

2016

Benefits Enrollment Guide

ANNUAL ENROLLMENT

Oct. 24 – Nov. 15, 2015

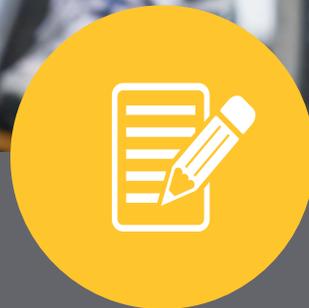


**Rockwell
Automation**



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TIME TO CHOOSE.

Good overall health—physical and financial—is not only important for you, but also for your family. That’s why we offer comprehensive benefits and access to a variety of resources to help you live your best—both at work and at home. This guide will walk you through all the **information you need to know** and **steps you need to take** to enroll in your 2016 benefits.



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Know What's New and What's Not Changing for 2016

While we have a few changes to our 2016 benefit options, there are a lot of benefits that are staying the same. Take a look.

What's New for 2016

New Vision Plan

You can now choose vision coverage through UnitedHealthcare (UHC). You'll pay the full premium pre-tax, and the plan will cover an annual eye exam and pay toward the cost of glasses or contact lenses. You'll also receive discounts on extra glasses and laser vision correction. **If you want this plan, you must enroll.**

Children Covered to Age 26

Eligibility for children will be the same for all of our benefits. They can be covered through the end of the month in which they turn age 26 regardless of student status. Any dependent child up to age 26 can be included under your dental, vision and life plans, as well as medical.

New Medical Plan Vendor

On Jan. 1, UnitedHealthcare (UHC) will replace both Aetna and Humana as the new administrator. CVS/caremark will continue to administer your pharmacy benefits. As a result of this change:

- You'll receive a new UHC medical ID card by Jan. 1, 2016. Be sure to replace your Aetna or Humana card with the UHC card when it arrives and give it to your providers.
- You will choose providers from the Choice Plus network. For information, visit <http://welcometouhc.com/rockwellautomation> or call **1.844.234.7924**.
- UHC will take over administration of the Health Reimbursement Account (HRA). Your current administrator, Aetna or Humana, will use your 2015 balance to pay any remaining claims for 2015. After 2015, your current administrator will send a report to UHC and transition your funds. Those funds will be available to you by the beginning of April.
- Current Humana members who enroll in the HRA for 2016 won't have a debit card next year. Instead, they'll be reimbursed automatically for any medical claim balances. Humana HRA debit cards will not work after December 31, 2015.

KNOW THIS

Know This If You Need Ongoing Care

While most providers will be in the broad Choice Plus network, if you are currently receiving treatment and your current provider is not in the Choice Plus network, you can request a short-term exception to receive in-network benefits while your treatment is completed. Some examples of transition of care include: second or third trimester pregnancy, active chemotherapy or radiation treatment for cancer, and acute treatment of heart attack or stroke. You can find the Transition of Care form and learn more about the move to UHC on the Pre-member website, <http://welcometouhc.com/rockwellautomation>, or you can call UHC at **1.844.234.7924**.

CLICK AWAY

Updated Summary Plan Descriptions (SPDs) with new plan information will be available in early 2016.



New Medical Plan Resources

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

New Cost and Quality Tools

Beginning in January, you'll have access to a variety of tools and resources to help you find quality and cost information before you go to the doctor.

Find the Best Combination of Cost and Quality

The UnitedHealth Premium Designation Program makes it easier to identify health care providers that meet higher standards for quality and cost. UHC identifies them as Premium 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 Premium 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.)

The availability of Tier 1 providers varies by specialty and location. For details about Premium Tier 1 providers, including where they're available, which specialties are included and how providers are evaluated, visit www.UnitedHealthPremium.com.

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. Also, the expanded coverage for lab services at Freestanding Facilities will replace the LabCard program.

What's Not Changing for 2016

- Medical premiums will remain the same.
- Premiums for all other benefits, except for dental, will remain the same. However, dental costs are only increasing between \$0.72 and \$23.69 per year based on plan choice and coverage level.
- You have the choice between the HSA option and the 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 is our Health Savings Account (HSA) vendor.
- Continue to call Best Doctors when you have questions about your existing 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 2016 medical premiums.
- Both MetLife dental options continue to be offered.
- There are no changes to other benefits, including Life Insurance and Short- and Long-Term Disability, Hyatt Legal, MetLife Auto/Home and the Employee Assistance Program (EAP).



