

# 2017

Benefits Enrollment Guide

# Annual Enrollment

Oct. 29 – Nov. 20, 2016



**Rockwell  
Automation**





Your 2017  
Benefits Highlights

**4 – 5**



4 Steps  
to Enroll

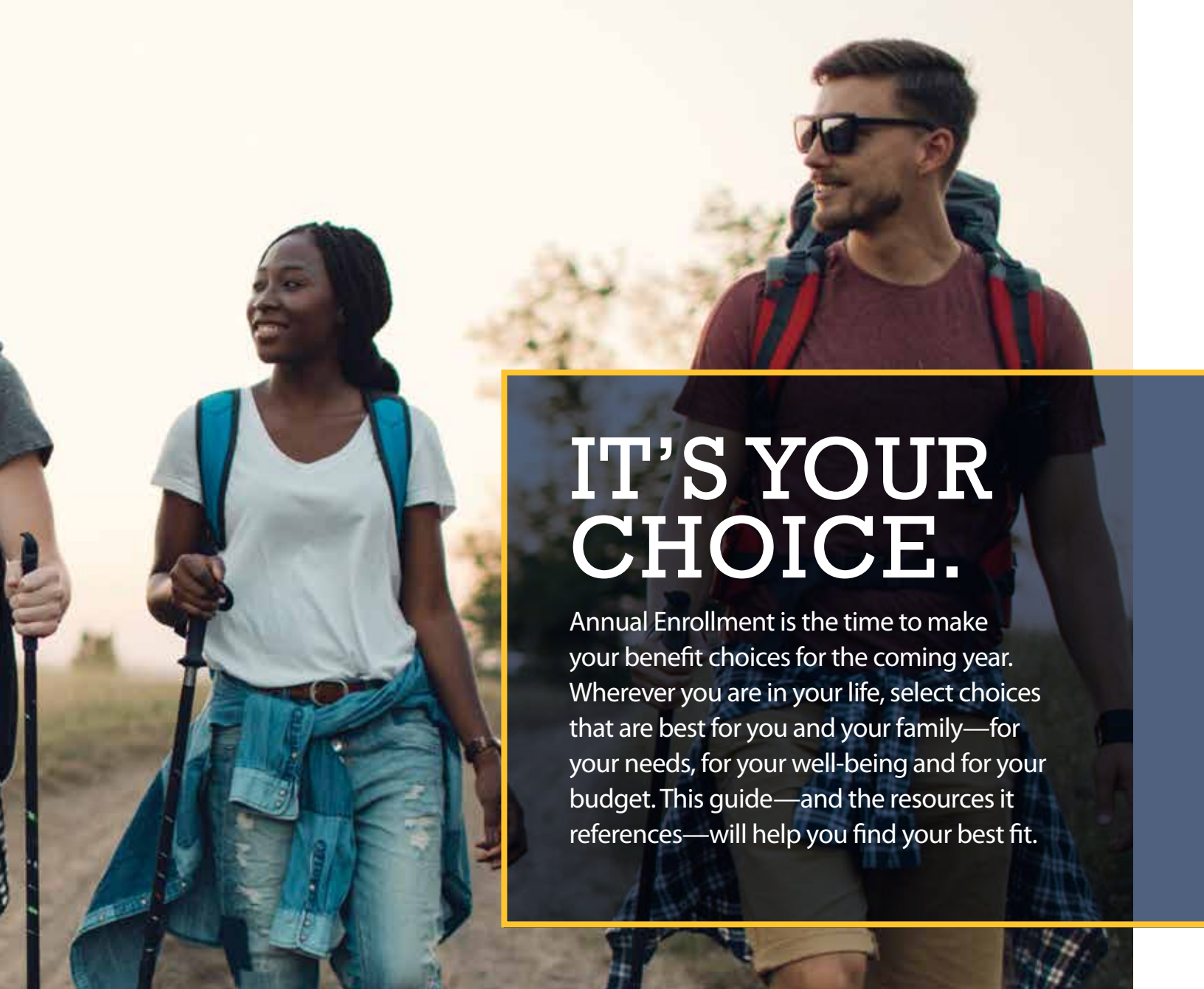
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Benefits You  
Buy for 2017

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# IT'S YOUR CHOICE.

Annual Enrollment is the time to make your benefit choices for the coming year. Wherever you are in your life, select choices that are best for you and your family—for your needs, for your well-being and for your budget. This guide—and the resources it references—will help you find your best fit.



Benefits You Use Any Time  
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Your 2017 Costs for Coverage  
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# Know What's New and What's Not Changing for 2017

## Good News!

No change and some decreases to employee premiums for 2017!

It's working! In aggregate, we continue to have higher than average participation in the Health Management Program, and the overall health risks among our population are stable. You're using the medical plan appropriately and being good consumers of health care. This is reflected in our favorable plan experience, which allows us to hold your payroll contributions flat for 2017. And, like last year, if you take the Health Risk Questionnaire (HRQ) and complete the other steps of the Health Management Program, you could earn up to \$450 off your 2017 premiums.

We've also negotiated favorable renewals for 2017 in other plans, resulting in either no change to premiums or, as you can see in the table below, a decrease in your Supplemental Life and Long-Term Disability (LTD) premiums. The LTD plan is also waiving its customary evidence of insurability requirements, so now is a great time to reevaluate your coverage level to make sure it's right for you.

Use this Annual Enrollment period to look at all the benefits available to you—medical, health account contributions, income replacement, retirement—and consider how to balance them all, so you can live your best!

BENEFIT	2017 PREMIUM CHANGE
HSA Option	No change
HRA Option	No change
Dental	No change
Vision	No change
Supplemental Life for Employees	10% decrease
Supplemental Life for Dependents	No change
Accidental Death and Dismemberment	No change
Long-Term Disability (LTD)	16.7% decrease for Option 1 11% decrease for Option 2



Beginning in 2017, you and your family will have a new, convenient and cost-effective way to seek care for routine health issues like a sore throat, ear infections or conjunctivitis. The **UHC Virtual Visits** benefit will allow you to be evaluated and treated by a board-certified physician, via video consultation, 24/7/365. The benefit is part of both the HRA and HSA medical plans. Look for more details early in the new year!



