# 2024 Annual Enrollment Guide

Rockwell Automation

Enroll Oct. 21 – Nov. 12, 2023

LIVE WELL.
CHOOSE WELL.





# What's New for 2024

Before you review your benefit options and how to enroll, here are some changes for 2024 you'll want to know.



#### Nominal medical rate increase

Good news! Your medical plan options will remain the same for 2024 with no design changes and below national average rate increases.

If you cover a spouse/domestic partner who's eligible for subsidized medical coverage through their employer, you must pay a surcharge to cover them under the Rockwell Automation medical plan. For 2024, the surcharge is \$520 per year for employees making less than or equal to \$50,000 a year, and \$1,300 for all others.

See what you pay annually on page 21.



#### **Enhanced dental coverage**

We're increasing the annual maximum and age limit for covered dependents in 2024, giving you more funds and family coverage for dental care.

We're also adding adult orthodontia and increasing the lifetime maximum to give you better, more comprehensive dental care.



#### Dependent audit coming soon. What this means for you.

Rockwell Automation will audit covered dependents in 2024, so use this enrollment period to confirm any dependents you're covering meet the eligibility requirements.

You can visit raquickfind.com to learn more about coverage eligibility requirements.

# How to Enroll

Annual Enrollment is the only time of year you can enroll unless you have a qualified status change.



#### **Decide Who to Cover**

Make sure you know who's eligible for coverage. You'll be asked to review your dependents' eligibility for other coverage when you enroll.

- You
- Your spouse/domestic partner
- Your children

Visit **raquickfind.com** to learn more about coverage eligibility requirements.

Rockwell Automation will audit covered dependents in 2024, so use this enrollment period to confirm any dependents you're covering meet the eligibility requirements.



#### **Review Your Choices**

Review your benefits carefully so you can choose the best options for you and your family and compare them with what your spouse/domestic partner may have.

You can find more benefits details at **raquickfind.com** or in the Summary Plan Descriptions on the **Your Benefits**<sup>TM</sup> website.



# **Enroll Online and On Time**

Go to **Your Benefits**<sup>TM</sup> and make your elections by **Nov. 12, 2023**.



#### What happens if I do nothing?

If you do nothing, you'll automatically be enrolled in the same plans you have today (except FSA). Per IRS guidelines, you must re-elect FSAs each year. If you continue participation in the HSA option, your HSA contribution will default to your 2023 election. Your HSA contribution can be made or changed anytime throughout the year.

#### What's a qualified status change?

A qualified status change is a major life event, such as the birth of a child, adoption, marriage or divorce. If you experience one of these events after making your elections, you'll have the opportunity to make changes to your coverage if you provide notification of the change within 31 days of the event. Learn more at **Your Benefits**<sup>TM</sup>.

# Health

If you want medical, prescription drug, dental or vision coverage for 2024, you must enroll by **Nov. 12, 2023.** 

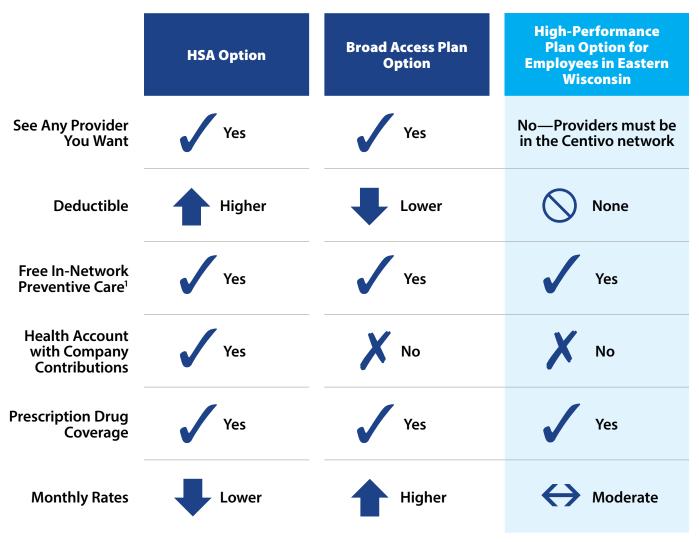


## Medical Plans at a Glance

Money

Choose from the HSA and Broad Access Plan options. If you're a benefits-eligible employee living in Eastern Wisconsin, you have a third option—the High-Performance Plan. Review the ZIP code list on raquickfind.com/zip-codes to see if you're eligible.

