

# Special Insert January 2012



BENEFIT

## SOLUTIONS

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## Rockwell Automation

## On the Road to Better Health

It's not always easy to get healthier. But, you started off on the right foot by taking the health screening and HRQ, and now you know your numbers. What should you do next?

Taking the necessary steps to improve your health requires motivation and continued effort. Here's a reminder of the target health screening numbers for 2012:

Health Category	Target
Blood Pressure	120/80 mmHg (or lower)
Cholesterol	Total cholesterol under 200 mg/dL
Blood Glucose	70 – 100 mg/dL (fasting); 70 – 180 mg/dL (non-fasting)
Body Mass Index	25 or less
Step Test	A recovery heart rate in the "Excellent" to "Average" range, based on your age and gender

If you've participated in a Take Action activity, then you've already taken another step toward better health. But even if you haven't completed a Take Action activity, there are resources available at StayWell that can help you increase your chances of hitting the targets (and earning the Achievement incentive) in 2012:

- Participate in an online Healthy Living Program through StayWell (<https://ra.staywell.com>).
- Create an action plan to achieve your health goals in small steps, also on the StayWell website.
- Keep reading Vitality for tips on simple changes you can make to improve your health, starting with "New Year, New You" on page 3 of this insert.

Don't put off achieving a healthier lifestyle. If you're not on target, start improving your health today!

### Use Your StayWell Resources

StayWell can help you keep those New Year's resolutions. Use StayWell's online tools to track your exercise, weight and nutrition goals and set reminders about those goals.

We believe **everyone** needs to work at good health. That's why covered spouses and domestic partners—and employees who aren't enrolled in a Rockwell Automation medical option—can participate in the Health Management Program and use StayWell resources to get one step closer to better health.

For more information and tools to help you be more active, check out the StayWell resources at <https://ra.staywell.com>, or contact StayWell at **1.800.721.2696**. 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).

## Brush Up on Oral Health

Dental exams are important—not just for kids, but for adults, too! Prevent oral diseases and disorders by getting a regular dental exam. Checking in with your dentist the recommended two times a year\* can lead to a healthier lifestyle.

Rockwell Automation offers dental coverage that pays 100% for preventive visits to network providers. Starting Jan. 1, 2012, our new dental plan administrator is MetLife. To find a network dentist or learn more about coverage, visit <https://mybenefits.metlife.com>. Don't forget to go online after Jan. 1 to print your ID card.

*\*Recommendations vary depending on individual situations.*

*Source: Centers for Disease Control and Prevention*

## Habits of a Healthy Sleeper

Getting enough sleep is one of the healthiest habits you can establish. A full night's rest helps prevent chronic diseases and obesity, while promoting overall health. Sleep deprivation can lead to serious side effects, like memory problems, depression and a weaker immune system that increases your chance of becoming sick.

Experts recommend different amounts of sleep, based on age:

- Infants require about 16 hours of sleep a day
- Teenagers need about 9 hours of sleep a night on average
- Most adults need 7 to 8 hours a night

Assess your sleeping habits by answering the following questions:

- Are you going to bed at the same time each night and waking up at the same time each morning?
- Are you sleeping in a quiet, dark and relaxing environment, with a constant temperature?
- Is your bed comfortable?
- Do you avoid physical activity within a few hours of bedtime?
- Do you avoid caffeine, large meals and liquids before bedtime?
- Do you allow enough time for sleep each night so that you wake up feeling refreshed?

If you answered "no" to more than two of these questions, it might be time to change your sleeping habits. For more information and tips about getting a good night's sleep, visit <https://ra.staywell.com>.

*Sources: Centers for Disease Control and Prevention, WebMD*



## www.RAbenefitsolutions.com—Your Source for Benefits Communication

Don't forget about our new and improved Rockwell Automation Benefit Solutions website. You'll find important information about our benefits—including our Health Management Program, 401(k) and more! Plus, submit your own story about how you've used your Rockwell Automation resources to improve your life.

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.



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# New Year, New You

This time of year, you might be thinking about those dreaded resolutions. But don't avoid them! Instead, make resolutions that help you live better and healthier.

- ✓ **Make healthy food choices.** Pack a healthy lunch with fruit, nuts or low-fat cheese.
- ✓ **Be active.** Start small by taking the stairs instead of the elevator. Try to get moving for at least 2 ½ hours a week. And, watch for more activities you can participate in through the Take Action program in February.
- ✓ **Get enough sleep.** Sleep is a necessity, not a luxury. To determine if you have healthy sleep habits, read "Habits of a Healthy Sleeper" on page 2 of this insert.
- ✓ **Wash your hands often with soap and water.** If soap and water are not available, use an alcohol-based hand sanitizer. Learn when and how to wash your hands below.
- ✓ **Be tobacco-free.** If you think you're ready to quit, Rockwell Automation has resources to help! Visit <https://ra.staywell.com> for tools to help you stop using tobacco.
- ✓ **Get a preventive check-up.** There's no substitute for catching potential health problems early, and annual preventive care is the best way to monitor your health. Plus, if you're enrolled in a Rockwell Automation medical option, in-network preventive care is covered 100%—you don't pay anything!