## What's Not Changing for 2017

- Medical, dental and vision plan coverage and administrators will remain the same.
- You have the choice between the UHC HSA option and the UHC HRA option, and the company will continue to make a contribution to your account.
- We continue to offer prescription drug coverage through CVS/caremark.
- HealthEquity continues to be our Health Savings Account (HSA) vendor.
- Continue to call Best Doctors when you have questions about your diagnosis or treatment options.
- StayWell continues to offer our Health Management Program. Reminder: If you participate in the program before the end of this year, you will pay up to \$450 less in 2017 medical premiums.
- The definition of eligible dependents hasn't changed. Children up to age 26 are covered under our medical, dental, vision and life plans.
- There are no changes to other benefits, including Short-Term Disability, Hyatt Legal, MetLife Auto/Home and Workplace Options (our EAP).

### KNOW THIS

When you need more details about Rockwell Automation plans, try these web-based—and telephonic—resources:

**EmployeeConnect**, our HR and benefits portal, has tools and benefit summaries to help you. You can also speak to a representative in the Rockwell Automation Service Center.

**Quick Find**, our benefits communication website is also available to your family members: [www.raquickfind.com](http://www.raquickfind.com).

Our **benefit administrators** offer apps, websites, and phone lines that can answer plan-specific questions.

**Contact** information for all of these resources is on pages 26 and 27.



# How to Enroll in 4 Easy Steps

Take time now to make sure you have the benefits you need in the year ahead.

## 1 Decide Who to Cover

Make sure you know who's eligible for coverage. Here's a look:

**You** | You are eligible if you are 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 401(k) only.

**Your Spouse** | Your spouse is eligible if you are legally married.

**Your Domestic Partner** | Your domestic partner<sup>1</sup> 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 are not related by blood to a degree of closeness that would otherwise prohibit marriage.

**Your Children** | Your children are eligible if they are:

- Your natural children, stepchildren, your domestic partner's children<sup>1</sup>, legally adopted children, children placed for adoption or children for whom legal guardianship has been awarded to you or your spouse;
- Under age 26, or any age if they have a physical or mental disability diagnosed before age 26 that requires lifetime care and supervision; and
- Unmarried.

### KNOW THIS

The benefits described in this guide are available to benefits-eligible 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 Weidmueller/W-Interconnections, Inc. are not eligible for these benefits.

## 2 Review Your Choices

This guide includes the high-level details you need to know to choose coverage that provides the best options for you and your family. 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 more information, you can access the Health Plan Comparison Chart, Summary Plan Descriptions (SPDs) or the Summary of Benefits and Coverage (SBC) for a particular plan by going to **EmployeeConnect > Your Benefits Resources > Summary Plan Descriptions**. You can also contact the benefits administrator or the Rockwell Automation Service Center. See pages 26 – 27 for details.

<sup>1</sup> 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/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.



## 3 Use the Tools to Make the Right Choice for You and Your Family

As part of the enrollment process on **EmployeeConnect > Your Benefit Resources**, you have access to a variety of tools that can help you make enrollment choices that balance cost with the amount of coverage you or your family needs. Here are a few:

- **The Health Savings Account (HSA) Contribution Calculator.** You can estimate how much money you should contribute each paycheck for your health care needs using the HealthEquity HSA Contribution Calculator. Remember, this money is taken out before taxes and earns interest over time. Plus, at the end of the year, any leftover money stays in your account.
- **The Flexible Spending Account (FSA) Estimator.** This tool on **EmployeeConnect** helps you estimate the amount of money you should contribute to your Health Care or Dependent Care FSA next year. Remember, you lose any money over \$500 you don't use in your Health Care FSA by the end of the year, so use the tool to help you get it right.
- **The Life Insurance Estimator.** This tool found on **EmployeeConnect** helps you determine your life insurance coverage needs. You simply estimate your expenses (e.g., your mortgage, loans, income tax) and enter that information into the tool. Then, the tool will estimate your life insurance needs to ensure that if something were to happen to you, your family would be financially covered. This tool can only estimate Supplemental Life Insurance coverage for employees.

## 4 Enroll Online

Go to **EmployeeConnect** and choose the benefits you want. Here's what to do:

- **Enroll on time.** Your enrollment window this year is Oct. 29 – Nov. 20, 2016. **If you don't enroll, you will automatically be enrolled in the same plan you have today. Your HSA and FSA contribution elections will not roll over.** Those elections must be made every year; however, your HSA election can be made or changed anytime throughout the year. Remember, most of your benefit elections can only be changed during the year if you have a qualified status change, such as birth of a child, adoption, marriage or divorce. For a comprehensive list of qualifying life events, go to **EmployeeConnect** or call **1.877.OUR.RASC** (1.877.687.7272), Monday – Friday, 8 a.m. to 4 p.m. Central time.
- **Take the HRQ.** You must take the Health Risk Questionnaire (HRQ) by Dec. 31, 2016, to avoid paying an additional \$100 on your 2017 medical premiums. Plus, once you complete the HRQ, you'll be eligible to earn the other incentives for up to \$450 off your 2017 premiums. For your convenience, you can take the HRQ in less than 10 minutes during the online enrollment process. For more information about the HRQ, go to **ra.staywell.com** or call StayWell at **1.800.721.2696**.





# Benefits You Buy for 2017





# HEALTH CARE

## Medical

You can choose from two medical options for coverage in 2017: the HSA option and the HRA option. As you compare your options, think about the medical needs of you and your family. You don't want to spend money for more coverage than you need. For example, why pay more in premiums to get a lower deductible if you don't think you'll spend enough in 2017 to meet that deductible?

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. Both options are administered by UnitedHealthcare (UHC) and offer:

- 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 United Healthcare Tier 1 provider designation, which helps you find quality, cost-effective care. See page 10.
- Best Doctors, an informed decision-support service to help you evaluate medical treatment options. See page 10.