**Income Protection** 



#### **Medical extras**

All of your medical plan options include free in-network preventive care, prescription drug coverage through CVS, covered vaccines and flu shots, and the opportunity to earn credit toward your medical rates with the OnTrack program provided by Virgin Pulse.

<sup>&</sup>lt;sup>1</sup> Includes free flu shots and COVID-19 vaccines.

# Medical Coverage Details

You can view your annual rates on page 21.

	HSA Option		Broad Access	Plan Option	High-Performance Plan Option	
WHAT YOU PAY		In Network	Out of Network	In Network	Out of Network	In Network (primary care provider guided)
Annual	You Only	\$2,000	\$4,000	\$1,250	\$2,500	None
<b>Deductible</b> <sup>1</sup> You + Family		\$4,000	\$8,000	\$2,500	\$5,000	None
Preventive Care		<b>\$0</b> no deductible	<b>40%</b> after deductible	<b>\$0</b> no deductible	<b>40%</b> after deductible	<b>\$0</b> through your primary care physician
<b>Most Medical Ca</b> Doctor visits, urg ER, hospital stays	ent care,	20% after deductible 15% after deductible with Tier 1 providers & freestanding facilities	<b>40%</b> after deductible	\$35/\$50 copay primary care physician/specialist \$250/50 copay ER/urgent care	<b>40%</b> after deductible	<b>\$0</b> primary care (required) <b>\$250/50 copay</b> <sup>3</sup> ER/urgent care
Out-of-Pocket	You Only	\$4,000	\$8,000	\$3,000	\$6,000	\$2,000
Maximum <sup>2</sup>	You + Family	\$8,000	\$16,000	\$6,000	\$12,000	\$4,000

<sup>&</sup>lt;sup>1</sup> For family coverage in the HSA option, benefits start after the combined family deductible is satisfied.

<sup>&</sup>lt;sup>2</sup> Your medical option pays based on the reasonable and customary (R&C) charge. You're responsible for any amounts that exceed the R&C charge, even after you reach your out-of-pocket maximum.

<sup>&</sup>lt;sup>3</sup> In addition you pay 50% in coinsurance for out-of-network ER and urgent care visits.

# **Health Savings Account**

**How to Enroll** 

Your Rockwell Automation HSA option comes with a Health Savings Account (HSA) that the Company puts money into to help you pay for eligible health care expenses. Here's how it works.

		HSA	
Contributions	You Only	\$500	
from Rockwell	You + Family	\$1,000	
	You Only	Up to <b>\$3,650</b>	
Contributions from You <sup>1</sup>	You + Family	Up to <b>\$7,300</b>	
	If age 55 or older	Additional <b>\$1,000</b> catch-up contribution	
Eligible Expenses <sup>2</sup>		Medical, prescription drugs, dental and vision	
Paying for Expenses		HealthEquity debit card	
Account Balance <sup>3</sup>		Rolls over each year, and is always yours to keep	

<sup>&</sup>lt;sup>1</sup> Your contributions will default to your current election unless you change your coverage levels. You can change your contribution amount at any time.

<sup>&</sup>lt;sup>2</sup> Covered tax dependents for tax-advantaged accounts—whether or not they're enrolled in your medical option—are determined by the IRS. To learn more about dependent eliqibility, see IRS Publication 969 online at **irs.gov**.

<sup>&</sup>lt;sup>3</sup> 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 are for eligible expenses. Employees with existing HRA account balances will continue to have access to those funds for three years through HealthEquity if they remain enrolled in a Rockwell Automation medical plan.

# **Prescription Drugs**

**How to Enroll** 

Health

You automatically get prescription drug coverage through CVS Caremark under all medical options. Here's what you'll pay for care.

