Purpose Health Care FSA**. These optional FSAs, administered by Your Spending Account (YSA), help you pay for eligible health care expenses¹ with tax-free dollars and can be used in conjunction with your HSA or HRA. 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 Care 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: \$2,750</p> <p>Except in limited circumstances, you can't 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: \$2,750</p> <p>Except in limited circumstances, you can't change your FSA contribution during the year.</p>
Using the Money	<p>You can use your account for preventive pharmacy coinsurance, and 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 aren't paid for with HRA funds. Expenses can be for you and your tax dependents.³ Examples include deductibles, copays, coinsurance, medical supplies, immunizations, certain over-the-counter drugs, prescription drugs, contact lenses, eyeglasses and dental work.</p>
Account Balances	<p>These accounts don't grow. You lose any money over \$550 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 style="text-align: center;">Deadline to use 2021 contributions: Dec. 31, 2021</p> <p style="text-align: center;">Deadline to submit 2021 expenses: March 31, 2022</p> <p style="text-align: center;">See the Your Spending Account website and Summary Plan Description (SPD) for details about carryover provisions.</p>	
Tax Advantages and Prep	<p>You don't 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](https://www.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](https://www.irs.gov).

**KNOW
THIS**

UHC, CVS Caremark and MetLife currently report any medical, prescription drug and dental claims to HealthEquity if you're enrolled in the HSA option and/or YSA if you're enrolled in an FSA, so they can substantiate the claims for reimbursement.

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

UHC's designation program makes it easy to identify health care providers that meet higher standards for quality and cost. These are known 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, visit [UnitedHealthPremium.com](https://www.unitedhealthpremium.com).

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 are generally 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. To learn more, visit [UnitedHealthPremium.com](https://www.unitedhealthpremium.com).

Consider Using Teladoc Medical Experts

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

- Work with top specialists to review your medical case and offer recommendations for diagnosis or treatment.
- 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, call **1.800.TELADOC (1.800.835.2362)**, Monday – Friday, 7 a.m. – 8 p.m. Central Time, or visit teladoc.com/medicalexperts.



Teladoc Medical Experts services include IBM Watson Oncology Insight

Medical plan participants have access to the Teladoc Oncology Insight program leveraging IBM Watson cognitive technology. IBM Watson enhances the accuracy of diagnosis and treatment for cancer by using machine learning. It can read over 250 million pages in three seconds to provide recommended treatments for breast, lung, colon, rectal, gastric, ovarian and cervical cancers.

Want to Lose Weight? Consider Real Appeal

UHC offers the Real Appeal weight loss program to you and your dependents over age 18. If you have a BMI of 23 or higher, the program is free. Enroll at ra.realappeal.com.

Your Personal Advocate

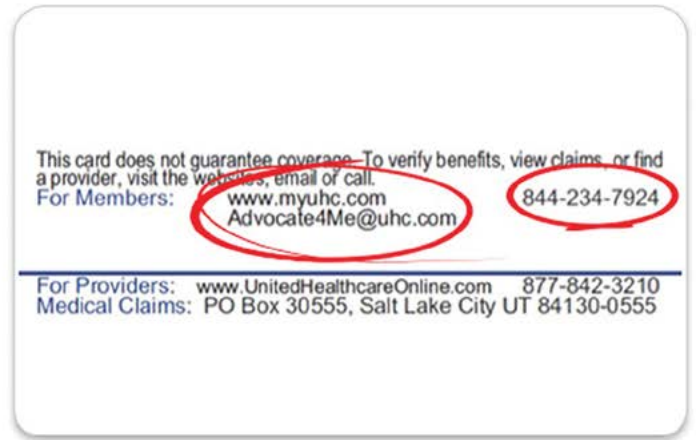
The Rockwell Automation Service Center (RASC) provides you with a personal advocate to help you get the most out of your health care benefits. To access this service, call **1.877.687.7272** any time you need assistance, such as help with unresolved claims issues. Your personal advocate can also help direct you to additional services through your health and welfare benefits to support your needs.

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 **UnitedHealthcare mobile 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 will likely 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. 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 Alight 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 **UnitedHealthcare app**.

KNOW THIS

Advocates are available to support you

UHC's Advocate4Me ensures you are directed to the right resources within UHC to get the 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. Call **1.844.234.7924** for more information.

Alight's Advocacy Services provides a dedicated resource who can help you with 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.) is unable to help you at **1.877.687.7272**.