### The HSA Option:

The HSA option has lower premiums, but a higher deductible. This means you pay less for coverage throughout the year, but pay more when you use care. Some other benefits of the HSA option are that it:

- Comes with a Health Savings Account (HSA) that has a company contribution to help offset your deductible. You can contribute your own money, pre-tax, to this account to help pay for eligible medical expenses. Plus, any money in your HSA is yours to keep even if you leave the company. For more information about the HSA, go to page 12.
- Requires that you meet your medical deductible before Rockwell Automation starts sharing your prescription drug costs. See page 14 for more information.

**See page 24 for the 2017 costs for medical coverage.**

### The HRA Option:

The HRA option has higher premiums, but a lower deductible. This means you pay more for coverage throughout the year, but pay less when you use care. Some other benefits of the HRA option are that it:

- Comes with a Health Reimbursement Account (HRA) that has a company contribution to help offset your deductible. You cannot contribute any of your own money to this account. If you leave the company or change medical options, you forfeit your remaining HRA balance.
- Doesn't require that you meet a deductible before you and Rockwell Automation share costs for prescription drugs. See page 14 for more information.

#### BUYER'S TIP

If you're considering a switch from the HRA to the HSA medical option, you could contribute the money you save in premium contributions to a Health Savings Account instead. You can use that money to pay for your health care expenses, and any money you don't spend is yours to keep, even if you leave the company.

## More About Medical Plan Resources

Take advantage of resources that can help you find quality care, learn more about your health and save money.

### Find the Best Combination of Cost and Quality

United Healthcare has a designation program that makes it easier to identify health care providers that meet higher standards for quality and cost. UHC identifies them 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.)

### 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 generally are 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.

### Consider Using Best Doctors

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

- Work with the world's top specialists to review your medical case and offer recommendations on your diagnosis or treatment plan.
- 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, contact Best Doctors today at **1.888.281.6550**, Monday – Friday, 7 a.m. – 8 p.m. Central time or online at [www.bestdoctors.com/rockwellautomation](http://www.bestdoctors.com/rockwellautomation).

**KNOW  
THIS**

The availability of Tier 1 providers varies by specialty and location.

For details about Tier 1 providers, including where they're available, which specialties are included and how providers are evaluated, and how to locate freestanding facilities, visit [www.UnitedHealthPremium.com](http://www.UnitedHealthPremium.com).

**KNOW  
THIS**

### Be Healthy, Earn Incentives

Improve your health—and lower your 2017 medical premiums by up to \$450—by participating in the Health Management program. All you have to do is complete the three parts of the program by Dec. 31, 2016.

1. Health Risk Questionnaire (HRQ)—Take the HRQ or pay an additional \$100 on your 2017 medical premiums.
2. Health screening—You have three options available to complete your health screening and earn up to \$250.
3. Take Action activities—Get \$100 for each activity you complete, up to \$200.

For more information, go to [ra.staywell.com](http://ra.staywell.com) or call **1.800.721.2696**.



# Costs for Medical Care

The chart below shows how much you pay when you or a covered family member needs care based on the medical option you choose, in addition to your payroll deductions shown on page 24. Keep in mind that the money Rockwell Automation contributes to your health account helps offset part of your deductible.

COMPARE	HSA OPTION		HRA OPTION	
	In Network	Out of Network	In Network	Out of Network
<b>Your Deductible</b> The amount you pay before you and Rockwell Automation share the cost of care based on the coverage level you choose.	You <b>\$2,000</b> You + One <sup>1</sup> <b>\$3,000</b> You + Family <b>\$5,000</b>	You <b>\$4,000</b> You + One <sup>1</sup> <b>\$6,000</b> You + Family <b>\$10,000</b>	You <b>\$1,500</b> You + One <sup>1</sup> <b>\$2,250</b> You + Family <b>\$3,750</b>	You <b>\$3,000</b> You + One <sup>1</sup> <b>\$4,500</b> You + Family <b>\$7,500</b>
<b>Money from Rockwell Automation</b> The specific amount Rockwell Automation puts into your health account to help offset your deductible.	You <b>\$200</b> You + One <sup>1</sup> <b>\$400</b> You + Family <b>\$600</b>		You <b>\$500</b> You + One <sup>1</sup> <b>\$1,000</b> You + Family <b>\$1,500</b>	
<b>Out-of-Pocket Maximum</b> The amount you pay in health care expenses before Rockwell Automation pays 100% of remaining costs for the rest of the year <sup>2</sup> .	You <b>\$3,000</b> You + One <sup>1</sup> <b>\$4,500</b> You + Family <b>\$7,500</b>	You <b>\$6,200</b> You + One <sup>1</sup> <b>\$9,400</b> You + Family <b>\$15,600</b>	You <b>\$3,000</b> You + One <sup>1</sup> <b>\$4,500</b> You + Family <b>\$6,000</b>	You <b>\$6,500</b> You + One <sup>1</sup> <b>\$10,000</b> You + Family <b>\$13,500</b>
WHAT THE PLAN PAYS <sup>3</sup>				
<b>Preventive Care</b>	<b>100%</b> (no deductible)	<b>60%</b> (after deductible)	<b>100%</b> (no deductible)	<b>60%</b> (after deductible)
<b>Doctor Office Visits, Urgent Care, ER, Hospital Stays</b>	<b>80%</b> (after deductible)	<b>60%</b> (after deductible)	<b>80%</b> (after deductible)	<b>60%</b> (after deductible)
	<b>85%</b> (after deductible) for Tier 1 providers and Freestanding Facilities <sup>4</sup>		<b>85%</b> (after deductible) for Tier 1 providers and Freestanding Facilities <sup>4</sup>	

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

<sup>2</sup> Under the Affordable Care Act (ACA), the in-network out-of-pocket maximum for an individual can't exceed \$7,150, even if the individual is covered under a family tier. You may pay additional amounts out of pocket for prescription drugs in the HRA option. See page 14 for more information.

<sup>3</sup> 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.

<sup>4</sup> Using Tier 1 providers and Freestanding Facilities is optional. The Tier 1 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). Both accounts receive money from Rockwell Automation to help pay eligible health care expenses. Here's how they work.