Sources: Centers for Disease Control and Prevention, WebMD

## Scrub Up on Hand-Washing

Cold and flu season is upon us. Soak up these hand-washing tips to prevent spreading germs!

### WHEN TO WASH YOUR HANDS

- Before, during and after preparing and eating food
- Before and after caring for someone who is sick
- Before and after treating a cut or wound
- After visiting the restroom, blowing your nose, coughing or sneezing
- After touching an animal, animal waste or garbage

### WASH YOUR HANDS THE RIGHT WAY

1. Wet your hands with clean, running warm water and apply soap.
2. Rub your hands together so the soap lathers; then scrub the backs of your hands, between your fingers and under your nails.
3. Continue rubbing your hands for at least 20 seconds. (Hint: Hum the "Happy Birthday" song from beginning to end twice.)
4. Rinse your hands well under running water.
5. Dry your hands using a clean towel or a hand dryer.

Source: Centers for Disease Control and Prevention



## How Doctors Avoid Cold and Flu

American adults catch three to four colds a year, and up to 20% come down with the flu. So, how do the doctors who treat these sniffing, sneezing patients avoid getting sick? Many of them use these stay-healthy tips:

- **Keep surfaces clean.** Cold and flu viruses can linger on surfaces, like keyboards, doorknobs, desks, phones, shopping carts and pens, for hours. Use disinfectants or antiseptic wipes to keep areas germ-free.
- **Keep your hands clean.** Wash your hands and use hand sanitizers often, especially if you may have touched a contaminated item. Also, avoid touching your mouth and nose because that's one way cold and flu viruses can enter your body.
- **Get a flu shot every year.** They are up to 90% effective in preventing the three flu strains experts think will be most common in a given year.
- **Boost your immunity all year** by eating healthy, drinking water, exercising regularly and getting enough sleep.

Sources: Centers for Disease Control and Prevention, WebMD



## Save Lives, Donate Blood

January is National Blood Donor Month. Donate blood to help others and save lives, one pint at a time.

Before you donate blood, make sure you know the eligibility rules.

### Blood donors must:

- **Be healthy.** The American Red Cross defines “healthy” as “you feel well and can perform normal activities. If you have a chronic condition such as diabetes, healthy also means that you are being treated and the condition is under control.”
- **Be at least 17 years old** in most states, or 16 years old with parental consent if allowed by state law.
- **Weigh at least 110 pounds.** Additional weight requirements apply for donors under 18 years old.

For more information about donating blood or to find a blood donation location near you, go to <http://www.redcrossblood.org>.

The Milwaukee, Mequon and Cleveland campuses host regular blood drives. Watch your local e-news for more information.

Source: American Red Cross



### Did You Know?

- **Type O-** is called the universal donor because it can be given to anybody.
- **Type AB+** is the universal receiver because the recipient can receive blood from anybody.

## Save Smart in the New Year

Want a New Year’s resolution you can stick to? Here’s one you can accomplish in one hour: Review your savings strategy in the Rockwell Automation Retirement Savings Plan. Here’s how:

- 1. First, make sure you’re saving.** If you’re not contributing to the 401(k) plan, you’re turning down free money for your retirement. Rockwell Automation automatically matches 50 cents for every dollar you save in the plan, up to 6% of pay.
- 2. Then, revisit your savings options.** Starting this January, the plan will include a new Roth 401(k) savings option. Read the mailer sent to your home in December and think about whether Roth after-tax contributions—or a combination of pre-tax, Roth after-tax and regular after-tax contributions—are right for you.
- 3. Finally, consider saving more.** Even a 1% contribution increase now can add up to big savings later. To help, the IRS is increasing the amount you can save in pre-tax contributions and/or Roth contributions in 2012 from \$16,500 to \$17,000.

After your review, visit [www.401k.com](http://www.401k.com) or call **1.877.ROK.401k** (1.877.765.4015) to select the Roth 401(k) option or increase your savings. Visit [www.RAbenefitsolutions.com](http://www.RAbenefitsolutions.com) for details.

*Existing within this material are brief, general descriptions of the benefits available. If any part of this information should conflict with a Rockwell Automation 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.*