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 is covered based on the medical option you choose. You should check the CVS Caremark formulary during the year to make sure any medication you regularly use is still covered. Brand-name drugs may be dropped from the formulary as generics become available.

	HSA Option ¹	
	In Network	Out of Network
Your Annual Rx Deductible	Part of your medical deductible (see page 10)	
Annual Out-of-Pocket Maximum	Part of your medical out-of-pocket maximum (see page 10)	
What the Plan Pays		
Prescription Drugs	80% (after deductible)	60% (after deductible)
Preventive Prescription Drugs²	80% (before deductible)	

	HRA Option ¹	
	Retail (up to a 30-day supply)	Mail Order (up to a 90-day supply)
Your Annual Rx Deductible	None	
Annual 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)

¹You 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.

²For a list of eligible preventive prescription drugs, visit [caremark.com](#) or use the Prescription Drug Wizard on [raqickfind.com](#).

³You + 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, such as cholesterol-lowering drugs, before you meet your deductible.

If you're enrolled in the HRA option, you have a value-based prescription drug 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. For a list of eligible value-based prescription drugs, visit [caremark.com](#) or use the Prescription Drug Wizard on [raqickfind.com](#).

We offer this special pricing to support you and your overall health. The value-based prescription drug benefit helps make it affordable to take your maintenance and preventive care medications as prescribed.

KNOW THIS

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 four 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 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).

Prescription Drug Wizard

If you plan to use the prescription drug benefit, there's a tool that can help you see how prescription drugs are covered under the medical plan options. You can find the **Prescription Drug Wizard** on the [raquickfind.com](https://www.raquickfind.com) home page.

1. Select a medical option.
2. Enter who you will cover under the plan.
3. You will then be taken to the CVS Caremark site where you can enter the drug name and see how it's covered.

To view the Rockwell Automation plan prescription formulary, visit the [CVS Caremark Drug Lists](#) page and select **CVS Caremark Performance Drug List – Standard Control**.

3 Get Your Maintenance Drugs in a 90-Day Supply



Maintenance drugs are drugs 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 pharmacy (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 listed in the tables on [page 16](#). 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

KNOW THIS

Free flu shots at your local pharmacy

Instead of scheduling an appointment with your doctor, you can 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 also 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 WebMD 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 \$500 off your 2022 medical premiums. Here’s how the Health Management program works:

1 Take the Health Risk Questionnaire	2 Complete Take Action Activities and/or a Health Screening	3 Complete the program by Dec. 31
<p>Take the confidential Health Risk Questionnaire (HRQ) online. 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>	<p>Participate in Take Action activities and/or complete a health screening to earn money off your 2022 medical premiums.</p> <p>Take Action activities:</p> <ul style="list-style-type: none"> • Mindfulness and Stress Management Course • Financial Engines Online Advice or Professional Management • Health Coaching • Weight Loss Programs • Steps and Walking Challenges • Community Athletic Events <p>Health screening:</p> <p>The Health Screening measures four healthy targets—blood pressure, cholesterol, blood glucose and body mass index (BMI)—that can help identify health risks early and track improvement year over year. Complete a health screening with your provider and have him or her fill out the Health Care Provider form, available at webmdhealth.com/ra.</p>	<p>You must take the HRQ and complete your Take Action activities and/or health screening by Dec. 31, 2021.</p>
<p>If you don’t complete the HRQ, you’ll pay an additional \$100 on your 2022 medical premiums, and you won’t earn any other incentives.</p>	<p>You earn \$100 off your 2022 medical premiums for each Take Action activity you complete. You earn up to \$200 off your 2022 medical premiums for completing a health screening (\$50 for every healthy target you meet).</p>	<p>If you don’t complete the program by Dec. 31, you won’t earn any incentives off your 2022 medical premiums.</p>

What to Do

What Happens

What You Can Do as a New Hire

About one week after your hire date, but not earlier than Jan. 15, 2021, you should register on the WebMD website at webmdhealth.com/ra to complete the HRQ, sign up for Take Action activities and download the Health Care Provider form. As long as you are hired before **Nov. 30, 2021**, you are eligible to earn the incentives. Questions? Call WebMD at **1.800.721.2696**.



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 can't change your coverage during the year unless you have a qualified status change. Both options cover preventive care at 100%, pay benefits for basic services and use the PDP Plus network of providers. But the Comprehensive option covers more dental services than the Basic option. Coverage is available for children up to age 26.