	HSA	HRA															
<b>Contributions to Your Account</b>	<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 + One<sup>1</sup></th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td><b>You:</b> \$3,200</td> <td><b>You:</b> \$6,350</td> <td><b>You:</b> \$6,150</td> </tr> <tr> <td><b>Rockwell Automation:</b> \$200</td> <td><b>Rockwell Automation:</b> \$400</td> <td><b>Rockwell Automation:</b> \$600</td> </tr> </tbody> </table> <p>If you are age 55 or older in 2017, 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 <sup>1</sup>	You + Family	<b>You:</b> \$3,200	<b>You:</b> \$6,350	<b>You:</b> \$6,150	<b>Rockwell Automation:</b> \$200	<b>Rockwell Automation:</b> \$400	<b>Rockwell Automation:</b> \$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 + One<sup>1</sup></th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td><b>Rockwell Automation:</b> \$500</td> <td><b>Rockwell Automation:</b> \$1,000</td> <td><b>Rockwell Automation:</b> \$1,500</td> </tr> </tbody> </table>	You Only	You + One <sup>1</sup>	You + Family	<b>Rockwell Automation:</b> \$500	<b>Rockwell Automation:</b> \$1,000	<b>Rockwell Automation:</b> \$1,500
You Only	You + One <sup>1</sup>	You + Family															
<b>You:</b> \$3,200	<b>You:</b> \$6,350	<b>You:</b> \$6,150															
<b>Rockwell Automation:</b> \$200	<b>Rockwell Automation:</b> \$400	<b>Rockwell Automation:</b> \$600															
You Only	You + One <sup>1</sup>	You + Family															
<b>Rockwell Automation:</b> \$500	<b>Rockwell Automation:</b> \$1,000	<b>Rockwell Automation:</b> \$1,500															
<b>Using the Money</b>	<p>You can use your HSA for eligible medical, dental and vision expenses for you and your tax dependents whether or not they are enrolled in the plan.<sup>2</sup> 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 that you can use to pay for eligible expenses. The debit card will be good for three years.</p>	<p>Your HRA is used for eligible medical expenses only for you, your spouse and your children up to age 26 who are enrolled in the plan.</p> <p>UHC does not issue a debit card. Instead, you'll be reimbursed automatically for any medical claims, including prescriptions.</p>															
<b>Account Balances</b>	<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. However, if you leave the company or change medical options, you cannot take the money with you.</p>															
<b>Tax Advantages and Prep</b>	<p>You must file a Form 8889 with your federal income tax return each year that you have money in your HSA, and you must save receipts to verify withdrawal 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>															

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

<sup>2</sup> Covered tax dependents for tax-advantaged accounts are determined by the IRS. To learn more about dependent eligibility, see IRS Publication 969 online at [www.irs.gov](http://www.irs.gov).

## Health Accounts You Can Choose During Annual Enrollment

Rockwell Automation offers two health Flexible Spending Accounts (FSAs): a Limited Purpose FSA and a Health Care FSA. These optional FSAs, administered by Your Spending Account (YSA), help you pay for eligible health care expenses<sup>1</sup> with tax-free dollars. 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 <sup>2</sup> )	Health FSA (HRA participants only)
<b>Contributions to Your Account</b>	<p>Only you can contribute to your account.</p> <p>Minimum contribution: \$100</p> <p>Maximum contribution: \$2,550</p> <p>Except in limited circumstances, you cannot 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: \$2,550</p> <p>Except in limited circumstances, you cannot change your FSA contribution during the year.</p>
<b>Using the Money</b>	<p>You can use your account for preventive pharmacy coinsurance, dental and vision expenses for you and your tax dependents<sup>3</sup> 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 cannot be paid for with HRA funds. Expenses can be for you and your tax dependents.<sup>3</sup> Examples include deductibles, copays and coinsurance, medical supplies, immunizations, over-the-counter drugs for which you have a prescription, prescription drugs, contact lenses and eyeglasses, and dental work.</p>
<b>Account Balances</b>	<p>These accounts don’t grow. You lose any money over \$500 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><b>Deadlines to Use 2017 Contributions: Dec. 31, 2017</b></p> <p><b>Deadlines to Submit Expenses: March 31, 2018</b></p> <p>See Your Spending Account and Summary Plan Description (SPD) for details about carryover provisions.</p>	
<b>Tax Advantages and Prep</b>	<p>You do not 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>	

<sup>1</sup> 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 [www.irs.gov](http://www.irs.gov).

<sup>2</sup> If you are in the HSA option, make sure you understand the limits of eligible expenses in the chart above.

<sup>3</sup> Covered tax dependents for tax-advantaged accounts are determined by the IRS. To learn more about dependent eligibility, see IRS Publication 969 online at [www.irs.gov](http://www.irs.gov).



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.

# Prescription Drug Coverage

Both medical options continue to include prescription drug coverage administered by CVS/caremark. However, each plan works a little differently. The charts below show what you'll pay based on the medical option you choose.

COMPARE	HSA OPTION <sup>1</sup>	
	In Network	Out of Network
<b>Your Rx Deductible</b>	Part of your medical deductible (see page 11)	
<b>Out-of-Pocket Maximum</b>	Part of your medical out-of-pocket maximum (see page 11)	
WHAT THE PLAN PAYS		
<b>Prescription Drugs</b>	<b>80%</b> (after deductible)	<b>60%</b> (after deductible)
<b>Preventive Prescription Drugs<sup>2</sup></b> (See the Buyer's Tip)	<b>80%</b> (before deductible)	

COMPARE	HRA OPTION <sup>1</sup>	
	Retail (up to a 30-day supply)	Mail Order (up to a 90-day supply)
<b>Your Rx Deductible</b>	None	None
<b>Out-of-Pocket Maximum</b>		
You	\$1,000	
You + One <sup>3</sup>	\$1,500	
You + Family	\$2,000	
WHAT THE PLAN PAYS		
<b>Copays/Coinsurance</b>		
Generic	<b>100%</b> after \$10 copay	<b>100%</b> after \$20 copay
Preferred brand name	<b>80%</b> (\$100 max/Rx)	<b>80%</b> (\$200 max/Rx)
Non-preferred brand name	<b>60%</b> (\$120 max/Rx)	<b>60%</b> (\$240 max/Rx)
<b>Value-Based Prescription Coverage</b> (See the Buyer's Tip)		
Generic	<b>100%</b> after \$5 copay	<b>100%</b> after \$10 copay
Preferred brand name	<b>90%</b> (\$50 max/Rx)	<b>90%</b> (\$100 max/Rx)
Non-preferred brand name	<b>80%</b> (\$60 max/Rx)	<b>80%</b> (\$120 max/Rx)

<sup>1</sup> You 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.