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 spouse¹ is eligible if you are legally married.

Your Domestic Partner | Your domestic partner 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,² 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 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 make benefit decisions that are best 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 specific plan details, you should reference the Summary Plan Descriptions (SPDs) for a particular plan or the Summary of Benefits and Coverage (SBC). You can find the SPDs by going to **EmployeeConnect > Your Benefits Resources > Summary Plan Descriptions**.

¹ Legally married same-sex spouses can now receive health coverage on a pre-tax basis, and their eligible expenses can be reimbursed from an employee's Health Savings Account or Health Care FSA. Anytime a spouse is referenced in this guide, it applies to all legally married spouses.

² 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.



3 Use the Tools

You have access to a variety of tools that can help you make good health care decisions. 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 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. 24 – Nov. 15, 2015. **If you don't enroll, you will automatically be enrolled in the same plan you have today, but with UHC as the administrator. 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**.
- **Take the HRQ.** You must take the Health Risk Questionnaire (HRQ) by Dec. 31, 2015, to avoid paying an additional \$100 on your 2016 medical premiums. Plus, once you complete the HRQ, you'll be eligible to earn the other incentives for up to \$450 off your 2016 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 Now



HEALTH CARE

Medical

You can choose from two medical options for coverage in 2016: 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 on more coverage than you need. 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 provided 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 UnitedHealth Premium® Designation Program, which helps you find quality, cost-effective care. See page 5 for details.
- Best Doctors, an informed decision-support service to help you evaluate medical treatment options. See page 17 for more information.

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 11 for more information.

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 11 for more information.

2016 Costs for Medical Coverage

Here are the annual rates for 2016 based on who you cover, the plan you choose and your annual benefits pay.¹ This amount will be taken out of your paycheck pre-tax throughout the year.² 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, 2015, you will pay an additional \$100 per year in medical premiums. In 2016, 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	\$395.00	\$5,536.00	\$871.00	\$5,747.84
\$25,000 – \$50,000	\$653.00	\$5,278.00	\$1,341.00	\$5,277.84
\$50,000 – \$75,000	\$920.00	\$5,011.00	\$1,608.00	\$5,010.84
\$75,000 – \$100,000	\$1,175.00	\$4,756.00	\$1,863.00	\$4,755.84
>\$100,000	\$1,430.00	\$4,501.00	\$2,118.00	\$4,500.84



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	\$876.00	\$12,418.68	\$1,947.00	\$12,945.36
\$25,000 – \$50,000	\$1,675.00	\$11,619.68	\$3,273.00	\$11,619.36
\$50,000 – \$75,000	\$2,382.00	\$10,912.68	\$3,980.00	\$10,912.36
\$75,000 – \$100,000	\$3,066.00	\$10,228.68	\$4,664.00	\$10,228.36
>\$100,000	\$3,760.00	\$9,534.68	\$5,358.00	\$9,534.36



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	\$1,093.00	\$16,700.00	\$2,511.00	\$17,345.40
\$25,000 – \$50,000	\$2,224.00	\$15,569.00	\$4,287.00	\$15,569.40
\$50,000 – \$75,000	\$3,160.00	\$14,633.00	\$5,223.00	\$14,633.40
\$75,000 – \$100,000	\$4,071.00	\$13,722.00	\$6,134.00	\$13,722.40
>\$100,000	\$4,995.00	\$12,798.00	\$7,058.00	\$12,798.40



**Be Healthy,
Earn
Incentives**

Improve your health—and lower your 2016 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, 2015.

1. Health Risk Questionnaire (HRQ)—Take the HRQ or pay an additional \$100 on your 2016 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 or call **1.800.721.2696**.

¹ Annual benefits pay is your annual base pay, or your total targeted compensation (sales employees only), as of Oct. 1, 2015.

² 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.

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

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

² Under the Affordable Care Act (ACA), the in-network out-of-pocket maximum for an individual can't exceed \$6,850, 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.

³ 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.

