



BENEFIT

SOLUTIONS

Different people. Different solutions.

April 2011

**Rockwell
Automation**

Your Investment in Better Health

At Rockwell Automation, we think good health is important. That's why we offer you a variety of resources and solutions to help you achieve optimum health.

Rockwell Automation is committed to providing you with ongoing, expanded communication on health issues, company benefits and helpful resources. So far, we've communicated to you through enrollment materials, e-newsletters, online learning modules, www.RAbenefitsolutions.com and more. Now, meet our newest way to communicate with you: this special insert in *Vitality* magazine.

Inside each issue, you'll find the information you need to focus on good health, including:

- Details on Rockwell Automation benefits and health management programs
- Tips on how to get the most from your benefits
- Information on how early detection, prevention and health management can help improve your health and keep costs down
- Strategies for being a wise health care consumer
- Highlights of StayWell programs and resources
- Answers to frequently asked benefit questions
- Safety tips for home and work



Vitality is one more way to invest in your health. It's part of our overall health care strategy to give you more control of how you spend your health care dollars, slow rising costs, help you pursue better health, and focus on prevention and early detection. We encourage you to read it and take ownership of your health.

By the Numbers

Our health care strategy shifts the focus to prevention and early detection, not just treatment. That means better health for you, and lower health care costs for you and the company. Case in point:

\$5,000
Average annual cost for treating adult pre-diabetes

\$12,000
Average annual cost for treating diabetes

\$30,000
Average annual cost if complications from diabetes (like heart disease or kidney failure) arise

Source: UnitedHealthcare

Buckle Up for Life

Seat belts save over 13,000 lives every year—one of them could be yours. Wearing your seat belt properly reduces your risk of dying in an accident by 45% and your risk of serious injury by 50%.

Designed to keep you secure in the car during an accident, a seat belt is your best defense against inexperienced, impaired, aggressive and distracted drivers. Wearing it is the single most effective thing you can do to protect yourself from possible injury while driving or riding as a passenger.

You should wear your lap and shoulder belt every time you ride in a car—even if the car has air bags. Most air bags are designed to deploy after a front-end crash only. Your seat belt can protect you if your car is hit from the side or from behind, and it can keep you from being thrown into—and injured by—a rapidly opening air bag.

So, for your own safety, be sure to wear a seat belt every time you drive. Ask your passengers to do the same. To wear it properly, adjust the lap belt low and tight across your hips, below your stomach, and place the shoulder belt across the middle of your chest, away from your neck. Never put it behind your back or under your arms.



Don't Forget the Kids	Infants	Toddlers	Children	Twens
<p>Front-seat air bags can be good for you but deadly for children. So the National Highway Traffic Safety Administration (NHTSA) recommends that all children under 12 sit in the back seat, using the proper safety seat for their age.</p>	<p>Use rear-facing child safety seats until your child is at least 1 year old and at least 20 pounds.</p>	<p>Switch to forward-facing child safety seats until the child is about age 4 and 40 pounds.</p>	<p>Use booster seats until your child is about 8 years old or 4'9" tall—or until a regular seat belt fits properly.</p>	<p>Allow children to use an adult seat belt.</p>



Motorcyclists, Wear a Helmet!

Helmets save lives—1,829 in 2008 alone—and help prevent brain injury. Yet, only 67% of riders wear them, reports the NHTSA.

Look for a helmet with a DOT sticker (issued by the U.S. Department of Transportation) that covers your ears and is at least 1-inch thick.

Source: National Highway Traffic Safety Administration

Looking for Something?

Can't find the latest benefits communication from Rockwell Automation? You'll find most materials—including your 2011 benefits guide, *For Your Benefit* newsletters and more—posted on www.RAbenefitsolutions.com.

Check the site when you want to retrieve something, look up information about your benefits, watch a video refresher on your medical plan or share information with your spouse or domestic partner.



To access the site via your personal smartphone, go to your phone's App Store or Market and download a free QR scanner. Then, scan this code.



Commit to Quit

Tobacco use, especially smoking, is the No. 1 preventable cause of death and disease in the United States.¹ When you're ready to quit tobacco for good, Rockwell Automation helps with a variety of solutions so you can achieve your goal and enjoy a longer, healthier life. Here's how to get started.

When quitting tobacco, different people need different solutions. That's why Rockwell Automation provides plenty of options. If you're enrolled in the HSA or HRA medical option, you can take advantage of the following:

