

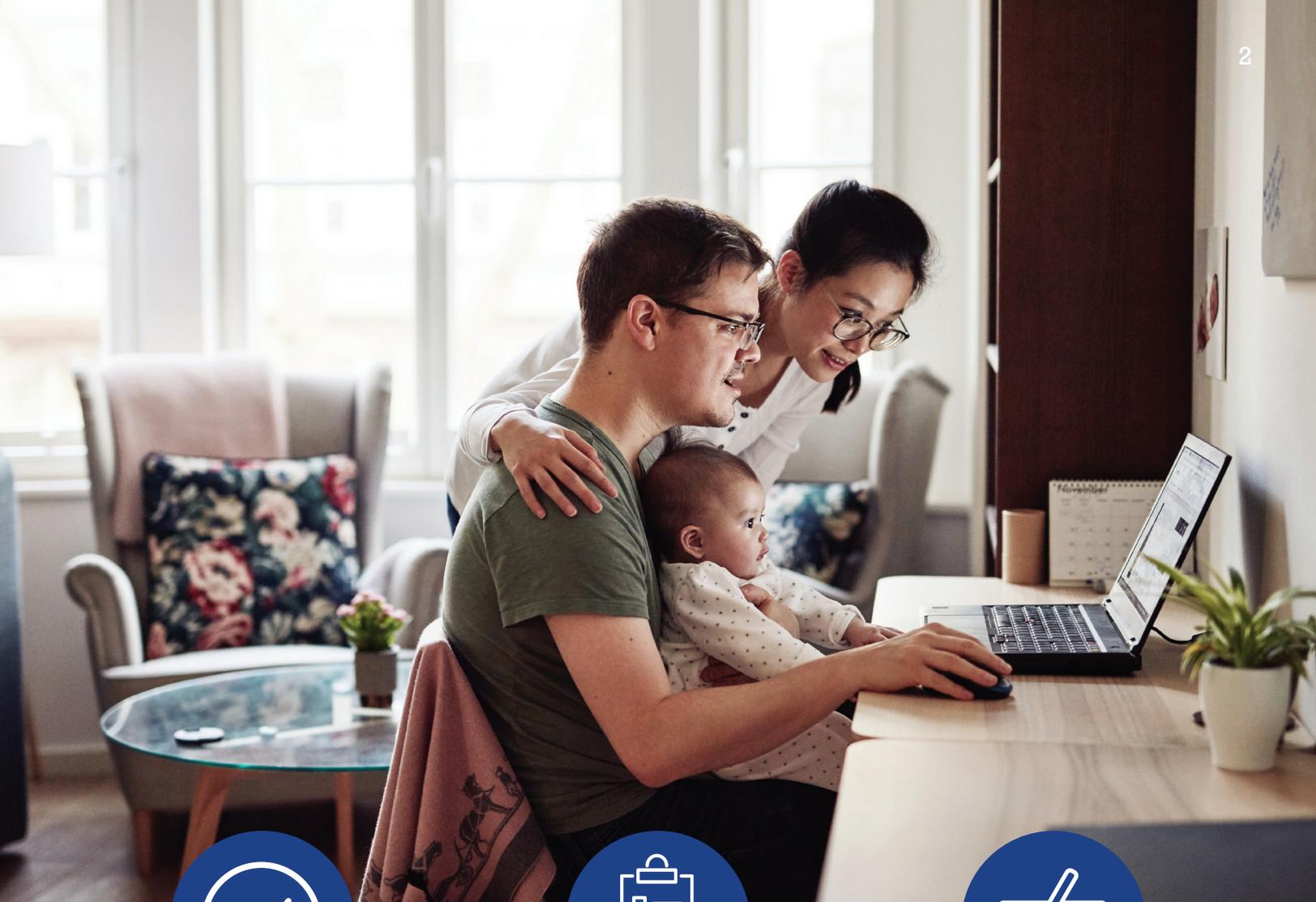
ANNUAL ENROLLMENT

OCT. 24 – NOV. 15, 2020

LIVE WELL.
CHOOSE WELL.