Money

	HSA (	Option	Broad Access Plan Option		High-Performance Plan Option
WHAT YOU PAY <sup>1</sup>	In Network	Mail Order (up to 90-day supply)	In Network	Mail Order (up to 90-day supply)	In Network (primary care provider guided)
Annual Deductible		ward your deductible	N/A		None
Copays/ Coinsurance <sup>2</sup> Generic	<b>20%</b> after deductible	<b>20%</b> after deductible	\$10 copay	\$20 copay	\$10 copay
Preferred Brand	<b>20%</b> after deductible	<b>20%</b> after deductible	20% (\$100 max/Rx) 10% (\$50 max/Rx) for maintenance drugs <sup>3</sup>	20% (\$200 max/Rx) 10% (\$100 max/Rx) for maintenance drugs <sup>3</sup>	20% (\$100 max/Rx) 10% (\$50 max/Rx) for maintenance drugs <sup>3</sup>
Nonpreferred Brand	<b>20%</b> after deductible	<b>20%</b> after deductible	40% (\$120 max/Rx) 20% (\$60 max/Rx) for maintenance drugs <sup>3</sup>	40% (\$240 max/Rx) 20% (\$120 max/Rx) for maintenance drugs <sup>3</sup>	40% (\$120 max/Rx) 20% (\$60 max/Rx) for maintenance drugs <sup>3</sup>

<sup>&</sup>lt;sup>1</sup> Your plan includes a broad network of retail pharmacies. See complete plan details for out-of-network retail benefits.

**Out-of-Pocket Maximum** 

<sup>&</sup>lt;sup>3</sup> Maintenance medications are used to treat long-term and chronic conditions, such as high blood pressure, heart disease, asthma and diabetes. You can find a complete list of maintenance medications on the CVS Caremark website.



Counts toward your medical out-of-pocket maximum

#### Find a CVS Caremark near you

For the same cost as mail order, you can get a 90-day supply at CVS Caremark retail pharmacies. All other network pharmacies are limited to dispensing 30-day supplies.

<sup>&</sup>lt;sup>2</sup> You'll also pay the cost difference between the generic and brand-name drug. This doesn't count toward your deductible or out-of-pocket maximum.

Health

## **Dental**

You have two dental options to choose from, and both are administered by Delta Dental of Wisconsin. You can view your annual rates on page 23.

		Basic	Comprehensive		
WHAT YOU PAY		In Network and Out of Network			
Accord Deductible	Per Person	\$50	\$50		
Annual Deductible —	Family Maximum	\$150	\$150		
<b>Preventive Care</b> Exams, cleanings, sealants a	and X-rays	<b>\$0</b> no deductible	<b>\$0</b> no deductible		
<b>Basic Care</b> Extractions, fillings and roo	t canals	<b>30%</b> after deductible	<b>20%</b> after deductible		
<b>Major Care</b> Crowns, dentures and bridge	ges	Not covered	<b>50%</b> after deductible		
Orthodontia		Not covered	<b>50%</b> until you reach the lifetime maximum of \$2,000		
Temporomandibular Join	t (TMJ) Dysfunction	Not covered	<b>50%</b> until you reach the lifetime maximum of \$1,000		
Maximum Plan Allowance	<b>e</b> <sup>1</sup>	\$1,500	\$2,000		





To give you better, more comprehensive dental care, we removed the maximum age for orthodontia care, added adult orthodontia and extended the lifetime maximum for orthodontic services.



#### Save money with in-network providers

You pay less for care and your dental benefits go further when you see a dentist in the Delta Dental network. To find in-network dental providers, visit **deltadentalwi.com/member** or call **1.800.236.3712**.

<sup>1</sup> Your dental option pays based on the maximum plan allowance. You're responsible for any amounts that exceed these limits.

# Vision

The UHC Spectera Vision Plan covers eye exams, frames, lenses and contacts. You can view your annual rates on page 23.