	Basic	Comprehensive
In Network and Out of Network ¹		
Your Annual 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 participants 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 (per person)	\$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 [Your Benefits™ > Summary Plan Descriptions](#).

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

RATES	Basic ²		Comprehensive ²	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
You Only	\$20.07	\$342.33	\$228.23	\$342.37
You + One³	\$44.87	\$770.29	\$513.49	\$770.27
You + Family	\$59.89	\$1,026.95	\$684.63	\$1,026.93

² The rates above are for full-time employees who work 40 hours per week and part-time employees who work 32 – 39 hours per week. Costs are approximately double for part-time employees who work 20 – 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 and make your benefits go further.

UnitedHealthcare Spectera Vision Plan



The UnitedHealthcare (UHC) vision plan provides coverage for eye exams, eyeglasses and contacts. Coverage is available for your children up to age 26. To find network providers in the UHC vision plan and learn more, visit myuhc.com or call **1.844.234.7924**. The UHC vision plan provider network, also known as Spectera, is separate from the medical plan provider network.

	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	After your \$20 copay: 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 the Laser Vision Network of America	

RATES	Vision ¹
	Your Share
You Only	\$48.60
You + Spouse/Domestic Partner	\$89.88
You + Child(ren)	\$112.32
You + Family	\$157.20

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.

BUYER'S TIP **Help your kids see clearly!**

We offer an enhanced vision benefit for children under age 13. Your kids can receive a second eye exam during a plan year, since we know a child's vision can fluctuate throughout the year. Your child may also be covered for a **new pair of glasses and frames** if their vision prescription changes by a certain amount in a plan year. **Polycarbonate lenses**, which are 10 times stronger than plastic or glass, are also available **at no extra cost**.

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.² 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, 2021 Deadline to submit expenses: March 31, 2022
How Do I Access My Account?	You can access and manage your account and submit claims via Your Benefits™

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](https://www.irs.gov).

² Pennsylvania does not allow for state payroll tax exemptions for Dependent Care FSA contributions. This means your payroll contributions will be taxed at the state level if you live in Pennsylvania, but not at the federal level.

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 can't 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 \$550 in your Limited Purpose or 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 contribution limit.

Benefits for Your Whole Family

Bright Horizons® makes it easier to manage your many work, family and personal responsibilities. [Explore the benefits](#) and register for free today.

Back-Up Child Care	Back-Up Adult and Elder Care	Enhanced Family Supports	Full-Time Child Care	Tutoring & Test Prep
Reliable back-up care just a click or call away when and where you need it. Use up to 10 times per year.	Quality back-up care in your family member's home	Free membership to digital platform of nannies, elder caregivers, pet sitters, housekeepers, etc.	Waitlist priority at select Bright Horizons centers or exclusive discounts at participating partner centers	Discounted tutoring resources for SATs/ACTs, standardized tests, Common Core subjects, etc.

Register at clients.brighthorizons.com/rockwell using your Rockwell Automation email address and employee ID number. You can also download the app (search "back-up care") from the App Store or Google Play.

Call **1.877.BH.CARES (1.877.242.2737)** with any questions.

INCOME PROTECTION



AD&D Insurance

You can buy Accidental Death and Dismemberment (AD&D) Insurance 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	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)

Life Insurance

Basic Life Insurance

Basic Life Insurance is provided at no cost to you. To learn more, see [page 27](#).

Supplemental Life Insurance

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. Evidence of Insurability may be required to increase your coverage.

Who	Benefit
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

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

Note: You may be required to provide Evidence of Insurability before Supplemental Life Insurance goes into effect.

2021 Rates

Your 2021 Supplemental Life rates are provided in the online enrollment system and on Quick Find. There are different prices in the rate table for smokers and non-smokers.

KNOW THIS

Supplemental Life Insurance includes will preparation services at no cost to you through

[willing.com](#), where you can:

- Work with an attorney or rely on the digital experience to prepare a will
- Create, store and sign tamper-proof electronic documents
- Start a video chat with a notary and witnesses

Note: Supplemental Life Insurance is a separate plan from MetLife Legal Plans. You can learn more about MetLife Legal Plans on [page 25](#).

BUYER'S TIP

It's important for your life and AD&D insurance beneficiaries to be up to date at all times. Go

to [Your Benefits™](#) to update your beneficiaries at any time. If there's no beneficiary on record, plan rules will apply to any distribution.

