

# Benefits Made For You



Annual Enrollment for 2022:  
Oct. 23 – Nov. 14, 2021

LIVE WELL.  
CHOOSE WELL.



# What's New For 2022

Before you review your benefit options and how to enroll, here are some changes for 2022 you'll want to know.



## Changes in health plan rates

There'll be modest increases to your medical and vision rates. In addition, Rockwell will pay a greater share of the cost for the HRA option and for children. You can see what you'll pay for coverage on [page 22](#).



## New dental plan administrator

Delta Dental will replace MetLife as the dental plan administrator. When this change occurs, limits on crowns, bridges and orthodontia will be reset.



## One-time Supplemental Life Insurance offer

This year, you can enroll in or increase coverage for Supplemental Life Insurance up to three times your annual benefits pay, or \$500,000 if less, without providing Evidence of Insurability (EOI). Typically, EOI is required before coverage can go into effect.

# 3 Steps to Enroll

Now's the time to get the benefits you need for 2022. Annual Enrollment is the only time of year you can enroll unless you have a qualified status change.

1

## 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](https://raquickfind.com) to learn more about coverage eligibility requirements.

2

## Review Your Choices

Review your benefits in this guide 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 also find more benefits details at [raquickfind.com](https://raquickfind.com) or in the Summary Plan Descriptions on the [Your Benefits™](https://raquickfind.com) website.

3

## Enroll Online and On Time

Go to [Your Benefits™](https://raquickfind.com) and make your elections by **Nov. 14, 2021**.



### What happens if I do nothing?

If you do nothing, you'll be automatically enrolled in the same plans you have today (except FSAs). You must re-elect FSAs each year. **If you continue participation in the HSA option, your HSA contribution will default to your 2021 election.** Your HSA election 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. Learn more at [Your Benefits™](https://raquickfind.com).

# Health

If you want medical, prescription drug, dental or vision coverage for 2022, you must enroll by **Nov. 14, 2021.**



# Medical Plans at a Glance

You have two medical plan options to choose from, and both are administered by UnitedHealthcare (UHC). Here's a quick overview.

	HSA Option	HRA Option
See any provider you want	✓ Yes	✓ Yes
Annual deductible	↑ Higher	↓ Lower
Free in-network preventive care	✓ Yes	✓ Yes
Health account with Company contributions	✓ Yes	✓ Yes
Prescription drug coverage	✓ Yes	✓ Yes
Monthly rates	↓ Lower	↑ Higher

## Medical Extras

Both medical plan options come with these extras.

### Free flu shots

Go to your doctor, a CVS Pharmacy or another network pharmacy.

### Virtual Visits

Meet with a health care provider via phone or video, day or night.

### Teladoc Health

Get expert second opinions on your condition, treatment or diagnosis at no cost to you.

### Tier 1 doctors

See UHC physicians designated as Tier 1 so your plan pays more for your care.

### WebMD

Earn credit toward your 2023 medical premiums by completing health activities and recording them at [webmdhealth.com/ra](https://webmdhealth.com/ra).

# Medical Coverage Details

Here's what you pay for your care under each medical option. You can view your annual rates on [page 22](#).

WHAT YOU PAY		HSA Option		HRA Option	
		In Network	Out of Network	In Network	Out of Network
<b>Annual Deductible</b>	You Only	<b>\$2,000</b>	<b>\$4,000</b>	<b>\$1,500</b>	<b>\$3,000</b>
	You + One <sup>1</sup>	<b>\$3,000</b>	<b>\$6,000</b>	<b>\$2,250</b>	<b>\$4,500</b>
	You + Family	<b>\$5,000</b>	<b>\$10,000</b>	<b>\$3,750</b>	<b>\$7,500</b>
<b>Preventive Care</b>		<b>\$0</b> no deductible	<b>40%</b> after deductible <sup>2</sup>	<b>\$0</b> no deductible	<b>40%</b> after deductible <sup>2</sup>
<b>Most Medical Care</b> Doctor visits, urgent care, ER, hospital stays		<b>20%</b> after deductible <b>15%</b> after deductible with Tier 1 providers & Freestanding Facilities <sup>3</sup>	<b>40%</b> after deductible <sup>2</sup>	<b>20%</b> after deductible <b>15%</b> after deductible with Tier 1 providers & Freestanding Facilities <sup>3</sup>	<b>40%</b> after deductible <sup>2</sup>
<b>Out-of-Pocket Maximum<sup>4</sup></b>	You Only	<b>\$3,000</b>	<b>\$6,200</b>	<b>\$3,000</b>	<b>\$6,500</b>
	You + One <sup>1</sup>	<b>\$4,500</b>	<b>\$9,400</b>	<b>\$4,500</b>	<b>\$10,000</b>
	You + Family	<b>\$7,500</b>	<b>\$15,600</b>	<b>\$6,000</b>	<b>\$13,500</b>

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

<sup>2</sup> 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.