<sup>2</sup> For a list of eligible preventive prescription drugs, visit [www.caremark.com](http://www.caremark.com).

<sup>3</sup> You + One means You + Spouse/Domestic Partner or You + Child(ren).

## Click away

To learn more about the tools and resources available to you, visit [www.caremark.com](http://www.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 before you meet your deductible.

**If you're enrolled in the HRA option, you have a value-based prescription coverage 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.

We offer this special pricing because we want to help you improve your overall health and make it affordable to take your maintenance and preventive care medications as prescribed.

### KNOW THIS

If your health provider prescribes a specialty medication in 2017, 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 is a medical reason that you can't. If you don't, you'll pay the full cost for the medication.

You should check the CVS/caremark formulary during the year to make sure any brand-name medicine you regularly use is still covered. Brand-name drugs may be dropped from the formulary as generics become available.

For more information, contact CVS/caremark.



# Dental

Every year, you can choose from two MetLife dental options: the Basic option and the Comprehensive option. You cannot change your coverage during the year unless you have a qualified status change. Both options cover preventive care at 100% and pay benefits for basic services. But the Comprehensive option covers more dental services than the Basic option. Coverage is available for your children up to age 26.

COMPARE	Basic	Comprehensive
	In Network and Out of Network <sup>1</sup>	
Your Deductible	You <b>\$50</b> Family <b>\$150</b>	
<b>WHAT THE PLAN PAYS</b>		
<b>Preventive Care:</b> exams, cleanings, sealants, X-rays	<b>100%</b> (no deductible)	<b>100%</b> (no deductible)
<b>Basic Care:</b> extractions, fillings, root canals	<b>70%</b> (after deductible)	<b>80%</b> (after deductible)
<b>Major Care:</b> crowns, dentures, bridges	Not covered	<b>50%</b> (after deductible)
<b>Orthodontia:</b> for adults and children under age 19	Not covered	<b>50%</b> , up to the lifetime maximum of \$1,250
<b>Temporomandibular Joint Dysfunction (TMJ)</b>	Not covered	<b>50%</b> , up to the lifetime maximum of \$1,000
<b>Annual Benefits Maximum</b>	\$1,000	\$1,500

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

See page 25 for the 2017 costs for dental coverage.



## 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 **EmployeeConnect > Your Benefits Resources > Summary Plan Descriptions** or contact MetLife.

## 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. To find out if your dentist is in the network, call MetLife or visit online. See page 27 for contact information.

# Vision

The vision plan provides coverage for eye exams, eyeglass and contacts. You cannot change your coverage during the year unless you have a qualified status change. Coverage is available for your children up to age 26. To find providers in the UnitedHealthcare Vision Network and learn more, visit [www.myuhc.com](http://www.myuhc.com) or call **1.844.234.7924**. The vision plan provider network is different from the medical plan provider network. For complete details, see the Summary Plan Description on **Employee Connect > Your Benefit Resources**.

COMPARE	IN NETWORK	OUT OF NETWORK
WHAT THE PLAN PAYS		
<b>Eye Exam:</b> once every 12 months	After your \$20 copay: <b>100%</b>	Up to \$40
<b>Frames:</b> once every 24 months	After your \$20 copay for frames/lenses: <b>100% up to \$130</b> . You get 30% off costs above \$130.	Up to \$45
<b>Lenses:</b> once every 12 months Single Lined bifocal Lined trifocal Lenticular	After your \$20 copay for frames/lenses: <b>100%</b>  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
<b>Contacts:</b> once every 12 months Covered selection contacts Non-selection contacts Necessary contacts	After your \$20 copay for contacts: <b>100% up to \$130</b> (up to 4 boxes)	Up to \$130 Up to \$130 Up to \$210
<b>Laser Vision Discount</b>	You get 15% off standard prices or 5% off promotional prices when using providers in Laser Vision Network of America.	

KNOW THIS

You can continue to 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 21 for information.

See page 25 for the 2017 costs for vision coverage.



# INCOME PROTECTION

## Short-Term Disability

Rockwell Automation provides you with Short-Term Disability (STD) coverage for up to 26 weeks if you're unable to work. If you are a salaried employee, 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. If you are an hourly employee, in most cases, you receive 60% of your monthly benefits pay, up to a maximum of \$750 per week.

## 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 Short-Term Disability plan.

**For 2017, the cost of Long-Term Disability is being reduced, so this is a good time to elect LTD or to bump your coverage up from Option 1 to Option 2 if that would increase your potential LTD payments.** Option 2 also offers cost-of-living adjustments to your benefits and a less restrictive definition of disability.

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
<b>Option 1</b>	60% of your pay, up to \$5,000 maximum benefit per month	\$0.20 per \$100 of salary per month	None
<b>Option 2</b>	60% of your pay, up to \$15,000 maximum benefit per month	\$0.31 per \$100 of salary per month	Annual adjustment of 3% for up to 5 years

### BUYER'S TIP

If you don't have the savings you would need to financially support yourself if you couldn't work for at least seven months, you should consider buying LTD to guarantee 60% of your monthly benefits pay (up to the maximum amount). If you make less than \$100,000 a year, consider Option 1 as a better choice based on your financial situation. It costs less than Option 2 and provides the coverage you need.

### KNOW THIS

Evidence of Insurability, which is generally required for LTD coverage, is being waived for this year's Annual Enrollment for anyone who is currently not enrolled and elects Option 1 or for anyone currently enrolled in Option 1 and moves to Option 2.