Disability Insurance



Short-Term Disability

Short-Term Disability (STD) is provided at no cost to you. To learn more, see [page 27](#).

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 STD 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 a \$5,000 maximum benefit per month	\$0.20 per \$100 of salary per month	None
Option 2	60% of your pay, up to a \$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, consider buying LTD coverage to replace 60% of your monthly pay up to the maximum amount. **Option 1** covers income up to \$100,000; **Option 2** covers income up to \$300,000. Evidence of Insurability may be required for LTD coverage and must be approved before coverage takes effect.

Prudential administers benefits for both STD and LTD. To file a claim, simply dial [1.877.412.8677](tel:1.877.412.8677) and speak to a Prudential Customer Service Representative.

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 (RASC) for details.

ADDITIONAL BENEFITS



MetLife Legal Plans

This plan provides access to a network of more than 15,000 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, secondary or vacation residence
- Real estate transactions
- Protection from domestic violence
- Legal document review
- Identity management services
- Guardianship
- Adoption

The monthly cost of MetLife 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 **Your Benefits™** to elect coverage when you enroll.

For more information, contact MetLife 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 can't opt out of the plan during the year.

KNOW THIS

MetLife Legal Plans includes will preparation services at no cost to you through **willing.com**,

where you can:

- Work with an attorney or rely on the digital experience to prepare a will
- Create, store and sign tamper-proof electronic documents
- Start a video chat with a notary and witnesses

Note: MetLife Legal Plans is separate from Supplemental Life Insurance, which also includes access to **willing.com**.

BUYER'S TIP

Through this plan, you have access to **CyberScout®**, an identity management service that connects you with a recovery specialist if your identity were to ever get stolen. They'll help you from beginning to end, including making phone calls, filling out paperwork and setting up fraud alerts.

MetLife Auto, Home & Pet Insurance

Auto & Home

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. You can pay for coverage through after-tax payroll deductions.

Pet Insurance

Rockwell Automation offers Pet Insurance through MetLife at discounted group rates. Get coverage from nose to tail for wellness visits, vaccinations, illnesses and injuries. To enroll, call MetLife at **1.800.438.6388**, Monday – Friday, 7 a.m. – 9 p.m. Central Time. You can pay for coverage through after-tax payroll deductions.



Benefits at No Cost to You

Work/Life

Flexible Work Arrangements

At Rockwell Automation, we recognize employees have varying schedules and need flexibility in when and how you 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 you with information concerning parental leave entitlements and obligations you may have during such leaves. If you have any questions concerning parental leave, you should review the **Frequently Asked Questions** or contact your 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). 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 years or more	25 days

2021 Holidays

You are eligible for a maximum of 14 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 (Jan. 1)
- Martin Luther King Jr. Day (Jan. 18)
- Memorial Day (May 31)
- Independence Day (Observed July 5)
- Additional Independence Day (July 6)
- Labor Day (Sept. 6)
- Thanksgiving Day (Nov. 25)
- Day after Thanksgiving (Nov. 26)
- Christmas Eve Day (Dec. 24)
- Christmas Day (Observed Dec. 27)
- New Year's Eve Day (Dec. 31)
- Three floating holidays

Health



Workplace Options

Workplace Options is a confidential source to help you and your family members with everyday needs, like:

- Balancing your family budget
- Dealing with stress and anxiety
- Relocating
- Finding elder care resources

You can also access virtual video counseling via platforms such as Skype, FaceTime, Facebook Messenger and many others. You'll get connected with a professional counselor who can help you with anything that's on your mind for up to five sessions per situation. All visits are completely confidential, and you can call anytime, day or night.

Go online to 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), Limited Purpose FSA or Health Care 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 MET2021. There is no cost for this program, and it cannot be used with the UHC vision plan provider network.

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 Supplemental 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. 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.

See [page 24](#) for more information about your Long-Term Disability options.

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



International SOS Medical and Travel Assistance

International SOS Worldwide Business Emergency Assistance Services provides employees and expatriates traveling on Rockwell Automation business with 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 **1.800.523.6586** and your home country's embassy or consulate.

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. Visit **Epoch** for more information.

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.

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 100% once you've been with the Company for six months. To learn more, visit easymatch.com/rockwellautomation.

Concierge Services

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**, to learn more.