<sup>3</sup> Tier 1 providers are known for offering the best combination of quality and cost and vary 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.

<sup>4</sup> The annual deductible counts toward the out-of-pocket maximum.

# Medical Option Health Accounts

Your Rockwell Automation medical options come with a Health Savings Account (HSA) or Health Reimbursement Account (HRA) that the Company puts money into to help you pay for eligible health care expenses. Here's how they work.

		HSA	HRA
<b>Contributions</b> from you <sup>1</sup>	You Only	Up to <b>\$3,450</b>	N/A
	You + One <sup>2</sup>	Up to <b>\$6,900</b>	
	You + Family	Up to <b>\$6,700</b>	
	If age 55 or older	Additional <b>\$1,000</b> catch-up contribution	
<b>Contributions</b> from Rockwell	You Only	<b>\$200</b>	<b>\$500</b>
	You + One <sup>2</sup>	<b>\$400</b>	<b>\$1,000</b>
	You + Family	<b>\$600</b>	<b>\$1,500</b>
<b>Eligible Expenses</b>	Medical, prescription drugs, dental and vision <sup>3</sup>	Medical and prescription drugs <sup>4</sup>	
<b>Paying for Expenses</b>	HealthEquity debit card	UHC automatically pays for eligible expenses using funds in your account	
<b>Account Balance<sup>5</sup></b>	Rolls over each year, and is always yours to keep	Rolls over each year, but is forfeited if you change plans or leave the Company	

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

<sup>3</sup> Covered tax dependents for tax-advantaged accounts—whether or not they are enrolled in your medical option—are determined by the IRS. To learn more about dependent eligibility, see IRS Publication 969 online at [irs.gov](https://www.irs.gov).

<sup>4</sup> Expenses can be used for you, your spouse and your children up to age 26 who are enrolled in your medical option.

<sup>5</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. For the HRA, you do not need to file anything with your tax return, but you should save all your receipts to validate use of funds by UHC.

# Prescription Drugs

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

WHAT YOU PAY	HSA Option	
	In Network	Out of Network
<b>Annual Deductible</b>	Counts toward your medical deductible <sup>1</sup>	
<b>Coinsurance<sup>2</sup></b>	<p><b>20%</b> after deductible</p> <p><b>20%</b> before deductible for maintenance drugs<sup>1,3</sup></p>	<p><b>40%</b> after deductible</p> <p><b>20%</b> before deductible for maintenance drugs<sup>1,3</sup></p>
<b>Out-of-Pocket-Maximum</b>	Counts toward your medical out-of-pocket maximum	

<sup>1</sup> You do not need to meet your medical option deductible before the plan helps pay for maintenance medications. You will pay 20% of the cost.

<sup>2</sup> You will also pay the cost difference between the generic and brand name drug, plus any applicable brand Coinsurance. This does not count toward your deductible or out-of-pocket maximum.

<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 here.

<sup>4</sup> The out-of-pocket maximum for prescription drugs is in addition to the medical out-of-pocket maximum in the HRA option.

<sup>5</sup> You + One means You + Spouse/Domestic Partner or You + Child(ren).



## Find an in-network pharmacy

You pay less for prescriptions when you get them at a CVS Caremark pharmacy or other network pharmacy. Visit [caremark.com](https://www.caremark.com) to find a pharmacy near you.