2017 ONLY!

### 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.



# Basic Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.<sup>1</sup> Your Oct. 1, 2016, benefits pay will determine your coverage amount for 2017.

**KNOW THIS**

Go to **EmployeeConnect** to check that your beneficiary is who you want it to be. If there's no beneficiary on record, plan rules will apply to any distribution.

# 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 any time during the year. Evidence of Insurability is required to add or increase life insurance coverage and must be approved before the life insurance takes effect. See the SPD for complete details. Here are your Supplemental Life Insurance options.

<b>You</b>	1 – 8 times your annual benefits pay <sup>1</sup> (\$2,000,000 maximum)
<b>Your Spouse/Domestic Partner</b>	\$10,000 – \$100,000 (in \$5,000 increments)
<b>Your Children</b>	Either \$5,000 or \$10,000 per child

**Note: There are different prices in the rate table for smokers and non-smokers.**

## 2017 Rates

For 2017 rates, go to **EmployeeConnect**. The cost for Supplemental Life Insurance for you and your spouse is based on your age as of Dec. 31, 2016, and your smoker status. Any Supplemental Life Insurance you purchase will be reported as imputed income based on IRS regulations. On **EmployeeConnect**, you can also update your life insurance beneficiaries and review the SPD.

**KNOW THIS**

If you or your spouse is diagnosed with a terminal illness, you may be eligible to receive a portion of your life insurance benefit while you are still living.

**BUYER'S TIP**

Spend some time evaluating your family's financial needs and obligations, especially if you are the primary wage earner. Ideally, the amount of life insurance provided by Rockwell Automation and the supplemental insurance you purchase would provide enough money for your family to pay the bills and live their lives as planned if you weren't around. Use the Life Insurance Estimator on **EmployeeConnect** to help determine what level of coverage you need. Review the Summary Plan Description for complete details.

# AD&D Insurance

You can buy Accidental Death and Dismemberment (AD&D) Insurance as an additional way 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	With Children	Only	With Spouse/ Domestic Partner
<b>Benefit</b>	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)

<sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only), as of Oct. 1, 2016.

# ADDITIONAL BENEFITS

## Dependent Care FSA

Rockwell Automation offers a Dependent Care Flexible Spending Account (FSA) to help you pay for eligible dependent care expenses<sup>1</sup> with tax-free dollars. Here's how it works.

Dependent Care FSA	
<b>How Much Can I Contribute?</b>	<p><b>\$100</b> minimum  <b>\$5,000</b> maximum            (\$2,500 maximum if married and filing separately)</p>
<b>What Can the Money Be Used for?</b>	<p>Dependent care expenses incurred so you and your spouse can work or go to school full-time, like:</p> <ul style="list-style-type: none"> <li>• Nursery schools</li> <li>• Day care centers (including adult day care centers)</li> <li>• In-home day care providers</li> <li>• Before- and after-school care (if not already included in tuition)</li> </ul>
<b>What Are the Deadlines?</b>	<p><b>Deadlines to Use Funds:</b>            Dec. 31, 2017  <b>Deadlines to Submit Expenses:</b>            March 31, 2018</p>
<b>How Do I Access My Account?</b>	<p>You can access and manage your account and submit claims via <b>EmployeeConnect &gt; Your Benefits Resources</b>.</p>

## Hyatt Legal Plans

This plan provides access to a network of more than 14,000 attorneys and covers attorney fees for routine personal or family legal issues.

This includes services like:

- Traffic ticket defense and court appearances
- Wills, living wills and trusts
- Buying/selling/refinancing a primary residence
- Real estate transactions
- Legal document review
- Court appearances
- Adoption

The monthly cost of Hyatt 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 **EmployeeConnect** to elect coverage during Annual Enrollment. Call Hyatt Legal Plans at **1.800.821.6400** or go online to **www.legalplans.com**. Select "Employees/Members Click Here," and then use the access code 3210010 in the "Not a Member" section. You cannot opt out of the plan during the year.

If you are considering getting your finances in order and want to make sure you have the appropriate legal documentation of your wishes, consider Hyatt Legal Plans to help you with your will, living wills and trusts. To find out if Hyatt Legal Plans would be a good benefit for you, take the Legal Needs Test at **www.legalplans.com > Tools & Resources > Legal Needs Test**.

**KNOW  
THIS**

You can work with Hyatt Legal Plans to prepare your health care Power of Attorney and living will.

Then you can share it with your health care providers to have on file for easy access in case it's needed.

<sup>1</sup> 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 **www.irs.gov**.



# Benefits You Use Any Time





# MetLife Auto & Home Program

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](https://mybenefits.metlife.com). Call MetLife at **1.800.438.6388** for details, to get a quote or to enroll.

For your convenience, you can pay for MetLife Auto & Home coverage through after-tax payroll deductions.

## Workplace Options

Workplace Options (our EAP) is a confidential source to help you and your family members with any issue, big or small. You can get instant help for your everyday needs, like:

- Balancing your family budget
- Relocating
- Parenting a teenager
- Finding elder care resources
- Stress and anxiety
- Workplace issues
- Relationships and personal issues
- Life transitions

Go online to [www.achievesolutionsglobal.net](https://www.achievesolutionsglobal.net) (company code: automation) or call **1.855.897.4044**—anytime, day or night—to get the help you need.

## Business Travel Accident Insurance

Business Travel Accident Insurance pays a benefit if you are 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.

## International SOS Medical and Travel Assistance

International SOS Worldwide Business Emergency Assistance Services provide employees and expatriates traveling on Rockwell Automation business with worldwide emergency assistance services 24 hours a day, 365 days a year. If you require assistance, become aware of incidents or have an emergency while traveling, you can call International SOS, Rockwell Automation Global Security at **1.414.350.8001** and your home country's embassy or consulate.

## Vision Discount Program

The MetLife VisionAccess Discount Program gives you discounts on your vision needs.<sup>1</sup> In addition to getting a discount with this program, you can pay for vision expenses with tax-free dollars through your HSA or Health Care FSA. Go to [mybenefits.metlife.com](https://mybenefits.metlife.com) or call **1.800.275.4638** to find a participating provider near you. When you make an appointment, use program code MET2020. This program cannot be used in conjunction with the UHC vision plan.