WHAT THE PLAN PAYS		In Network	Out of Network
<b>Eye Exam</b> Once every 12 months		<b>100%</b> after \$20 copay	Up to <b>\$40</b>
Frames Once every 24 months		<b>100%, up to \$130</b> <sup>1</sup> after \$20 copay	Up to <b>\$45</b>
	Single		Up to <b>\$40</b>
Lenses <sup>2</sup>	Lined Bifocal	<b>100%</b> after \$20 copay <sup>2</sup>	Up to <b>\$60</b>
Once every 12 months	Lined Trifocal		Up to <b>\$80</b>
	Lenticular		Up to <b>\$80</b>
	Covered Selection		Up to <b>\$130</b>
<b>Contacts</b> Once every 12 months	Nonselection	<b>100%, up to \$130</b> <sup>1</sup> after \$20 copay (up to 4 boxes)	Up to <b>\$130</b>
Neces		, , <u></u>	Up to <b>\$210</b>
Laser Vision Discount <sup>3</sup>		15% off standard prices or 5% off promotional prices	15% off standard prices or 5% off promotional prices



<sup>&</sup>lt;sup>2</sup> Includes scratch-resistant coating and 20-60% off noncovered lenses.

<sup>&</sup>lt;sup>3</sup> Must use providers in the Laser Vision Network of America.



#### **Enhanced vision benefits for children under 13**

Since a child's vision can change rapidly, we offer enhanced benefits for dependent children under age 13.

- Two eye exams per plan year
- New pair of glasses and/or frames in a plan year if extensive changes in vision occur
- No additional cost for polycarbonate lenses (10 times stronger than plastic or glass lenses)

# Money

The Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) give you the opportunity to save on eligible health care or dependent care expenses with tax-free dollars. If you want an FSA for 2024, you must enroll or re-enroll by **Nov. 12, 2023**.



# 5 Advantages of the HSA

If you elect the HSA medical option, your HSA comes with some nice perks—like tax advantages and longevity.



#### **Pre-tax contributions**

The money you contribute is deducted from your paycheck pre-tax, so you don't pay federal income or FICA taxes on your contributions.



## **Retirement savings**

You can save money in your HSA for as long as you want, which can be a nice nest egg for health care expenses in retirement.



## **Tax-free earnings**

You can invest any amount over \$1,000, and any interest you earn on those investments is tax-free.



## **Full ownership**

Your HSA is yours to keep forever, even if you retire or leave the Company.



#### **Tax-free withdrawals**

Any withdrawals you make to pay for eligible health care expenses are tax-free.



Health

## **FSA Overview**

You have two health care FSA options—Limited Purpose Health Care FSA and General Purpose Health Care FSA. The one you can enroll in depends on the medical option you choose. You can also enroll in a Dependent Care FSA. You must re-enroll in FSAs each year.

**Income Protection** 

	<b>Limited Purpose FSA</b> (HSA and Plan Participants with an HRA Balance)	<b>General Purpose FSA</b> (Broad Access Plan and High-Performance Plan Participants)	Dependent Care FSA <sup>2</sup>
Your Contributions	\$100 – \$3,050	\$100 – \$3,050	<b>\$100 – \$4,000</b> (\$1,500 if married and filing separately)
Contributions from Rockwell	N/A	N/A	Rockwell will match your contribution dollar for dollar up to \$1,000
Eligible Expenses <sup>1</sup>	Medical, prescription drugs, dental and vision	Medical, prescription drugs, dental and vision	Child or adult day care, summer camps, in-home care and more
Plan Deadlines	Submit elig	Use funds by <b>Dec. 31, 2024</b> gible expenses for reimbursement by <b>March</b>	31, 2025
Paying for Expenses	Smart Choice	You must request reimbursement	
Account Balance	Roll over up to \$610 each year if you make a Any unused funds or	N/A	

<sup>&</sup>lt;sup>1</sup>Covered tax dependents for tax-advantaged accounts are determined by the IRS. By law, expenses for domestic partners and their dependents aren't eligible for reimbursement from FSAs. For medical expenses, you must meet the plan deductible before they're considered eligible. Visit irs.gov for more information.

<sup>&</sup>lt;sup>2</sup> Annual limit for Dependent Care FSA includes any employer contribution.



#### **Keep your receipts!**

Save all of your receipts in case you need to show that an expense is eligible for tax return purposes. If you need support, UnitedHealthcare, Centivo, CVS Caremark and Delta Dental can provide you with documentation for eligible expenses, which they report to Smart Choice, the FSA administrator.