**Rockwell
Automation**





2021 Benefits Highlights

3 - 4



3 Steps to Enroll

5 - 6



Benefits You Buy for 2021

7 - 15



Benefits to Keep You Financially Fit

16 - 19



Additional Benefits

20 - 23



Your 2021 Costs for Coverage

24 - 25



What's Changing for 2021

- We will continue to offer the same benefits and plan designs as last year.
- In 2021, there will be a modest increase in your medical and dental premiums.
- As shown in the chart below, the cost of your other benefits won't increase in 2021.
- Medical, dental and vision rates are on [pages 24-25](#). Other rates are available online during enrollment.
- There are enhancements to the Health Management program. See the Buyer's Tip below.
- Your supplemental life insurance plan will now include will preparation services at no cost to you. See more details on [page 17](#).
- If you enroll in the MetLife Legal Plans, formerly Hyatt Legal, you'll have access to [willing.com](#), a new digital estate planning service.
- MetLife replaced Nationwide pet insurance with its new MetLife PetFirst insurance as of Oct. 1, 2020. No action is needed from you if you're currently enrolled.
- Our new Bright Horizons® program offers several benefits to help you manage your work, family and personal responsibilities. See [page 20](#).

BENEFIT	2021 PREMIUM CHANGE
HSA and HRA Medical Options	Varies from \$0 to \$427 annually, see page 24
Dental	Varies from \$1 to \$30 annually, see page 25
Vision	No change, see page 25
Supplemental Life for Employees and Dependents	No change, see rates on raquickfind.com
Accidental Death and Dismemberment (AD&D)	No change, see rates in the online enrollment system
Long-Term Disability (LTD)	No change, see page 16

Buyer's TIP

Be healthy, earn incentives

Improve your health—and lower your 2021 medical premiums by up to \$500—by participating in the Health Management program. All you have to do is complete your Take Action activities and/or health screening by Dec. 31, 2020.

2020 program enhancements

- You have two NEW activities available—Edelman Financial Engines (Online Advice or Professional Management) and a Mindfulness and Stress Management course.
- You don't have to complete a health screening to earn the full incentive. You can choose to participate in more Take Action activities.

Important reminders

- Onsite health screenings and flu shots will not be offered this year due to COVID-19. But you can get a free flu shot through your doctor, CVS or another network pharmacy.
- You must complete the Health Risk Questionnaire (HRQ) to earn any incentives.

Learn more

Visit [rastaywell.com](#) or call **1.800.721.2696**.



Support for High-Quality, Cost-Effective Care



Take advantage of virtual visits for your physical health and emotional wellbeing.



Participate in our Health Management program through StayWell. Reminder: If you participate in the program before the end of this year, you may pay up to \$500 less in 2021 medical premiums. See the Buyer's Tip on [page 3](#) to learn more.



Onsite health screenings will not be offered in 2020, but you can still get a no-cost flu shot through your medical plan.



To evaluate if electing coverage under a Rockwell Automation medical plan makes sense for you and your family (and to see if your dependents are eligible), see [page 5](#).



You have the choice between the UHC HSA option and the UHC HRA option, and the Company will continue to make a contribution to your account. See [page 10](#) to compare your options.



Save money when you visit a Tier 1 doctor with UnitedHealthcare. You'll receive a higher level of benefits when you see these physicians. You can find Tier 1 providers on [myuhc.com](#).



Understand how your prescription drugs are covered through CVS/caremark. See [page 12](#) to find out how.



Get help from Best Doctors when you have questions about your diagnosis or treatment options. It's one of our highest-rated benefits!