- **Tobacco cessation prescription discounts.** In the HSA option, you pay 20% in-network with no deductible. In the HRA option, your copay is 50% less than the usual prescription copay. For a list of eligible prescription drugs, contact Aetna at **1.866.547.2665** or www.aetna.com/docfind/custom/rockwellautomation, or Humana at **1.866.424.2479** or www.myhumana.com.
- **Personal health coaching.** When you enroll in StayWell NextSteps[®] free, telephonic health coaching, you'll get a tobacco cessation program personalized just for you. You and your coach will set a call schedule that best meets your needs and helps you achieve your goals. You will also receive print and online educational materials to support you along the way. Contact StayWell at **1.800.721.2696** or <https://ra.staywell.com> to learn more. Representatives are available 8 a.m. to 8 p.m. Monday through Thursday, 8 a.m. to 6 p.m. Friday and 8 a.m. to noon Saturday (all Central time).
- **Online support.**² Visit <https://ra.staywell.com> to sign up for the *Healthy Living Smoke-Free Program*, a six-week personalized intervention program, and to find support and tools to help you quit in the Tobacco-Use Help Center.
- **Answers.** At the Nurseline, registered nurses are available 24/7 to help you understand your treatment options and provide answers to medication questions. Contact the number on your medical ID card.
- **Counseling.** Through the Employee Assistance Program (EAP)², you can receive five free sessions of confidential phone support from a licensed counselor. Contact **1.800.892.1415** 24/7 or visit www.valueoptions.com. If you don't have an account, enter as a guest and then create one.

By the Numbers

It's never too late to kick the habit. Even if you've smoked for years, you can undo some of the damage. **You can even add 10 years to your life by quitting tobacco.** Here's a look at what happens to your health when you quit.

If your last cigarette was:

20 minutes ago	Your heart rate drops to normal.
12 hours ago	The carbon monoxide level in your bloodstream drops to normal.
2 days ago	You breathe easier. Your senses of taste and smell improve.
2 weeks ago	No nicotine is left in your body, and blood flow is improved.
1 year ago	Your risk of heart attack is cut in half.
5 to 15 years ago	Your risk of stroke or heart attack is similar to that of a non-smoker.
10 years ago	Your lung cancer risk is half that of a smoker's.

Sources: WebMD, Centers for Disease Control and Prevention

¹ U.S. Department of Health and Human Services

² You do not need to be enrolled in a Rockwell Automation medical option to use the StayWell health management resources or the EAP.

Get Fit With StayWell

Whether you want to find simple ways to tone up or you plan to run your fourth 5K, StayWell has tools and resources to help you get started and stay motivated.

Simply visit <https://ra.staywell.com> for:

Health Tools

- **Healthy Living Programs.** Set achievable goals and to-do lists with these interactive programs. For example, try the *Easy Start Program* or *Get in Shape Program* to increase your daily activity, build a fitness plan, improve your health and flexibility, or boost energy.
- **Goals and reminders.** Visit StayWell to set fitness goals and track your progress. You also can request daily, weekly or monthly exercise reminders by e-mail or online to help you stay on task.
- **Interactive tools.** Use the calorie burn rate or target heart rate calculators, or take one of the fitness quizzes on topics such as swimming, snow sports, weight training and physical activity.
- **Resources.** Read one of the more than 500 articles on health and fitness or find links to related external Web sites. Then get expert answers and tips on a variety of fitness topics from Harvard Medical School's Consumer Health Information.
- **Online communities.** Connect online with other people who have similar interests and can support you in reaching your fitness goals. You'll find groups interested in running, yoga and meditation, women's health, men's health, overall diet and fitness, and more.

Health and Family Centers

- **Physical Activity Health Center.** Complete the Physical Activity Center Quiz and explore the eight Everyday Guides to Fitness. For example, the Get Started guide can help you make a daily exercise plan and protect yourself from injury. The Stay Motivated guide helps you put the fun back in fitness, make time for exercise, keep a training log and more.
- **Family centers.** Look under the individual family centers—for men, women, children and older adults—to find sports and fitness information that applies to your age or gender.



Ask the Rockwell Automation Service Center

How Does the Limited HRA Work?

If you switched from the HRA option to the HSA option, any money left in your account at the end of 2010 will automatically be moved to a Limited HRA for you this month. (A link to your Limited HRA will appear on your Aetna Navigator secure Web site.) When you have a health care expense, you can decide whether to pay the expense out of your pocket, use money in your HSA, or pay the expense up front and request reimbursement from your Limited HRA.

If you haven't met your HSA option deductible, you can use your Limited HRA to reimburse yourself for eligible dental and vision expenses. If you have met your deductible, you can start using your Limited HRA to reimburse yourself for eligible medical expenses, too. When you use your Limited HRA, you pay the expense first and then submit your claim for reimbursement. Claim forms and claim status are available on your Aetna Navigator secure Web site.

Don't worry if you don't use all the money in your Limited HRA this year. The money will roll over to the next year—as long as you stay enrolled in the HSA option.

Contact **EmployeeConnect** at **1.877.687.7272** or <http://employeeconnect.rockwellautomation.com> for more information. Representatives are available from 8 a.m. to 4 p.m. Central time, Monday through Friday. You also can send an e-mail via **EmployeeConnect** and you'll receive a response within 24 hours (except on weekends and holidays).

Existing within this material are brief, general descriptions of the plans and resources available. If any part of this information should conflict with a plan's legal documents, the legal documents will control. Participation in these plans is not a guarantee that benefit levels will remain unchanged in the future. The company reserves the right to change or terminate these plans at any time. If material changes are made, employees will be informed about them.