# Income Protection

Protect yourself from the unexpected with life insurance, Accidental Death & Dismemberment (AD&D) Insurance and disability coverage. If you want coverage beyond what's automatically provided to you by the Company, you'll need to enroll by **Nov. 12, 2023.** 



## Life Insurance

Life insurance helps you meet your family's financial needs if a covered person dies.

#### Here are your options:



#### Not sure?

Use the Life Insurance Estimator on **Your Benefits™** to help determine the level of coverage you need.

### **Basic Life Insurance**

Coverage you get automatically

All you need to do is choose your beneficiary(ies).

You

**2**x

your annual benefits pay<sup>1</sup>

## Supplemental Life Insurance

Additional coverage you can buy

You pay for this coverage through after-tax payroll deductions. You can view your rates in the enrollment system.

You

1 - 8x

your annual benefits pay<sup>1</sup>, up to \$2M

**Your Spouse/Domestic Partner** 

\$10,000 - \$100,000

in \$5,000 increments

Your Child(ren) Up to Age 26

\$5,000 - \$10,000

per child

#### 3 things to know about Supplemental Life Insurance



You won't be required to provide EOI if you want to enroll in or increase coverage up to three times your annual benefits pay, or \$500,000. This offer is only available during Annual Enrollment.



It comes with preparation services at no cost to you, and you'll have free access to willscenter.com.



You can drop coverage anytime. But you won't be able to re-enroll until the next Annual Enrollment period, unless you experience a qualified status change.



You can update your life insurance beneficiary designations on the enrollment site at any time.

<sup>&</sup>lt;sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2023.

**Contacts** 

## **AD&D** Insurance

You can buy AD&D Insurance for additional protection in case of severe injuries or death due to an accident.

#### Here are your options:

	Accidental Death & Dismemberment Insurance
You¹	Up to <b>\$500,000</b> (in \$10,000 increments)
Spouse/Domestic Partner Only	<b>60%</b> of your benefit amount
Spouse/Domestic Partner with Children <sup>2</sup>	<b>50%</b> of your benefit amount
Children Only	<b>20%</b> of your benefit amount
Children with Spouse/Domestic Partner	<b>15%</b> of your benefit amount (\$40,000 maximum child coverage)

<sup>&</sup>lt;sup>1</sup> Your cost is \$0.24 per \$1,000 of coverage for you only.

<sup>&</sup>lt;sup>2</sup> When you select family coverage, all eligible dependents listed as dependents or beneficiaries for any other benefit on the Your Benefits™ website are automatically covered for Voluntary AD&D. Coverage for your family members will be a percentage of your full benefit amount. Your cost is \$0.384 per \$1,000 of family coverage.

# Disability

Short-Term Disability (STD) and Long-Term Disability (LTD) replace your income if you're unable to work due to an illness, injury or pregnancy.



#### Want to add or increase LTD coverage?

EOI is required to add or increase coverage and must be approved before the new or increased coverage takes effect. You can submit EOI as part of the online enrollment process.

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#### Here are your options:

#### STD

Coverage you get automatically

You can use this to take leave due to illness, injury or pregnancy and birth of a child

# up to 16 weeks

of your annual benefits pay1

#### LTD

#### Additional coverage you can buy

You pay for this coverage through after-tax payroll deductions. You can view your rates in the enrollment system.

**Option 1** 

60%

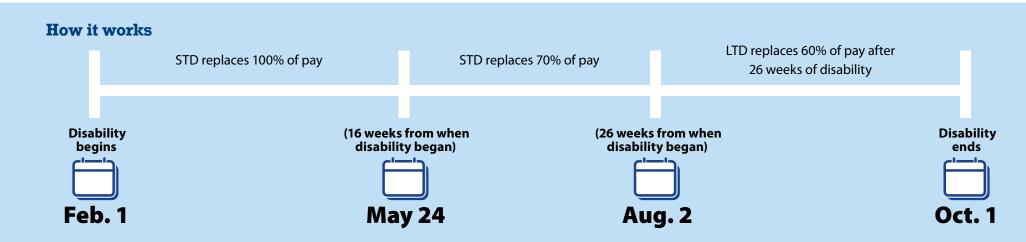
of your annual benefits pay<sup>1</sup>, up to \$5,000/month

Option 2

**60%** 

of your annual benefits pay<sup>1</sup>, up to \$15,000/month

<sup>1</sup> After 16 weeks, STD covers up to 70% of your annual benefits pay for up to an additional 10 weeks. Your annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2023.



