

Coverage Before Medicare (typically if you are less than age 65)

Q. I was hired before Jan. 1, 2005. Will I get subsidized retiree medical if I retire after Jan. 1, 2015?

A. Rockwell Automation currently subsidizes pre-Medicare group medical benefits. For more information about eligibility and plan details, refer to the Summary Plan Description by logging into EmployeeConnect > Your Benefits > Your Benefit Resources > Health & Welfare Summary Plan Descriptions. Information about retirement medical benefits is found in the appendix.

Note that there are several reasons you might not be eligible for the subsidy even if you were hired before 2005:

- You don't work for an entity covered for Retiree Medical (e.g. Puerto Rico, Weidmueller/W-Interconnection, Inc., and Sprecher & Schuh)
- You aren't age 55 with 10 years of service and 75 points at termination, or
- You defer or drop retiree medical coverage any time after 1/1/2015

Q. Who should I contact if I have questions about eligibility?

A. Contact the Rockwell Automation Service Center at 877.687.7272 to find out whether you are eligible for retiree medical benefits from Rockwell Automation.

Q. I was hired after 2005. What is changing for me?

A. The company announced in 2004 that it would no longer subsidize the cost of retiree medical benefits for future employees. Post-2005 hires who meet the eligibility requirements (age 55 with 10 years of service and 75 points at termination) continue to have access to pre-Medicare group retiree medical benefits by paying the full cost of coverage. **This is not a change.**

Q. If I'm over age 65 when I retire, and enroll through OneExchange, what happens to my spouse who is not yet Medicare eligible?

A. If your eligible spouse is under age 65 he or she may be covered by a Rockwell Automation pre-Medicare medical plan. That coverage will continue until he or she reaches age 65. At that time, your spouse can work with OneExchange to enroll in medical and prescription drug coverage. If you are covering any dependent children, their current coverage can continue as long as they continue to meet the plan's eligibility rules.

Coverage After Medicare (typically if you are age 65 or older)

Q. I've worked for Rockwell Automation for 25 years. Is there a retirement 'deadline' in order to have coverage as it has been, for a limited time?

A. There is no deadline. Effective Jan. 1, 2015, we will no longer offer an employer-sponsored group medical plan for Medicare-eligible retirees. **This is true regardless of when the employee retires**, and applies to current and future retirees.

Instead, retirees will choose from a wide range of medical and prescription drug plans offered by a variety of insurance companies through the Medicare market. OneExchange benefit advisors will provide individualized support to help you select and enroll in the plans that best meet your needs. Then, the OneExchange benefits advisors will continue to be a resource for you at any time in the future.

Q. Will the company help pay the cost of coverage through OneExchange?

A. **Rockwell Automation will provide transition financial support** (if you meet the eligibility requirements: age 55 with 10 years of service and 75 points at termination) **between 2015 and 2019. The amount of this support will be the same amount that subsidized the group medical plan for Medicare-eligible retirees.** After 2019, Medicare enhancements will be fully implemented, giving you access to better coverage without financial support from Rockwell Automation.

Years of Service	Rockwell Automation's Annual Contribution to Your HRA (for 2015 through 2019)
25 or more	\$900.00
20 – 24	\$877.92
15 – 19	\$765.00
10 – 14	\$652.68