<sup>1</sup> Discounts are based on the usual & customary fee. Discounts are subject to change.



# Benefits You Invest in Now for Later



# The Savings Plan

The Rockwell Automation Savings Plan can help you start saving money to cover your expenses during retirement.

## Retirement Planning Tools and Resources

Rockwell Automation offers retirement planning resources (including online calculators) through Fidelity and Financial Engines to help you with your investment questions. With Financial Engines, you have access to programs such as Online Advice and Professional Management. With Fidelity, you also have access to the Take-Home Pay Calculator and other tools, too! For more information, go to [www.raquickfind.com](http://www.raquickfind.com) and search “retirement planning tools.”

## Evaluate Your Contributions

The Savings Plan allows both you and the company to contribute money toward your retirement. You can choose to invest up to 50% of your paycheck (up to IRS limits) as pre-tax, Roth after-tax or regular after-tax contributions. If you are age 50 or older, you can contribute an additional \$6,000 in catch-up contributions this year. You can change your contributions at any time during the year by logging in to your account at [www.401k.com](http://www.401k.com).

## Contributions from Rockwell Automation

### Company Match

Rockwell Automation contributes \$0.50 on every \$1.00 you contribute, up to the first 6% of pay you contribute each paycheck. To take full advantage of this company match, you should contribute at least 6%. After just three years of service at Rockwell Automation, you own (are vested in) 100% of the company contributions.

### Annual Company Contribution

If you were hired after July 1, 2010, you receive the **Non-Elective Contribution**. Rockwell Automation will automatically contribute 3 – 7% of your eligible pay once a year. This contribution is based on your age and how long you’ve worked for the company as of Dec. 31. If you are an employee on the last day of the year, Rockwell Automation will make a contribution. For more information, visit [www.raquickfind.com](http://www.raquickfind.com) and search “non-elective contributions.”

## The Benefit of Long-Term Saving

Contributing even 1% of your pay today can make a big difference in your savings when you retire. That’s because of compounding—or the ability for any earnings on the contributions to your account to be reinvested and earn even more money for you. The earlier you contribute, the more time your earnings have to compound. In the long run, you can save more money for retirement by gradually increasing your contribution over time using the automatic increase feature. For help increasing your contribution or if you have questions, call the Rockwell Automation Service Center at Fidelity at **1.877.ROK.401K (1.877.765.4015)**.

## Click away

**Thinking about retiring soon?** You have access to many retirement tools, such as the Retirement Guide and Retirement Process Timeline, to help you with the retirement process. These tools are most useful for employees thinking about retiring in the next five years. You can find these resources, along with other benefits information, on [www.raquickfind.com](http://www.raquickfind.com).

## KNOW THIS

Annual Enrollment is a great time to check your beneficiaries for the Savings Plan and review your other benefits to do some financial planning. You can log on to [www.401k.com](http://www.401k.com) to use the tools and talk to professionals about your 401(k) portfolio and other retirement benefits.



# 2017 Costs for Coverage

## Medical

Here are the annual rates for 2017 based on who you cover, the plan you choose and your annual benefits pay.<sup>1</sup> Your share will be taken out of your paycheck pre-tax throughout the year.<sup>2</sup> Although our overall rates have gone up from 2016, only Rockwell Automation's share will increase. The company chose to leave your premiums the same as last year's.

The rates below are for full-time employees who work 40 hours per week and part-time employees who work 32 to 39 hours per week. If you are part-time and work 20 to 31 hours per week, your costs are approximately double. In addition, if you do not complete the Health Risk Questionnaire by Dec. 31, 2016, you will pay an additional \$100 per year in medical premiums. In 2017, log on to **EmployeeConnect** to confirm your payroll deductions.



### You Only Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	<b>\$395.00</b>	\$5,625.02	<b>\$871.00</b>	\$5,847.15
\$25,000 – \$50,000	<b>\$653.00</b>	\$5,367.02	<b>\$1,341.00</b>	\$5,377.15
\$50,000 – \$75,000	<b>\$920.00</b>	\$5,100.02	<b>\$1,608.00</b>	\$5,110.15
\$75,000 – \$100,000	<b>\$1,175.00</b>	\$4,845.02	<b>\$1,863.00</b>	\$4,855.15
>\$100,000	<b>\$1,430.00</b>	\$4,590.02	<b>\$2,118.00</b>	\$4,600.15



### You + One or You + Children Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	<b>\$876.00</b>	\$12,618.30	<b>\$1,947.00</b>	\$13,168.86
\$25,000 – \$50,000	<b>\$1,675.00</b>	\$11,819.30	<b>\$3,273.00</b>	\$11,842.86
\$50,000 – \$75,000	<b>\$2,382.00</b>	\$11,112.30	<b>\$3,980.00</b>	\$11,135.86
\$75,000 – \$100,000	<b>\$3,066.00</b>	\$10,428.30	<b>\$4,664.00</b>	\$10,451.86
>\$100,000	<b>\$3,760.00</b>	\$9,734.30	<b>\$5,358.00</b>	\$9,757.86



### You + Family Coverage

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	<b>\$1,093.00</b>	\$16,967.07	<b>\$2,511.00</b>	\$17,643.47
\$25,000 – \$50,000	<b>\$2,224.00</b>	\$15,836.07	<b>\$4,287.00</b>	\$15,867.47
\$50,000 – \$75,000	<b>\$3,160.00</b>	\$14,900.07	<b>\$5,223.00</b>	\$14,931.47
\$75,000 – \$100,000	<b>\$4,071.00</b>	\$13,989.07	<b>\$6,134.00</b>	\$14,020.47
>\$100,000	<b>\$4,995.00</b>	\$13,065.07	<b>\$7,058.00</b>	\$13,096.47

<sup>1</sup> Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only), as of Oct. 1, 2016.

<sup>2</sup> If you cover a spouse or domestic partner who has access to coverage through his or her own employer and/or children for whom he or she would provide primary coverage, 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.