# More Benefits

Rockwell Automation offers holistic benefits and programs to support your physical, financial and mental well-being.



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# Additional Ways We Support You

To learn more about these benefits, visit raquickfind.com.

#### **Amino**



If you're enrolled in the UnitedHealthcare Broad Access or Broad Access HSA medical plan options, you and your dependents have access to Amino at no cost to you.

With Amino, you get a personalized cost rating for physicians before you schedule an appointment. The Amino Booking Team can schedule your medical appointments for you, saving you 45 minutes on average for every appointment. They can tell you if the provider is in network, accepting new patients and confirm your appointment ahead of time.



#### **Auto, Home and Pet Insurance**

You get discounted group rates through MetLife to protect your home, cars or boats, and furry friends.



#### **Business Travel Accident Insurance**

This benefit provides a payment if you die or are injured due to an accident while traveling for work. This coverage is provided automatically to you at three times your annual salary, up to a maximum of \$200,000.



#### **Bright Horizons®**

Bright Horizons® helps you manage many aspects of family life. You can find reliable child or adult backup care; caregivers, pet sitters and housekeepers; child care centers; and tutoring/test prep for your child.

#### Calm



You get free premium access to Calm, the world's leading mindfulness and meditation app. You can experience relaxing music, daily meditations, narrated sleep stories and much more. You can also add up to four dependents to your Premium Membership account.



#### **International SOS**

This worldwide assistance is available to you if you have an emergency while traveling for work.

# Additional Ways We Support You (Con't.)

To learn more about these benefits, visit **raquickfind.com**.

#### **MetLife Legal**



This plan gives you access to a network of over 15,000 experienced attorneys who can help you with things like wills and trusts, real estate transactions, adoption processes, traffic ticket defense and more. It's available for \$13.50 per month, which you'll pay through after-tax payroll deductions.

#### **OnTrack by Virgin Pulse**



Earn up to \$500 toward your 2024 medical rates when you complete eligible healthy activities through OnTrack by Virgin Pulse before Dec. 31, 2023. Earn points with OnTrack by tracking healthy habits, logging steps or workouts, engaging with a coach, etc. Unlock \$100 per level completed within the program (four levels total), and an additional \$100 for completing a biometric health screening.

#### **Paid Leave**



You have up to six weeks of paid parental leave if you welcome a child through birth or adoption. And if you need to care for a loved one, paid caregiver leave is also available.

#### **Teladoc Medical Experts**



Get the right diagnosis and treatment—and avoid unnecessary costs—with the help of Teladoc Medical Experts. Teladoc services are free and available to you and your dependents enrolled in a Rockwell medical plan. Teladoc connects you 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.

#### Employee Assistance Program— Workplace Options



This free program connects you with professionals who can help with counseling, budgeting, finding elder care, relocating and more. You have five free counseling sessions available per issue per year.

What's New How to Enroll Health Money Income Protection More Benefits Annual Rates Contacts

# Annual Rates

Here's what you'll pay for 2024 health benefits through pre-tax payroll deductions. The amount you pay depends on who you cover, the plan you choose and your annual benefits pay. You can view rates for Supplemental Life Insurance, AD&D and LTD during the online enrollment process.

<sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2023.



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# What You Pay Annually

Here's what you pay for coverage if you regularly work at least 32 hours a week. If you're part-time working 20 – 31 hours, your rates are approximately double. These annual amounts will be pro-rated over 26 pay periods beginning in 2024. Employees living in Eastern Wisconsin are eligible for the High-Performance Health Plan option.