Rockwell Automation Retirement Savings Plan



It's never too early or late to start preparing for retirement. With the Rockwell Automation Retirement Savings Plan—the 401(k) plan—you and the Company contribute money today to cover your expenses during retirement. The Plan is administered by Fidelity.

Your contributions



You can contribute up to the IRS limit (\$19,500 in 2021) on a pre-tax, Roth after-tax and/or regular after-tax basis—plus an additional \$6,500 in catch-up contributions if you're age 50 or older.



Tip:

If you don't make an election during your enrollment window, you will be automatically enrolled at a 3% pre-tax contribution rate after you've worked at Rockwell Automation for 30 days. You can change your contributions anytime during the year by logging in to your Fidelity account at 401k.com.

Company match



Rockwell Automation contributes \$0.50 for every \$1.00 you contribute, up to the first 7% of pay you contribute each paycheck.



Tip:

Contribute at least 7% to take full advantage of this Company match. If you are contributing less than 7%, you may be missing out on free money!

Annual Company contribution



Once a year, Rockwell Automation automatically contributes 3% – 7% of your eligible pay, based on your age and how long you've worked for the Company as of Dec. 31. To receive this Non-Elective Contribution (NEC), you must be employed on the last day of the year.



Tip:

For more information, visit raquickfind.com and search "non-elective employer contribution."

You own (are vested in) 100% of the Company contributions after three years of service at Rockwell Automation. If you leave the Company before that time, you'll forfeit the Company contributions.

Investment Funds for Your Non-Elective Contribution (NEC)

If you don't choose investments for your NEC, it 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%

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](https://www.fidelity.com).

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 Retirement 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](https://www.fidelity.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 considerations for the Retirement 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 Retirement Savings Plan can't 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 Retirement Savings Plan

Your contributions to other employer plans, like a 401(k), 403(b) or 457(b), can be rolled into the Retirement Savings Plan. Contact the Rockwell Automation Service Center (RASC) at Fidelity at [1.877.ROK.401K \(1.877.765.4015\)](tel:18777654015) for details.

2021 IRS Limits

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



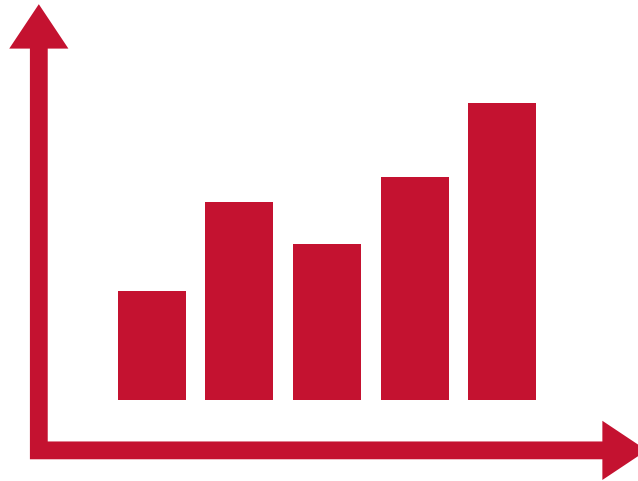
Feature	Annual Limit
Your Contributions	\$19,500
Catch-Up Contributions (if age 50 or older in 2021)	\$6,500
Total Annual Contribution (Company and Your Contributions)	\$58,000
Maximum Eligible Compensation (maximum amount of compensation eligible for contributions to the plan)	\$290,000

KNOW THIS

It's important to understand these limits and how they may affect any future contributions to your Retirement 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 Retirement Savings Plan Summary Plan Description (SPD) or call the Rockwell Automation Service Center at Fidelity (RASC) 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 2021 annual limits. You may want to consider after-tax contributions in your year of hire.



Retirement Planning Support



Saving, investing and planning for your retirement can be complicated, and getting help can make a big difference. This is why Rockwell Automation offers retirement planning resources through **Edelman Financial Engines**, an independent investment advisor that provides objective advice to help you make the most of your Retirement Savings Plan.

The following services are provided by Edelman Financial Engines to assist you with your investment needs.

Online Advice	Professional Management
<p>You do the work</p> <ul style="list-style-type: none">• Manage your account yourself with professional-grade online planning tools.• Edelman Financial Engines makes suggestions for the most effective portfolio, and you implement the changes and monitor your account.• There is no additional charge for this service.	<p>Edelman Financial Engines does the work</p> <ul style="list-style-type: none">• Let Edelman Financial Engines take charge of managing your investments.• You can have peace of mind knowing investing experts are looking after your retirement savings account and allocating the funds in your portfolio as they see fit.• This is a fee-based service.