⁴ Using Premium Tier 1 providers and Freestanding Facilities is optional. The Premium Tier 1 designation helps you find providers known for offering the best combination of quality and cost. (The availability of Premium 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															
Contributions to Your Account	<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 + One¹</th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td>You: \$3,150</td> <td>You: \$6,350</td> <td>You: \$6,150</td> </tr> <tr> <td>Rockwell Automation: \$200</td> <td>Rockwell Automation: \$400</td> <td>Rockwell Automation: \$600</td> </tr> </tbody> </table> <p>If you are age 55 or older in 2016, 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 ¹	You + Family	You: \$3,150	You: \$6,350	You: \$6,150	Rockwell Automation: \$200	Rockwell Automation: \$400	Rockwell Automation: \$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 + One¹</th> <th>You + Family</th> </tr> </thead> <tbody> <tr> <td>Rockwell Automation: \$500</td> <td>Rockwell Automation: \$1,000</td> <td>Rockwell Automation: \$1,500</td> </tr> </tbody> </table>	You Only	You + One ¹	You + Family	Rockwell Automation: \$500	Rockwell Automation: \$1,000	Rockwell Automation: \$1,500
You Only	You + One ¹	You + Family															
You: \$3,150	You: \$6,350	You: \$6,150															
Rockwell Automation: \$200	Rockwell Automation: \$400	Rockwell Automation: \$600															
You Only	You + One ¹	You + Family															
Rockwell Automation: \$500	Rockwell Automation: \$1,000	Rockwell Automation: \$1,500															
Using the Money	<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.² 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> As we transition to UHC as our medical plan vendor, Humana or Aetna will use your current HRA balance through February to pay any remaining 2015 claims. Any remaining money will roll over to UHC—and be available to you—by the beginning of April.</p> <p> The change to UHC also means you will no longer use a debit card. Instead, you'll be reimbursed automatically for any medical claims.</p>															
Account Balances	<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>															
Tax Advantages and Prep	<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>															

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

² 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.

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 expenses¹ 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 ²)	Health FSA (HRA participants only)
Contributions to Your Account	<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>
Using the Money	<p>You can use your account for preventive pharmacy coinsurance, dental and vision expenses for you, you and your tax dependents³ 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.³ Examples include deductibles, copayments 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>
Account Balances	<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>Deadlines to Use 2016 Contributions: Dec. 31, 2016</p> <p>Deadlines to Submit Expenses: March 31, 2017</p> <p>See Your Spending Account and Summary Plan Description (SPD) for details about carryover provisions.</p>	
Tax Advantages and Prep	<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>	

¹ 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.

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

³ 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.



Aetna, Humana, 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. Beginning in 2016, UHC will also report claims to HealthEquity or YSA for participants.

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 ¹	
	In Network	Out of Network
Your Rx Deductible	Part of your medical deductible (see page 11)	
Out-of-Pocket Maximum	Part of your medical out-of-pocket maximum (see page 11)	
WHAT THE PLAN PAYS		
Prescription Drugs	80% (after deductible)	60% (after deductible)
Preventive Prescription Drugs²	80% (before deductible)	



To learn more about the tools and resources available to you, visit www.caremark.com.

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



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 on a regular basis.

¹ 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.

² For a list of eligible preventive prescription drugs, visit www.caremark.com.

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

KNOW THIS

If your health provider prescribes a specialty medication in 2016, 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.

Dental

Every year, you can choose from two 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. **With the new expanded coverage for adult children, you should consider enrolling your children up to age 26.** The charts below show how the two options compare and your 2016 annual costs for coverage.

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

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](#).

¹ 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 reasonable and customary (R&C) charges.

RATES	Basic ²		Comprehensive ²	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
You Only	\$18.07	\$308.45	\$205.63	\$308.45
You + One³	\$40.46	\$693.94	\$462.62	\$693.94
You + Family	\$54.00	\$925.20	\$616.80	\$925.20

² 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.

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

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.

Vision



This new vision plan provides coverage for eye exams, eyeglass and contacts. To find providers in the UnitedHealthcare Vision Network and learn more, visit www.myuhc.com or call **1.844.234.7924**.