#### **Medical**

You Only	HSA Option		<b>Broad Access Plan</b> Option		High-Performance Health Plan Option	
If Your Benefits Pay Is	You Pay	Rockwell Pays	You Pay	Rockwell Pays	You Pay	Rockwell Pays
<\$50,000	\$576.00	\$7,901.47	\$1,000.75	\$8,125.40	\$766.52	\$8,018.21
\$50,000 – \$75,000	\$1,073.00	\$7,404.47	\$1,646.51	\$7,479.64	\$1,344.26	\$7,440.47
\$75,000 – \$100,000	\$1,378.00	\$7,099.47	\$1,958.88	\$7,167.27	\$1,656.33	\$7,128.40
>\$100,000	\$1,753.00	\$6,724.47	\$2,364.86	\$6,761.29	\$2,047.96	\$6,736.77

You + Child(ren)	<b>HSA</b> Option		<b>Broad Access Plan</b> Option		High-Performance Health Plan Option	
If Your Benefits Pay Is	You Pay	Rockwell Pays	You Pay	Rockwell Pays	You Pay	Rockwell Pays
<\$50,000	\$1,376.00	\$14,731.19	\$2,173.00	\$15,166.69	\$1,736.54	\$14,954.45
\$50,000 – \$75,000	\$2,590.00	\$13,517.19	\$3,669.80	\$13,669.89	\$3,106.27	\$13,584.72
\$75,000 – \$100,000	\$3,344.00	\$12,763.19	\$4,442.43	\$12,897.26	\$3,879.39	\$12,811.60
>\$100,000	\$4,265.00	\$11,842.19	\$5,429.11	\$11,910.58	\$4,839.62	\$11,851.37

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# What You Pay Annually (Con't.)

#### **Medical**

You + Spouse/ Domestic Partner	<b>HSA</b> Option		<b>Broad Access Plan</b> Option		High-Performance Health Plan Option	
If Your Benefits Pay Is	You Pay	Rockwell Pays	You Pay	Rockwell Pays	You Pay	Rockwell Pays
<\$50,000	\$1,549.00	\$16,253.68	\$2,465.67	\$16,699.25	\$1,965.62	\$16,482.31
\$50,000 – \$75,000	\$2,916.00	\$14,886.68	\$4,159.02	\$15,005.90	\$3,512.76	\$14,935.17
\$75,000 – \$100,000	\$3,767.00	\$14,035.68	\$5,030.76	\$14,134.16	\$4,384.48	\$14,063.45
>\$100,000	\$4,806.00	\$12,996.68	\$6,143.80	\$13,021.12	\$5,451.25	\$12,966.68

You + Family	<b>HSA</b> Option		HSA Option Broad Access Plan Option		<b>High-Performance Health Plan</b> Option	
If Your Benefits Pay Is	You Pay	Rockwell Pays	You Pay	Rockwell Pays	You Pay	Rockwell Pays
<\$50,000	\$2,349.00	\$23,083.41	\$3,637.15	\$23,741.31	\$2,935.25	\$23,418.94
\$50,000 – \$75,000	\$4,433.00	\$20,999.41	\$6,182.30	\$21,196.16	\$5,275.31	\$21,078.88
\$75,000 – \$100,000	\$5,733.00	\$19,699.41	\$7,514.31	\$19,864.15	\$6,607.01	\$19,747.18
>\$100,000	\$7,319.00	\$18,113.41	\$9,208.06	\$18,170.40	\$8,240.78	\$18,113.41



#### Does your spouse/domestic partner have access to other medical coverage?

You'll pay a working dependent surcharge to cover a spouse/domestic partner if they have subsidized coverage available through their own employer.

- For salary less than \$50,000, you pay an additional \$520 a year.
- For salary **equal to or more than \$50,000**, you pay an additional **\$1,300 a year**.

# What You Pay Annually (Con't.)

#### **Dental**

	Basic (	Option	Comprehensive Option		
	You Pay <sup>1</sup>	Rockwell Pays	You Pay <sup>1</sup>	Rockwell Pays	
You Only	\$23.40	\$336.48	\$244.80	\$321.48	
You + Spouse	\$45.47	\$754.09	\$551.39	\$724.09	
You + Child(ren)	\$45.47	\$754.09	\$551.39	\$724.09	
You + Family	\$67.54	\$983.06	\$736.38	\$967.02	

<sup>&</sup>lt;sup>1</sup>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.

