

August 2014

Notice of Medical Benefit Changes for Retirees

As a Rockwell Automation employee, you currently have access to retiree medical coverage through the company after you retire. You may be eligible for retiree medical benefits if you are at least age 55 with ten or more years of service, and your age plus service total 75 or more.

Changes to Pre-Medicare Retiree Medical Benefits

If you were hired before 2005, you may be eligible for a company subsidy for retiree medical benefits. As of January 1, 2015, if you drop or defer retiree medical coverage through Rockwell Automation and re-enroll at a later date you will have the opportunity to enroll in a medical plan, but the cost will not be subsidized by the company and you will not be eligible for post-65 transition financial support.

Coverage for Medicare-eligible retirees

Beginning in 2015, instead of offering our post-65 retiree group medical benefits, OneExchange will assist Medicare-eligible retirees and their dependents with selecting individual medical and prescription drug coverage from the Medicare market. We believe that, with the opportunity to select individual medical plans, retirees will be offered more choice and greater value.

These changes do not take effect until you retire, turn age 65 and become eligible for Medicare. They do not affect the current pre-65 retiree medical benefits.

Financial Support from Rockwell Automation

When the Humana Medicare Advantage Plan (currently available to Medicare-eligible retirees and dependents) ends on December 31, 2014, the company will no longer subsidize the cost of this plan. Instead, Rockwell Automation will provide transition financial support by putting money in a Health Reimbursement Account (HRA) for five years, from 2015 through 2019. **If you retire, were hired before 2005, meet the eligibility criteria for retiree medical, AND you and/or your spouse become Medicare-eligible before 2020, you will be eligible to receive this financial support from Rockwell Automation for each year until 2020.** You can then use the money in your account to be reimbursed for the cost of medical, dental and vision plan premiums, including Medicare Part B premiums.

The amount you can receive in your HRA each year from 2015 through 2019 is the same as what Rockwell Automation pays toward the cost of a retiree's Humana Medicare Advantage Plan coverage today, which is based on your length of service.

Please note that if you retire and you and/or your spouse become eligible for Medicare after 2019, then the transition financial support is no longer available. After 2019, Medicare enhancements will be fully implemented, giving you access to better coverage without financial support from Rockwell Automation.

Further, if you drop or defer retiree medical coverage through Rockwell Automation and re-enroll at a later date you will not be eligible for post-65 transition financial support.

What Is Changing for Post-65 Retirees

After you retire, and when you or your spouse each turn age 65 and become Medicare-eligible, this is how you will receive retiree medical benefits:

- 1) Instead of getting coverage through Rockwell Automation, you will choose from a wide range of medical and prescription drug plans offered by a variety of insurance companies.**
- 2) You will no longer contact Rockwell Automation Service Center to enroll in medical coverage.** Instead, benefit advisors from Towers Watson's OneExchange will provide individualized support to help you select and enroll in the plans that best meet your needs. Then, the OneExchange benefit advisors will continue to be a resource for you at any time in the future.

Why the Change?

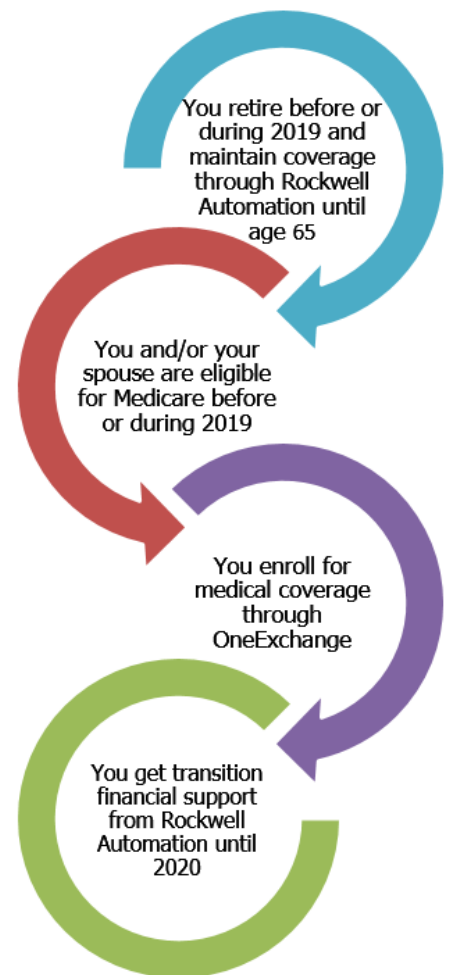
Compared to many company-sponsored group plans, the individual Medicare market can offer better value for retirees. On average, individual medical plans have experienced lower premium increases than group medical plans over the past several years. Most retirees who select coverage with assistance from OneExchange will continue to pay about the same as or less than they did under their previous coverage options, while also selecting coverage more specifically tailored to their personal needs and budget.

What You Need to Do

If you are planning to retire and you or your spouse will be Medicare-eligible at the time of retirement, contact OneExchange at 1-844-596-0462, Monday through Friday, 7 a.m. to 8 p.m. Central Standard Time. You can also learn more by visiting medicare.oneexchange.com/rockwellautomation.

If you have questions about your benefits through Rockwell Automation, please contact the Rockwell Automation Service Center at 1-877-OUR-RASC (1-877-687-7272), Monday through Friday, 8 a.m. to 4 p.m. Central Standard Time.

Post-65 Financial Support



This notice provides information about the Rockwell Automation Employee Health Plan and the new Rockwell Automation Health Reimbursement Account Plan (collectively, the "Plans"). Rockwell Automation reserves the right to terminate, suspend, withdraw, amend or modify the Plans or any benefit or cost-sharing arrangement the company provides at any time. In the event of a conflict between this notice and the terms of the applicable Plan document, the Plan document will govern.