# Prescription Drugs (Con't.)

		HRA Option	
WHAT YOU PAY		Retail (up to 30-day supply)	Mail Order (up to 90-day supply)
<b>Annual Deductible</b>		N/A	N/A
<b>Copays/ Coinsurance<sup>2</sup></b>	Generic	<b>\$0</b> after \$10 copay <b>\$0</b> after \$5 copay for maintenance drugs <sup>3</sup>	<b>\$0</b> after \$20 copay <b>\$0</b> after \$10 copay for maintenance drugs <sup>3</sup>
	Preferred Brand Name	<b>20%</b> (\$100 max/Rx) <b>10%</b> (\$50 max/Rx) for maintenance drugs <sup>3</sup>	<b>20%</b> (\$200 max/Rx) <b>10%</b> (\$100 max/Rx) for maintenance drugs <sup>3</sup>
	Non-Preferred Brand Name	<b>40%</b> (\$120 max/Rx) <b>20%</b> (\$60 max/Rx) for maintenance drugs <sup>3</sup>	<b>40%</b> (\$240 max/Rx) <b>20%</b> (\$120 max/Rx) for maintenance drugs <sup>3</sup>
<b>Out-of- Pocket Maximum<sup>4</sup></b>	You Only	<b>\$1,000</b>	
	You + One <sup>5</sup>	<b>\$1,500</b>	
	You + Family	<b>\$2,000</b>	

# Dental

You have two dental options to choose from, and both are administered by Delta Dental. You can view your annual rates on [page 24](#).



		Basic	Comprehensive
WHAT YOU PAY		In Network and Out of Network <sup>1</sup>	
<b>Annual Deductible</b>	Per Person	<b>\$50</b>	<b>\$50</b>
	Family Maximum	<b>\$150</b>	<b>\$150</b>
<b>Preventive Care</b> Exams, cleanings, sealants and X-Rays		<b>\$0</b> no deductible	<b>\$0</b> no deductible
<b>Basic Care</b> Extractions, fillings and root canals		<b>30%</b> after deductible	<b>20%</b> after deductible
<b>Major Care</b> Crowns, dentures and bridges		Not covered	<b>50%</b> after deductible
<b>Orthodontia</b>		Not covered	<b>50%</b> until you reach the lifetime maximum of \$1,250 <sup>2</sup>
<b>Temporomandibular Joint Dysfunction (TMJ)</b>		Not covered	<b>50%</b> until you reach the lifetime maximum of \$1,000
<b>Maximum Plan Allowance</b>		\$1,000	\$1,500

<sup>1</sup> Your dental option pays based on the Maximum Plan Allowances. You are responsible for any amounts that exceed these limits.

<sup>2</sup> Available for children under age 19.



## 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](http://deltadentalwi.com/member) or call **1.800.236.3712**.

# Vision

The UHC Spectera Vision Plan covers eye exams, frames, lenses and contacts for you and your covered dependents. You can view your annual rates on [page 24](#).



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>
<b>Frames</b> Once every 24 months		<b>100%, up to \$130<sup>1</sup></b> after \$20 copay	Up to <b>\$45</b>
<b>Lenses</b> Once every 12 months	Single	<b>100%</b> after \$20 copay <sup>2</sup>	Up to <b>\$40</b>
	Lined Bifocal		Up to <b>\$60</b>
	Lined Trifocal		Up to <b>\$80</b>
	Lenticular		Up to <b>\$80</b>
<b>Contacts</b> Once every 12 months	Covered Selection	<b>100%, up to \$130</b> after \$20 copay (up to 4 boxes)	Up to <b>\$130</b>
	Non-Selection		Up to <b>\$130</b>
	Necessary		Up to <b>\$210</b>
<b>Laser Vision Discount<sup>3</sup></b>		<b>15% off standard prices or 5% off promotional prices</b>	<b>15% off standard prices or 5% off promotional prices</b>

<sup>1</sup> You get 30% off all costs above \$130.

<sup>2</sup> Includes scratch-resistant coating and 20-60% off non-covered lenses.