Know this

When you need more details about Rockwell Automation benefits, try these web-based and telephonic resources:

- **EmployeeConnect**, our benefits portal, has tools and benefit summaries to help you. You can also speak to a representative in the Rockwell Automation Service Center.
- **Quick Find**, our benefits communication website, is also available to your family members: [raquickfind.com](#). From there, you can download the **Benefits Resources app** to your phone and have the phone numbers and websites of our benefit partners in the palm of your hand.
- Our **benefit administrators** offer apps, websites and phone lines that can answer plan-specific questions.
- Contact information for all of these resources is on [pages 26-28](#).



Take time now to make sure you have the benefits you need in the year ahead. Annual Enrollment is the only time you can enroll in medical, dental and vision benefits unless you have a qualified status change.

1

Decide Who to Cover



Make sure you know who's eligible for coverage. Here's a look:

You | You're eligible if you're 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 spouse is eligible if you're legally married.

Your Domestic Partner | Your domestic partner¹ is eligible if:

- You're in a committed relationship and are financially interdependent;
- Neither of you is married to, or in a domestic partnership with, anyone else; and
- You aren't 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 children¹, legally adopted children, children placed for adoption or children for whom legal guardianship has been awarded to you or your spouse; and
- Under age 26, or any age if they have a physical or mental disability diagnosed before age 26 that requires lifetime care and supervision.

1. 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. Additionally, since Rockwell Automation adds a surcharge for coverage of any spouse/domestic partner who can obtain medical coverage from his or her own employer, you may want to check the cost-effectiveness of obtaining separate coverage as two individuals.

Know this

The benefits described in this guide are available to benefits-eligible 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 in a separate Annual Enrollment guide. Employees of Kalypto and Sensia are not eligible for these benefits.

2

Review Your Choices



This guide includes the high-level details you need to know to choose coverage that provides the best options 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! For complete information about medical, dental, vision, Flexible Spending Accounts, disability and life insurance benefits, view the Summary Plan Description (SPD) by going to [EmployeeConnect](#) > **Your Benefits Resources** > **Summary Plan Descriptions**. You can also access Health Plan Comparison Charts or the Summary of Benefits and Coverage on Your Benefits Resources, or you can contact the Rockwell Automation Service Center or the benefits administrator. See the contact information on [pages 26-28](#) for details.



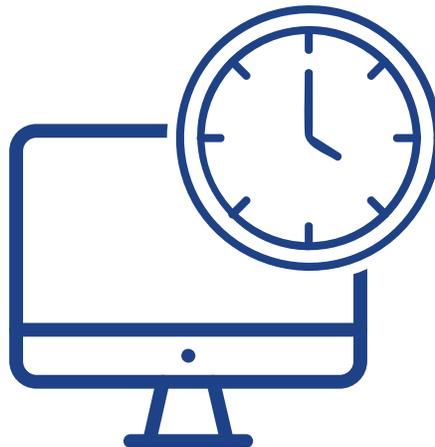
3

Enroll Online and On Time



And understand what happens if you don't enroll. Go to [EmployeeConnect](#) and choose the benefits you want. Here's what to do:

- **Remember**, most of your benefit elections can only be changed during the year if you have a qualified status change, such as the birth of a child, adoption, marriage or divorce. For a comprehensive list of qualifying life events, go to [EmployeeConnect](#) or call **1.877.OUR.RASC (1.877.687.7272)**, Monday – Friday, 8 a.m. – 4 p.m. Central Time. Your enrollment window this year is Oct. 24 – Nov. 15, 2020.
- **Important: You must elect FSAs each year.** If you don't enroll, contribution elections will be zero, and any remaining 2020 balance **will not roll over**.
- If you don't enroll, you will automatically be enrolled in the same plans you have today (except FSAs). **If you continue participation in the HSA option, your HSA contribution will default to your 2020 election.** Your HSA election can be made or changed anytime throughout the year.
- **Take the Health Risk Questionnaire (HRQ).** You must take the HRQ by Dec. 31, 2020, to avoid paying an additional \$100 on your 2021 medical premiums. Plus, once you complete the HRQ, you'll be eligible to earn the other incentives for up to \$500 off your 2021 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 [rastaywell.com](#) or call StayWell at **1.800.721.2696**.