#### **Vision**

	You Pay <sup>1</sup>
You Only	\$53.76
You + Spouse	\$99.48
You + Child(ren)	\$124.32
You + Family	\$174.00

<sup>&</sup>lt;sup>1</sup> These annual amounts will be taken out of your paycheck pre-tax throughout the year. You pay the full cost of vision coverage, which is the same for full-time or part-time employees. Coverage may only be elected or changed during Annual Enrollment or when you have a qualified status change.



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# Contacts

Health

Money

Amino	To sign up: help.amino.com/hc/en-us After you sign up: amino.com/login support@amino.com, Monday – Friday, 7 a.m. – 7 p.m. Central Time
Bright Horizons®	clients.brighthorizons.com/rockwell
	<b>1.877.BH.CARES (1.877.242.2737)</b> , 24 hours a day, 7 days a week
Centivo	Before you enroll: ra.centivo.com
	After you enroll: my.centivo.com
	<b>1.833.502.2403</b> , Monday – Friday, 7 a.m. – 8 p.m. Central Time
CVS Caremark	caremark.com
	<b>1.866.768.4254</b> , 24 hours a day, 7 days a week
Delta Dental	deltadentalwi.com/member
	<b>1.800.236.3712</b> , Monday – Friday, 7:30 a.m. – 5 p.m. Central Time
Edelman Financial Engines	401k.com
	<b>1.877.401.5762</b> , Monday – Friday, 8 a.m. – 8 p.m. Central Time
Fidelity	401k.com
	<b>1.877.ROK.401K (1.877.765.4015)</b> , representatives are available Monday – Friday, 7:30 a.m. – 11 p.m. Central Time
HealthEquity	learn.healthequity.com/rockwell/hsa
	<b>1.866.346.5800</b> , 24 hours a day, 7 days a week
International SOS	internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003
	Within U.S.: 1.800.523.6586; Call collect: 1.215.245.4707
MetLife Auto, Home & Pet Insurance	mybenefits.metlife.com
	<b>1.800.438.6388</b> , 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 (Con't.)

MetLife Legal Plans	info.legalplans.com (access code: 3210010)
	<b>1.800.821.6400</b> , Monday – Friday, 7 a.m. – 6 p.m. Central Time
MetLife VisionAccess Discount Program	mybenefits.metlife.com
	<b>1.800.275.4638</b> , 24 hours a day, 7 days a week
OnTrack by Virgin Pulse	enroll.virginpulse.com
	<b>1.888.671.9395</b> , Monday – Friday, 7:30 a.m. – 7 p.m. Central Time
Prudential	prudential.com/mybenefits (access code: 44062)
	Phone: <b>1.800.842.1718</b> ; Fax: <b>1.877.889.4885</b> , 24 hours a day, 7 days a week
Quick Find™	raquickfind.com
Teladoc Medical Experts	teladoc.com/medicalexperts
	<b>1.800 TELADOC (1.800.835.2362)</b> , Monday – Friday, 7 a.m. – 8 p.m. Central Time
UnitedHealthcare (UHC)	Before you enroll: whyuhc.com/rockwellautomation
	After you enroll: myuhc.com
	<b>1.844.234.7924</b> , Monday – Friday, 8 a.m. – 8 p.m. in your time zone
UHC Choice Plus Spectra Vision	To register: myuhcvision.com/registration
	<b>1.844.234.7924</b> , Monday – Friday, 8 a.m. – 8 p.m. in your time zone
UHC Substance Use Treatment Helpline	liveandworkwell.com/recovery
	<b>1.855.780.5955</b> , 24 hours a day, 7 days a week
Workplace Options	helpwhereyouare.com/companylogin/1614/rockwell
	(Company code: automation)
	<b>1.855.897.4044</b> , 24 hours a day, 7 days a week
Your Benefits <sup>™</sup>	digital.alight.com/rockwellautomation
	<b>1.877.687.7272</b> , Monday – Friday, 8 a.m. – 4 p.m. Central Time



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