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



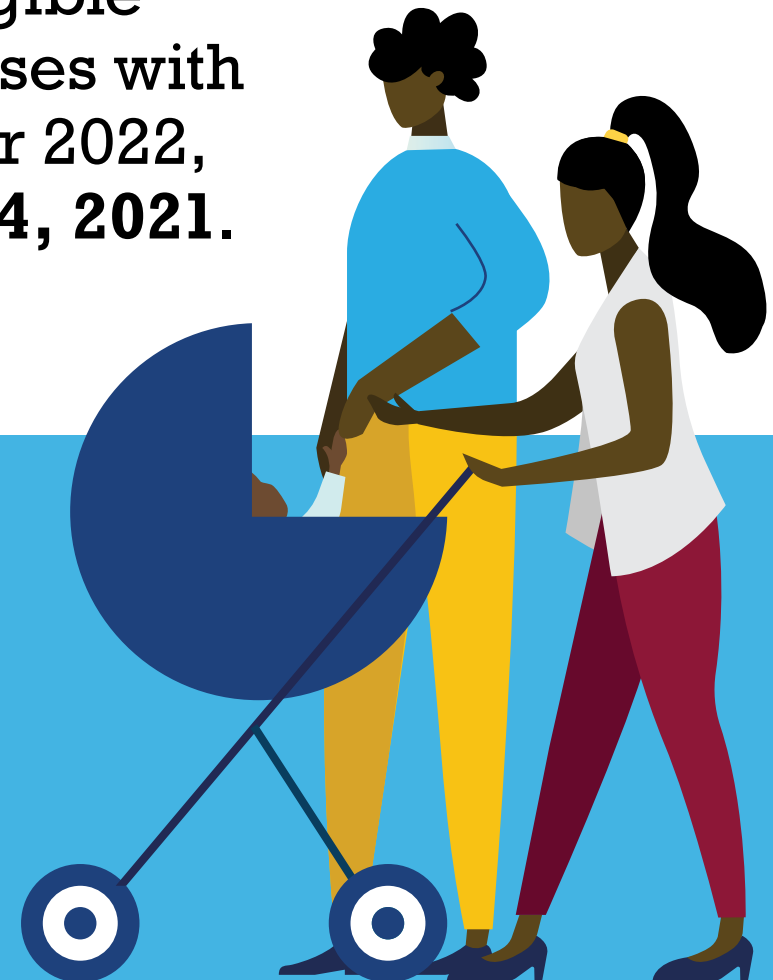
## Enhanced vision benefits for children under 13

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

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

# Money

The Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) give you the opportunity to save money for eligible health care or dependent care expenses with tax-free dollars. If you want an FSA for 2022, you must enroll or re-enroll by **Nov. 14, 2021**.



# 5 Advantages of the HSA

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

1

## 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.

4

## 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.

2

## Tax-free earnings

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

5

## Full ownership

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

3

## Tax-free withdrawals

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



# 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.**

	Limited Purpose FSA (HSA Participants <sup>1</sup> )	General Purpose FSA (HRA Participants)	Dependent Care FSA
<b>Your Contributions</b>	<b>\$100 – \$2,750</b>	<b>\$100 – \$2,750</b>	<b>\$100 – \$5,000</b> ((\$2,500 if married and filing separately))
<b>Eligible Expenses<sup>2</sup></b>	Medical <sup>3</sup> , prescription drugs, dental and vision	Medical, prescription drugs, dental and vision	Child or adult day care, summer camps, in-home care and more <sup>4</sup>
<b>Plan Deadlines</b>	Use funds by: <b>Dec. 31, 2022</b> Submit eligible expenses for reimbursement by: <b>March 31, 2023</b>		
<b>Paying for Expenses</b>	Your Spending Account FSA debit card		
<b>Account Balance</b>	Roll over up to \$550 each year (active election required). You forfeit any unused funds over \$550.		

<sup>1</sup> If you are in the HSA option, make sure you understand the limits of eligible expenses in the chart above.

<sup>2</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. To learn more, see IRS Publications 502 and 503 online at [irs.gov](https://www.irs.gov).

<sup>3</sup> Medical expenses are not eligible before you meet the medical plan deductible. They are eligible after meeting the deductible.

<sup>4</sup> Eligible expenses for dependents must be incurred so you or your spouse can work or attend school full-time. For a full list of eligible expenses, visit [irs.gov](https://www.irs.gov).



## Keep your receipts!

Save all your receipts in case you need to show that an expense is eligible for tax return purposes. If you need support, UHC, CVS Caremark and Delta Dental can provide documentation for eligible expenses, which they report to the FSA administrator, Your Spending Account.

# 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. 14, 2021**.



# Life Insurance

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

## Here are your options:



### Not sure how much you need?

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**

**2x**

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

<sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2021.

### 3 things to know about Supplemental Life Insurance

**1**

**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.

**2**

**It comes with preparation services** at no cost to you, and you'll have free access to [willing.com](https://www.willing.com).