COMPARE

	IN NETWORK	OUT OF NETWORK
WHAT THE PLAN PAYS		
Eye Exam: once every 12 months	After your \$20 copay: 100%	Up to \$40
Frames: once every 24 months	After your \$20 copay for frames/lenses: 100% up to \$130 . You get 30% off costs above \$130.	Up to \$45
Lenses: once every 12 months	After your \$20 copay for frames/lenses: 100%	Up to \$40
Single		Up to \$60
Lined bifocal	Includes scratch-resistant coating and 20% to 60% off non-covered lens options	Up to \$80
Lined trifocal		Up to \$80
Lenticular		Up to \$80
Contacts: once every 24 months	After your \$20 copay for contacts: 100% up to \$130 (up to 4 boxes)	Up to \$130
Covered selection contacts		Up to \$130
Non-selection contacts		Up to \$130
Necessary contacts		Up to \$210
Laser Vision Discount	You get 15% off standard prices or 5% off promotional prices when using providers in Laser Vision Network of America.	

RATES

	Vision ¹
	Your Share
You Only	\$46.68
You + Spouse/ Domestic Partner	\$86.40
You + Child(ren)	\$108.00
You + Family	\$151.20

¹ These annual amounts will be taken out of your paycheck pre-tax throughout the year.



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 23 for information.

Dependent Care FSA

Rockwell Automation offers a Dependent Care Flexible Spending Account (FSA) to help you pay for eligible dependent care expenses¹ with tax-free dollars. Here's how it works.

	Dependent Care FSA
How Much Can I Contribute?	\$100 minimum \$5,000 maximum (\$2,500 maximum if married and filing separately)
What Can the Money Be Used for?	Dependent care expenses incurred so you and your spouse can work or go to school full-time, like: <ul style="list-style-type: none"> • Nursery schools • Day care centers (including adult day care centers) • In-home day care providers • Before- and after-school care (if not already included in tuition)
What Are the Deadlines?	Deadlines to Use Funds: Dec. 31, 2016 Deadlines to Submit Expenses: March 31, 2017
How Do I Access My Account?	You can access and manage your account and submit claims via EmployeeConnect > Your Benefits Resources

¹ 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.

KNOW THIS

Rely on 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 one of 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.

INCOME PROTECTION

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
Benefit	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)

Supplemental Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.¹ You can buy Supplemental Life Insurance for yourself, your spouse/domestic partner and your children through after-tax payroll deductions. **With the new expanded coverage for adult children, you should consider enrolling your children up to age 26.** This is term insurance and may be dropped any time during the year. Here are your Supplemental Life Insurance options.

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

KNOW THIS

If you or your spouse is diagnosed with a terminal illness, you can take an accelerated benefit from your Supplemental Life Insurance coverage and improve your quality of life, paid for by your coverage.

2016 Rates

For 2016 rates, go to **EmployeeConnect**. The cost for Supplemental Life Insurance for you and your spouse is based on your age as of Dec. 31, 2015, 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 Summary Plan Description (SPD).

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.

¹ Annual benefits pay is your annual base pay, or your total targeted compensation (sales employees only), as of Oct. 1, 2015.

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.

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. 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
Option 1	60% of your pay, up to \$5,000 maximum benefit per month	\$0.24 per \$100 of salary per month	None
Option 2	60% of your pay, up to \$10,000 maximum benefit per month	\$0.35 per \$100 of salary per month	Annual adjustment of 3% for up to 5 years

KNOW THIS

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.

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 may be required for Long-Term Disability coverage and must be approved before coverage takes effect.

ADDITIONAL BENEFITS

Hyatt Legal Plans

This plan provides access to a network of more than 12,000 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

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.

The monthly cost of Hyatt Legal Plans coverage is \$13.50 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 "Thinking About Enrolling?" section. You cannot opt out of the plan during the year.

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**. 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.

BUYER'S TIP

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**.

There's an App for That

Need info on your benefits? Need to make transactions on the go? Well, good news! Starting in January 2016, you'll have access to a variety of apps to help you manage your benefits on the go. Download the ones you need now to keep them handy all year.

Medical

Health4Me App: Download from Apple App Store or Google Play™.

- Find health care providers near you.
- See quality information and estimate costs.
- View claims and personal health record.

Health Savings Account

HealthEquity App: Download from Apple App Store or Google Play™ or visit <http://healthequity.com/members/mobile-app>.

- Access your account and manage debit card transactions.
- Initiate claims and view their status.
- Use your device's camera to document receipts.
- Send payments and reimbursements.

Prescription Drugs

CVS/caremark App: Access from www.cvs.com/mobile-cvs (use your caremark.com username and password).

- Order, refill or transfer a prescription.
- Check order status and prescription history.
- See drugs lists, coverage and drug cost.
- Find nearest pharmacy or MinuteClinic®.
- View ID card.