## Dental

RATES	Basic <sup>1</sup>		Comprehensive <sup>1</sup>	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
You Only	\$18.07	\$298.61	\$205.63	\$292.97
You + One or You + Children	\$40.46	\$671.86	\$462.62	\$659.26
You + Family	\$54.00	\$895.80	\$616.80	\$879.00

<sup>1</sup> The rates above are for full-time employees who work 40 hours per week and part-time employees who work 32 to 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

RATES	Vision <sup>2</sup>
	Your Share
You Only	\$46.68
You + Spouse/ Domestic Partner	\$86.40
You + Child(ren)	\$108.00
You + Family	\$151.20

<sup>2</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.

### KNOW THIS

Did you have a change in your life since the last enrollment? It's unlikely to affect just one plan. For example, if you've just added a child to your family, you're sure to put him or her onto your medical coverage immediately. But while a newborn won't be needing dental or vision care for a while, an adopted child may. You may also consider contributing to a Dependent Care FSA for child care. A child can go onto your Supplemental Life Insurance or AD&D—and does the expense of becoming a parent make you more aware of your own need for life insurance and LTD coverage? Make sure you look at every benefit during enrollment and check that it fits your family's needs.





# Contacts

## Best Doctors

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

[www.bestdoctors.com/rockwellautomation](http://www.bestdoctors.com/rockwellautomation)

1.888.281.6550, Monday – Friday, 7 a.m. – 8 p.m. Central time

See page 10

## CVS/caremark

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



[www.caremark.com](http://www.caremark.com)

1.866.768.4254, 24 hours a day, 7 days a week

See page 14

## EmployeeConnect

- Overview of current benefits and 2017 options and rates
- Health plan and dental comparison charts
- Summary Plan Descriptions (SPDs)
- Life Insurance Estimator
- Flexible Spending Account (FSA) Estimator



<http://employeeconnect.rockwellautomation.com>

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

See page 6

## Fidelity

- Retirement Savings Plan details
- Personalized plan information
- Update/add beneficiaries
- Use app to monitor account performance



[www.401k.com](http://www.401k.com) (you can also reach this site through **EmployeeConnect**)

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

See page 23

## Financial Engines

- Help with investment choices
- Retirement planning



[www.401k.com](http://www.401k.com) (access Financial Engines through the Fidelity website)

1.877.401.5762, Investment Advisor Representatives are available Monday – Friday, 8 a.m. – 8 p.m. Central time

See page 23

## HealthEquity

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



<http://theequity.com/ed/rockwell>

1.866.346.5800, 24 hours a day, 7 days a week

See page 12

## Hyatt Legal Plans

- Plan details
- Find a participating attorney



[www.legalplans.com](http://www.legalplans.com) (access code: 3210010)

1.800.821.6400, Monday – Friday, 7 a.m. – 6 p.m. Central time

See page 19



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





**International SOS**

- Medical and security assistance when you travel outside your home country on company business
- Receive alerts and access local information on app



<https://www.internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003>

See page 21

Within U.S. call: 1.800.523.6586; call collect: 1.215.245.4707

**MetLife Dental**

- Plan details
- Print your ID card



<https://mybenefits.metlife.com>

See page 15

1.800.942.0854, 7 a.m. – 10 p.m. Central time

**MetLife Home & Auto Insurance**

- Enroll
- Premium quotes
- Use app to record details, make claims



<https://mybenefits.metlife.com>

See page 21

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 VisionAccess Program**

- Vision discounts

<https://mybenefits.metlife.com>

See page 21

1.800.275.4638, 24 hours a day, 7 days a week

**Prudential**

- Disability claim support

[www.prudential.com/mybenefits](http://www.prudential.com/mybenefits)

See page 17

(web access code: 44062)

Phone: 1.800.842.1718; Fax: 1.877.889.4885

**Quick Find**

- Instant answers to your benefit questions
- Vendor numbers and web addresses



[www.raquickfind.com](http://www.raquickfind.com)

See page 6

**StayWell**

- Health Management program

<https://ra.staywell.com> (you can also reach this site through **EmployeeConnect/Your Benefits Resources**)

See page 7

1.800.721.2696, Monday – Thursday, 8 a.m. – 8 p.m.; Friday, 9 a.m. – 6 p.m.; Saturday, 8 a.m. – noon (all Central time)

**UnitedHealthcare**

- Medical and vision vendor
- Provider network and Transition of Care information
- Find Tier 1 providers and Freestanding Facilities



[www.myuhc.com](http://www.myuhc.com)

See page 9

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

**Workplace Options**

- Free, confidential counseling, resources and information

[www.achievesolutionsglobal.net](http://www.achievesolutionsglobal.net)

See page 21

(company code: automation)

1.855.897.4044, 24 hours a day, 7 days a week





# AFFORDABLE CARE ACT NEWS

## Health Care Reform Information You Need to Know

Rockwell Automation continues to comply with all the required Affordable Care Act (ACA) provisions and will continue to make you aware of the changes.

- If you are eligible for coverage under the Rockwell Automation medical plan, by January 31, 2017, you will receive a tax form regarding your and your dependents' medical coverage, or eligibility for coverage, under the Rockwell Automation plan in 2016. You will need this information to verify that you have at least minimum qualifying health insurance coverage, so you should keep this information and have it available when you complete your 2016 taxes. Information is also sent to the Internal Revenue Service (IRS), as required under the ACA.
- To meet the ACA requirement noted above, we need to have valid Social Security numbers for all your covered dependents. This will help the IRS match your reported health coverage with the coverage reported by Rockwell Automation, so it is important that we have correct identifying information for your covered dependents.
- Rockwell Automation pays the Patient-Centered Outcomes Research Institute fees.
- The ACA Transitional Reinsurance Fee is included in the cost of the Rockwell Automation medical plan.
- Rockwell Automation electronically distributes a Summary of Benefits and Coverage (SBC). You will find this important document, as well as the Summary Plan Descriptions (SPDs), on **EmployeeConnect**. Paper copies are available by request.

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. 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.