**3**

**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.



# 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 coverage options:

You	Spouse/Domestic Partner <sup>1</sup>	
<p><b>Up to \$500,000</b> (in \$10,000 increments)</p>	<p><b>Only</b></p> <p><b>60%</b> of your benefit amount</p>	<p><b>With Children</b></p> <p><b>50%</b> of your benefit amount</p>
Children		
<p><b>Only</b></p> <p><b>20%</b> of your benefit amount</p>	<p><b>With Spouse/ Domestic Partner</b></p> <p><b>15%</b> of your benefit amount (\$40,000 maximum child coverage)</p>	

<sup>1</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.

# 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.

## Here are your options:



### 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.

## 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 26 weeks**  
of your annual benefits pay<sup>1</sup>

## 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

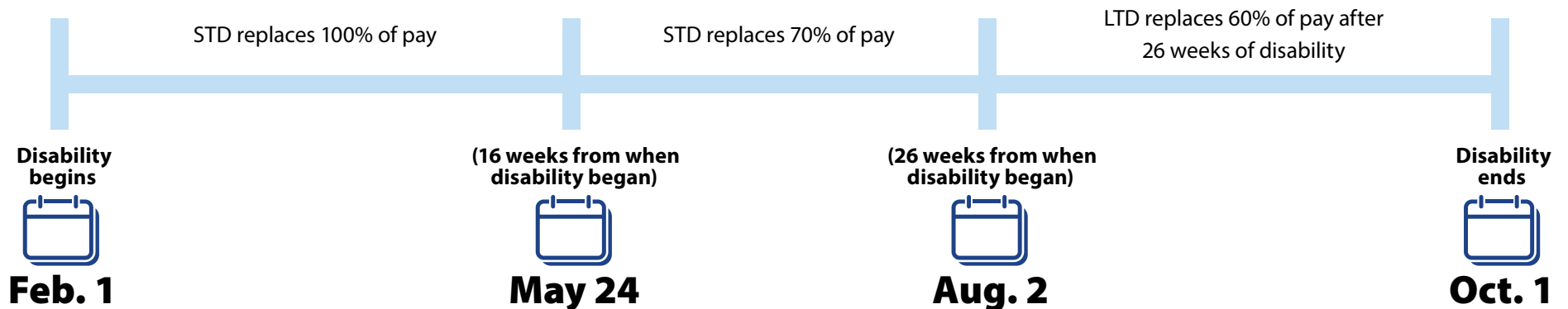
#### Option 2

**60%**

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

<sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2021.

## How it works



# More Benefits

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



# Additional Ways We Support You

To learn more about these benefits, visit [raquickfind.com](https://raquickfind.com).



## Health Management program

This program, managed by WebMD, rewards you with up to \$500 off your medical rates for 2023 when you complete healthy Take Action activities by Dec. 31, 2022, that support your physical, financial and emotional health.



## Bright Horizons®

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



## 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.

**Enroll by Nov. 14, 2021**



## 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.



## Edelman Financial Engines

If you participate in the 401(k) Plan, you have free access to online programs through Edelman Financial Engines to help you manage your account—Online Advice and Professional Management.

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

To learn more about these benefits, visit [raquickfind.com](https://raquickfind.com).



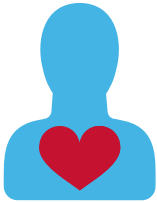
## Auto, Home and Pet Insurance

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.



## Paid Leave

In 2022, you'll 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.



## International SOS

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



## 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.

# Annual Rates

Here's what you'll pay for health benefits in 2022 through pre-tax payroll deductions. The amount you pay depends on who you cover, the plan you choose and your annual benefits pay.<sup>1</sup> 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, 2021.



# What You Pay

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.

## Medical

You Only	HSA Option		HRA Option	
	You Pay	Rockwell Pays	You Pay	Rockwell Pays
If Your Benefits Pay Is ...				
<\$25,000	\$452.68	\$7,255.77	\$974.16	\$7,255.77
\$25,000 – \$50,000	\$750.24	\$6,958.21	\$1,271.72	\$6,958.21
\$50,000 – \$75,000	\$1,048.13	\$6,660.32	\$1,569.60	\$6,660.33
\$75,000 – \$100,000	\$1,345.90	\$6,362.55	\$1,867.38	\$6,362.55
>\$100,000	\$1,642.60	\$6,065.85	\$2,164.08	\$6,065.85