Dental, Life and Home Insurance

MetLife US App: Download from Apple App Store or Google Play™.

- Find dentists near you.
- View dental ID card.
- Get term life insurance quote and review insurance policies.
- Record auto accident details, capture photos and submit a claim.

International SOS

International SOS App: Download from Apple App Store, Google Play™ or BlackBerry App World. Use membership number 1CMA1003 to register.

- Receive alerts while you travel.
- Access country guides.
- Find local clinics.
- Contact ISOS in an emergency.

Legal Plan

Hyatt Legal Plans App: (for members and prospective members) Download from Apple App Store or Google Play™.

- View plan coverage.
- Find network attorneys, call them directly from the app and pull up directions to their offices.
- Get case numbers.
- Find videos, informative articles and a Legal Needs test.

Retirement Savings Plan

NetBenefits® App: Download from Apple App Store or Google Play™.

- Monitor your balance.
- See your investments.
- Review account performance.

Add the Quick Find, too!

Visit www.raquickfind.com from an iOS device and Quick Find will give you the option to install the site as a Web app on your home screen. That way you'll always have answers to your benefits questions—as well as vendor numbers and web addresses—at your fingertips!



Benefits at No Cost to You



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

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

Basic Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.¹ See page 18 for more information about your life insurance options.

Short-Term Disability

Rockwell Automation provides you with Short-Term Disability (STD) coverage for up to 26 weeks if you're unable to work. See page 19 for more information.

**KNOW
THIS**

Your life insurance beneficiary must be up-to-date at all times. Go to **EmployeeConnect** to confirm your beneficiary information is correct.

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.² 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 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 new UHC vision plan.

¹ Annual benefits pay is your annual base pay, or your total targeted compensation (sales employees only), as of Oct. 1, 2015.

² 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.

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. As of October 2015, if you are age 50 or older, you can contribute an additional \$6,000 in catch-up contributions each year. You can change your contributions at any time during the year by logging in to your account at 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 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)**.

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 and search "retirement planning tools."

**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.

**KNOW
THIS**

Annual Enrollment is a great time to check your

beneficiaries for the Savings Plan and other retirement benefits and to do some financial planning. You can log on to www.401k.com to use the tools and talk to professionals about your 401(k) portfolio and other retirement benefits.



Contacts



Best Doctors

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

www.bestdoctors.com/rockwellautomation

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

CVS/caremark

- Learn about prescription drug costs and coverage
- Find a participating retail pharmacy
- Print a temporary ID card



www.caremark.com

1.866.768.4254, 24 hours a day, 7 days a week

EmployeeConnect

- Overview of current benefits and 2016 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

Fidelity

- Retirement Savings Plan details
- Personalized plan information
- Update/add beneficiaries



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

Financial Engines

- Help with investment choices
- Retirement planning



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

HealthEquity

- Answer questions regarding your Health Savings Account (HSA)



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

1.866.346.5800, 24 hours a day, 7 days a week

Hyatt Legal Plans

- Plan details
- Find a participating attorney



www.legalplans.com (access code: 3210010)

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



Download the vendor mobile app.



International SOS

- Medical and security assistance when you travel outside your home country on company business



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

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>

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

MetLife Home & Auto Insurance

- Enroll
- Premium quotes



<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 VisionAccess Program

- Vision discounts

<https://mybenefits.metlife.com>

1.800.275.4638, 24 hours a day, 7 days a week

Prudential

- Disability claim support

www.prudential.com/mybenefits (web access code: 44062)

Phone: 1.800.842.1718; Fax: 1.877.889.4885

Quick Find

- Instant answers to your benefit questions



www.raquickfind.com

StayWell

- Health Management program

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

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

- New medical and vision vendor
- Provider network and Transition of Care information
- Find Premium Tier Providers and Freestanding Facilities



Before Jan. 1, 2016: <http://welcometouhc.com/rockwellautomation>
Jan. 1, 2016, or later: www.myuhc.com

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

Workplace Options

- Free, confidential counseling, resources and information

www.achievesolutionsglobal.net (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, in February 2016 you will receive a tax form regarding your and your dependents' medical coverage, or eligibility for coverage, under the Rockwell Automation plan in 2015. 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 2015 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 tax-qualified dependents. There will be IRS penalties if you don't provide them.
- 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.

October 2015