Health Management Program Incentives: Take Action Activities

Online Advice and Professional Management both count as Take Action activities under the Health Management program. You can earn \$100 off your 2022 medical premiums for using either service. Upon completion, or if you are already an Online Advice or Professional Management user, self-report on the WebMD website by Dec. 31, 2021, to receive credit.

Questions?

If you have any questions about the services or your own individual circumstance, advisors are ready to help. You can call Fidelity during regular business hours at **1.877.401.5762** and ask to speak to an Edelman Financial Engines advisor who will assist you. Alternatively, you can visit **401k.com** and select the Edelman Financial Engines link.

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 **Your Benefits™**.



New Hire Checklist

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

- Set up** your **Your Benefits™** user ID and password. You can do this at digital.alight.com/rockwellautomation.
- 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.
- Make** your Retirement Savings Plan contribution 7% (or the highest amount you can contribute) at [401k.com](https://www.fidelity.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 – 11** 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 12 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 and AD&D insurance beneficiaries on **Your Benefits™**—this should be up-to-date at all times.
- Call** the Rockwell Automation Service Center (RASC) ([1.877.687.7272](tel:18776877272)) or go to **Your Benefits™** if you have any questions.
- Review** your payroll deductions for benefits.



Contacts

Bright Horizons®

- Schedule back-up care
- Find caregivers, pet sitters, etc.
- Enroll in full-time child care
- Get tutoring and test prep



clients.brighthorizons.com/rockwell (you can also find more information at raquickfind.com)

1.877.BH.CARES (1.877.242.2737), 24/7

CVS Caremark

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



caremark.com

1.866.768.4254, 24/7

Edelman Financial Engines

- Help with investment choices
- Retirement planning



401k.com

(access Edelman Financial Engines through the Fidelity website)

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

Fidelity

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



401k.com

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

HealthEquity

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



learn.healthequity.com/rockwell/hsa

1.866.346.5800, 24/7

International SOS

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

- Enroll
- Premium quotes
- Use the 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)



Contacts

MetLife 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

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
- App to download Benefits Resources to your smartphone
- Retirement guide
- Retirement process timeline
- Retirement planning tools



raqickfind.com

Teladoc Medical Experts

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



teladoc.com/medicalexperts
1.800.TELADOC (1.800.835.2362), Monday – Friday,
 7 a.m. – 8 p.m. Central Time

UnitedHealthcare (UHC)

- 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



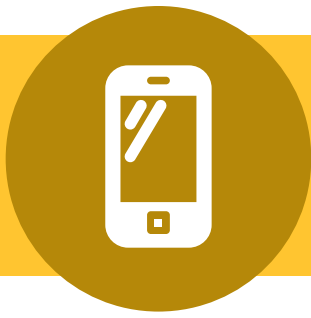
Before you enroll: welcometouhc.com/rockwellautomation
 After your enroll: myuhc.com
1.844.234.7924, Monday – Friday, 8 a.m. – 8 p.m. in your time zone
 Rockwell Automation’s group number is **904936**

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



Contacts

WebMD

- Health Management program



webmdhealth.com/ra

1.800.721.2696, Monday – Friday, 7:30 a.m. – 7 p.m. Central Time

Workplace Options

- Free, confidential counseling, resources and information



achievesolutionsglobal.net

(Company code: automation)

1.855.897.4044, 24/7

Your Benefits™

- Make enrollment elections
- Overview of current benefits, options and rates
- Health plan and dental comparison charts
- Summary Plan Descriptions (SPDs)
- Confirm life and AD&D coverage; report claims
- YSA Flexible Spending Account (FSA) claim history and FSA Estimator
- Advocacy Services



digital.alight.com/rockwellautomation

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



Download the vendor mobile app from their website. Most apps are also available from the Apple App Store or Google Play.

Benefits App

Go to raqickfind.com to download the Benefits Resources app to your smartphone today.



We provide this brief overview for employees and prospective employees. However, this overview is not intended to be a complete explanation of the various plans. Detailed descriptions of individual plans and policies are found in the respective Summary Plan Descriptions (SPDs). The Company hopes to continue these plans indefinitely but reserves the right to amend, suspend or terminate plans in whole or in part at any time. Further, this overview does not create nor imply a contract of employment.