

## 2018 Benefit Enhancements FAQ

Q. Will the new holiday always be designated as July 5?

A. The intent of the additional Independence Day holiday is to create a four-day weekend whenever possible. The existing holiday policy states that when Independence Day falls on a Saturday, it is observed on the preceding Friday. When it falls on Sunday, it is observed on the following Monday. In these scenarios, the additional holiday would be designated as the preceding Thursday and subsequent Tuesday, respectively. When July 4 is a Tuesday, the additional day would be Monday, July 3. When July 4 is a Thursday, the additional day would be Friday, July 5. In years like 2018, when July 4 is a Wednesday the additional holiday will be Thursday, July 5. You can see this in the following table:

In a given year, Independence Day falls on:	Independence Day Holiday Observed	Additional Holiday Observed
Sunday, July 4	Monday, July 5	Tuesday, July 6
Monday, July 4	Monday, July 4	Tuesday, July 5
Tuesday, July 4	Tuesday, July 4	Monday, July 3
Wednesday, July 4	Wednesday, July 4	Thursday, July 5
Thursday, July 4	Thursday, July 4	Friday, July 5
Friday, July 4	Friday, July 4	Thursday, July 3
Saturday, July 4	Friday, July 3	Thursday, July 2

Q. What if I've already requested/recorded July 5 as a vacation day?

A. If you already submitted July 5 as a vacation day, it will be reclassified as a holiday and your vacation balance will be adjusted to show that you have the hours for that day available.

Q. Can I work summer hours on the Friday following July 4?

A. Summer hours allow you to work a half-day on Friday when you have already worked 90% of your scheduled hours during the first part of the week (i.e. 36 hours if you are scheduled to work 40 hours per week.) To work summer hours on July 6, you would need to work the extra hours in just two days, **if approved by your manager.**

Q. What happens if I need to work on the holiday?

A. If you are an exempt employee, you and your supervisor should agree on a substitute paid day off. If you are a non-exempt employee, your facility will establish a policy regarding worked holidays.

Q. How is the Retirement Savings Plan Changing?

A. We are increasing the company contribution to the 401(k) retirement savings plan match for employees in the U.S. and Puerto Rico. This increase gives us a slight competitive advantage for early and mid-career employees in the U.S., where there are no government-sponsored savings programs. It also helps encourage employee savings contributing to financial well-being, which is an area of interest especially for software and technology talent. Starting July 1, if employees contribute up to 7% of their income to savings, we will match 50% of that income in a 401(k) savings account. Previously, the amount matched was 50% up to 6%.

Q. How can I make sure that I get the additional company match beginning July 1?

A. To ensure that you receive the additional match beginning on the first paydate after July 1, 2018, make sure that your total contributions (pre-tax, after-tax or Roth) before 4 PM central time June 28 are at least 7%. In order to maximize your 7% company match, first make a 6% election in the Basic Election (applies to Pre-tax, ROTH or After-Tax categories), then add 1% in the applicable Supplemental Election category.

Q. I'm already contributing 7% (or more). Will the increased match automatically be applied?

A. If you elected 7% or more in the pre-tax, after-tax or Roth contributions (or any combination of the types), updates will be made for you in late June to place the proper amount in the "matched" contribution category. You will receive a confirmation notice from Fidelity when the system is updated.

Q. How can I change the percent of pay I contribute to my 401(k) Retirement Savings Plan account?

A. You can make the change by logging into your Retirement Savings Plan account on 401k.com and selecting "Contribution Amount" under Quick Links on the home page. Follow the instructions on the page to update your Contribution Amount. If you need assistance, call the Rockwell Automation Service Center at Fidelity at 1.877.765.4015 (hours 8:00 a.m. to midnight ET on weekdays). Election changes take effect in one to two pay periods.

Q. In the past, I saw "Basic" and "Supplemental" contributions? What does that mean?

A. Contributions that were eligible for Company matching were called "Basic". That category is now being renamed "Matched" contributions. "Supplemental" contributions are not eligible for Company matching contributions and may be elected only when you contribute more than the 7%.

Q. I already contributed earlier in 2018. Will my match be adjusted?

A. Only contributions made to the Retirement Savings Plan each pay period after July 1, 2018 will receive Company matching of 50% on the first 7%. To receive the maximum, you need to contribute each pay period to receive Company matching contributions each pay period. The plan does not provide "true up" or "make up" Company matching contributions at year end.

Q. I have questions about how the Retirement Savings 401(k) Plan works. Where do I find answers?

A. The Summary Plan Description contains details about how the Plan works. Log into your account on 401k.com and download a copy. If you want a printed copy mailed to you, call the Service Center at 1.877.765.4015.