You + Child(ren)	HSA Option		HRA Option	
	You Pay	Rockwell Pays	You Pay	Rockwell Pays
If Your Benefits Pay Is ...				
<\$25,000	\$945.19	\$13,722.32	\$1,914.53	\$13,722.32
\$25,000 – \$50,000	\$1,792.29	\$12,875.22	\$2,761.64	\$12,875.21
\$50,000 – \$75,000	\$2,529.03	\$12,138.48	\$3,498.38	\$12,138.47
\$75,000 – \$100,000	\$3,265.57	\$11,401.94	\$4,234.92	\$11,401.93
>\$100,000	\$3,998.23	\$10,669.28	\$4,967.57	\$10,669.28



### Complete the Health Risk Questionnaire to save on medical

Complete the Health Risk Questionnaire through the Health Management program by Dec. 31, 2021, to avoid paying an additional \$100 per year in medical rates.

# What You Pay (Con't.)

## Medical

You + Spouse/ Domestic Partner	HSA Option		HRA Option	
	You Pay	Rockwell Pays	You Pay	Rockwell Pays
If Your Benefits Pay Is ...				
<\$25,000	\$1,051.24	\$15,114.80	\$2,168.06	\$15,114.80
\$25,000 – \$50,000	\$2,016.68	\$14,149.36	\$3,133.50	\$14,149.36
\$50,000 – \$75,000	\$2,847.93	\$13,318.11	\$3,964.75	\$13,318.11
\$75,000 – \$100,000	\$3,678.95	\$12,487.09	\$4,795.77	\$12,487.09
>\$100,000	\$4,505.48	\$11,660.56	\$5,622.29	\$11,660.57

You + Family	HSA Option		HRA Option	
	You Pay	Rockwell Pays	You Pay	Rockwell Pays
If Your Benefits Pay Is ...				
<\$25,000	\$1,543.74	\$21,581.36	\$3,108.43	\$21,581.35
\$25,000 – \$50,000	\$3,058.73	\$20,066.37	\$4,623.42	\$20,066.36
\$50,000 – \$75,000	\$4,328.84	\$18,796.26	\$5,893.52	\$18,796.26
\$75,000 – \$100,000	\$5,598.62	\$17,526.48	\$7,163.31	\$17,526.47
>\$100,000	\$6,861.10	\$16,264.00	\$8,425.79	\$16,263.99



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

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

- For salary **less than \$50,000**, you pay an additional **\$420 a year**.
- For salary **equal to or more than \$50,000**, you pay an additional **\$900 a year**.



## Dental

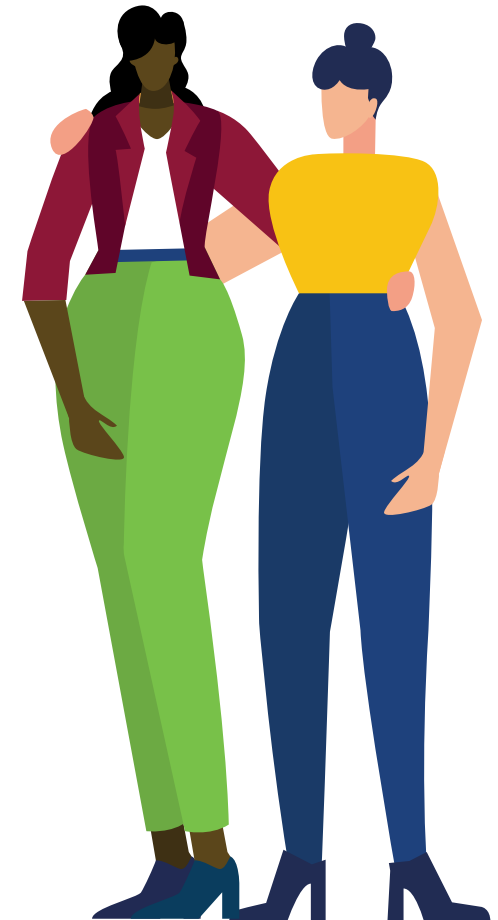
	Basic Option		Comprehensive Option	
	You Pay <sup>1</sup>	Rockwell Pays	You Pay <sup>1</sup>	Rockwell Pays
<b>You Only</b>	<b>\$20.07</b>	<b>\$342.33</b>	<b>\$228.23</b>	<b>\$342.37</b>
<b>You + Spouse</b>	<b>\$44.87</b>	<b>\$770.29</b>	<b>\$513.49</b>	<b>\$770.27</b>
<b>You + Child(ren)</b>	<b>\$44.87</b>	<b>\$770.29</b>	<b>\$513.49</b>	<b>\$770.27</b>
<b>You + Family</b>	<b>\$59.89</b>	<b>\$1,026.95</b>	<b>\$684.63</b>	<b>\$1,026.93</b>