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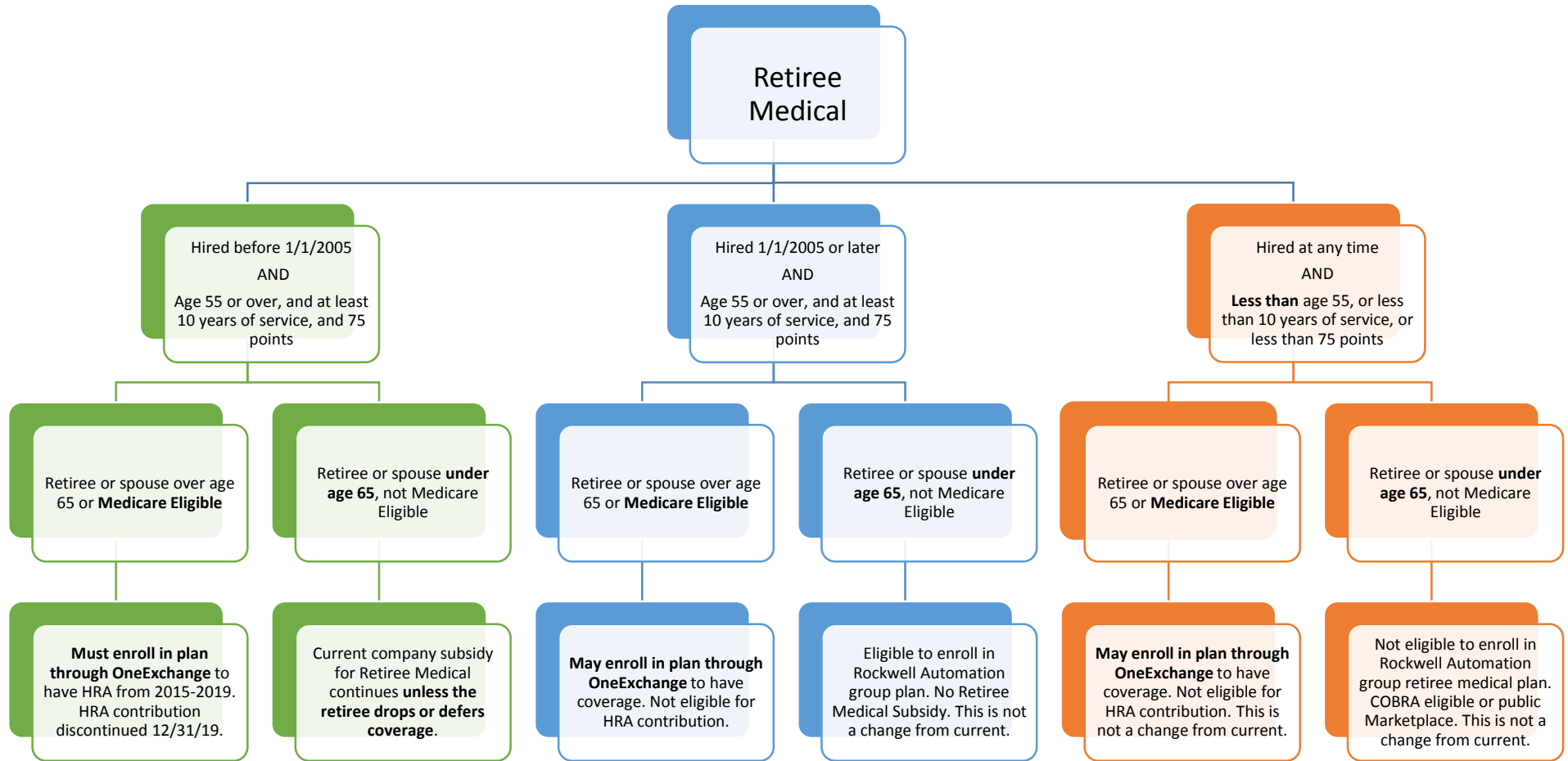
Q. What will coverage through the individual Medicare market cost after Jan. 1, 2015?

A. All plans offered through the individual Medicare market must be approved by CMS (the Centers for Medicare & Medicaid Services) and therefore costs are not available until Oct. 1 of the year prior to becoming effective. However, 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.

Q. Is this bad news or good news?

A. **This is good news.** Upon evaluating our current retiree medical offering for Medicare-eligible retirees and dependents, it's clear that the options available in the Medicare market can typically provide the same or better coverage at an equal or lower cost even without a company subsidy. In addition, more options are offered to meet retirees' personal needs. With this in mind, we made the careful decision to move Medicare-eligible retirees and dependents from our Humana Medicare Advantage Plan to the more robust and cost effective Medicare market.

Retiree Medical Eligibility Overview



Note: The eligibility requirements (age 55 with 10 years of service **and** 75 points) must be met by the employees Rockwell Automation termination date.