

UNITED STATES EMPLOYEE Benefit Highlights

For Rockwell Automation United States employees scheduled to work 20 or more hours per week

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

Health Benefits

- Rockwell offers 3 Medical Plans:
 - Broad Access HSA Plan (UHC)
 - Broad Access Plan (UHC)
 - *High-Performance Plan (Centivo)
*For Eastern Wisconsin employees
- Two Delta Dental Options
- Optional UHC/Spectra Vision
- Health Savings Account
- Health Care and Dependent Care
- Flexible Spending Accounts

Disability, Life and Accident

- Company-paid Short-Term Disability:
 - 16 weeks full pay, 10 weeks 70% of pay
- Optional Long-Term Disability:
 - 60% up to \$15,000 per month
- 2x salary basic life insurance
- Up to 8x salary optional life
- Optional AD&D insurance

Retirement

- 401(k) employer match:
 - \$0.50 for every \$1.00 you contribute up to 7%
- Non-Elective Employer Contribution:
 - 3% - 7% of your eligible pay based on your age and how long you've worked for the Company;
 - Age/Service <40 = 3%
 - Age/Service 40 - 59 = 4%
 - Age/Service 60 - 79 = 5%
 - Age/Service >80 = 7%
- 3-year cliff vesting on employer contributions

Leaves and Holidays

- Paid Parental Leave
- Paid Caregiver Leave
- 3 weeks' vacation at hire increasing to 5 weeks with 15 years of service
- 14 paid holidays
- Volunteer Paid Time Off

Business Travel

- International SOS travel and medical assistance
- Business Travel Accident insurance
- Shipment of breast milk for nursing mothers

Voluntary Programs

- Bright Horizons family support and backup day care
- MetLife Legal
- MetLife Home, Auto, and Pet Insurance

Well-Being Benefits at No Cost to You

- ComPsych Employee Assistance Program
- Adoption Assistance
- Matching gift program
- Calm mindfulness app subscription
- Tuition Reimbursement
- Personify Well-Being program - OnTrack

Want to learn more? View our benefits guide:

<https://raquickfind.com/>

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.