<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 to 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>
<b>You Only</b>	<b>\$53.76</b>
<b>You + Spouse</b>	<b>\$99.48</b>
<b>You + Child(ren)</b>	<b>\$124.32</b>
<b>You + Family</b>	<b>\$174.00</b>

<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.



# Contacts

**Bright Horizons®**[clients.brighthouse.com/rockwell](https://clients.brighthouse.com/rockwell)**1.877.BH.CARES (1.877.242.2737)**, 24 hours a day, 7 days a week**CVS Caremark**[caremark.com](https://caremark.com)**1.866.768.4254**, 24 hours a day, 7 days a week**Edelman Financial  
Engines**[401k.com](https://401k.com)**1.877.401.5762**, Monday – Friday, 8 a.m. – 8 p.m. Central Time**Fidelity**[401k.com](https://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**[learn.healthequity.com/rockwell/hsa](https://learn.healthequity.com/rockwell/hsa)**1.866.346.5800**, 24 hours a day, 7 days a week**International SOS**[internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003](https://internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003)Within U.S.: **1.800.523.6586**; Call collect: **1.215.245.4707****Delta Dental**[deltadentalwi.com/member](https://deltadentalwi.com/member)**1.800.236.3712**, Monday – Friday, 7:30 a.m. – 5 p.m. Central Time**MetLife Auto, Home &  
Pet Insurance**[mybenefits.metlife.com](https://mybenefits.metlife.com)**1.800.438.6388**, Monday – Thursday, 7 a.m. – 9 p.m.; Friday, 7 a.m. – 8 p.m.;  
Saturday, 8 a.m. – 3:30 p.m. (all Central Time)**MetLife Legal Plans**[info.legalplans.com](https://info.legalplans.com) (access code: 3210010)**1.800.821.6400**, Monday – Friday, 7 a.m. – 6 p.m. Central Time**MetLife VisionAccess  
Discount Program**[mybenefits.metlife.com](https://mybenefits.metlife.com)**1.800.275.4638**, 24 hours a day, 7 days a week

# Contacts (Con't.)

## Prudential

[prudential.com/mybenefits](https://prudential.com/mybenefits) (access code: 44062)

Phone: **1.800.842.1718**; Fax: **1.877.889.4885**, 24 hours a day,  
7 days a week

## Quick Find™

[raquickfind.com](https://raquickfind.com)

## Teladoc Medical Experts

[teladoc.com/medicalexperts](https://teladoc.com/medicalexperts)

**1.800 TELADOC (1.800.835.2362)**, Monday – Friday, 7 a.m. – 8 p.m.  
Central Time

## UnitedHealthcare (UHC)

Before you enroll: [whyuhc.com/rockwellautomation](https://whyuhc.com/rockwellautomation)

After you enroll: [myuhc.com](https://myuhc.com)

**1.844.234.7924**, Monday – Friday, 8 a.m. – 8 p.m. in your time zone

## UHC Substance Use Treatment Helpline

[liveandworkwell.com/recovery](https://liveandworkwell.com/recovery)

**1.855.780.5955**, 24 hours a day, 7 days a week

## WebMD

[webmdhealth.com/ra](https://webmdhealth.com/ra)

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

## Workplace Options

[achievesolutionsglobal.net](https://achievesolutionsglobal.net) (Company code: automation)

**1.855.897.4044**, 24 hours a day, 7 days a week

## Your Benefits™

[digital.alight.com/rockwellautomation](https://digital.alight.com/rockwellautomation)

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



### Save money with in-network providers

You pay less for care when you see a health care provider in the UHC network. You can search for network providers before enrolling at [whyuhc.com/rockwellautomation](https://whyuhc.com/rockwellautomation). After you enroll, create an account at [myuhc.com](https://myuhc.com), where you can search for providers, view your plan benefits and more.