Know this

31 DAYS | Remember! If you have a qualified status change like getting married or having a baby during the year, you must make any benefit changes within 31 days of the event.

To change your coverage during the year, go to [EmployeeConnect](#) > **Your Benefit Resources** or call the Rockwell Automation Service Center at **1.877.687.7272**.



Your Medical Plan Options

You can choose from two medical options for coverage in 2021: the HSA option and the HRA option. As you compare your options, think about your medical needs and those of your family. You don't want to spend money for more coverage than you need. Remember, the benefits have not changed, but your needs may have. So it's always a good idea to evaluate your choices. The HSA option allows you to spend less now on premiums, but pay more for care when you need it. With the HRA option, you'll pay more on premiums throughout the year, but you'll pay less later if you use care.

See [page 24](#) for the 2021 annual rates for medical coverage.

You Get the Following Benefits with Both Plans

Both the HSA and HRA options offer financial protection for you and your family when you need medical care. Both options are administered 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 UnitedHealthcare Tier 1 provider designation, which helps you find quality, cost-effective care.
- Best Doctors, an informed decision-support service to help you evaluate medical treatment options.



Remember to get your flu shot!

It's more important than ever and can protect you and your family. Flu shots are free through Rockwell Automation medical plans. You can get one free through your doctor, CVS or another network pharmacy. Bring the whole family!



Register at myuhc.com

UnitedHealthcare (UHC) is the administrator for both medical plan options. When you register on their website, you can access your care, find in-network providers and schedule virtual visits.



A Few Things to Consider When Comparing Options

	HSA OPTION	HRA OPTION
Premiums	↓ Lower	↑ Higher
Deductible	↑ Higher	↓ Lower
Benefits	 <ul style="list-style-type: none"> • Company contribution • You can contribute • Triple tax-advantaged • Rolls over each year  <ul style="list-style-type: none"> • You must meet your deductible before Rockwell Automation helps pay for your prescription drug costs. 	 <ul style="list-style-type: none"> • Company contribution  <ul style="list-style-type: none"> • You don't need to meet your deductible for Rockwell to help pay for your prescription drugs.

5 reasons to enroll in the HSA

- 1.** The money you contribute is deducted from your paycheck pre-tax, so you don't pay federal income or FICA taxes on your contributions.
- 2.** Once your account balance reaches \$1,000, you can invest any amounts over that. And any interest earned is tax-free.
- 3.** When you're ready to use your account to pay for eligible health care expenses, your withdrawals are tax-free.
- 4.** You can spend the money in your account now or save it for later—even in retirement!
- 5.** The HSA is yours to keep. You won't lose it when you retire or if you leave the Company.



Overview of Medical Care Options

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 24](#). Keep in mind that the money Rockwell Automation contributes to your health account can 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.	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 PAYS²				
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) 85% (after deductible) for Tier 1 providers and Freestanding Facilities ³	60% (after deductible)	80% (after deductible) 85% (after deductible) for Tier 1 providers and Freestanding Facilities ³	60% (after deductible)

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

2. 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.

3. Using Tier 1 providers and Freestanding Facilities is optional. The Tier 1 designation helps you find providers known for offering the best combination of quality and cost. (The availability of 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 OPTION	HRA OPTION															
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: \$3,400</td> <td>You: \$6,800</td> <td>You: \$6,600</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 2021, you may make an additional \$1,000 catch-up contribution. Your contributions will default to your current election unless you change coverage levels. You can change how much you contribute at any time.</p>	You Only	You + One ¹	You + Family	You: \$3,400	You: \$6,800	You: \$6,600	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: \$3,400	You: \$6,800	You: \$6,600															
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 it for eligible retiree medical expenses down the road. When you first enroll, you'll receive a HealthEquity debit card 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. UHC does not issue a debit card. Instead, you'll be reimbursed automatically for any medical claims, including prescriptions.</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 you have money in your HSA, and you must save receipts to verify withdrawals are 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>															
Which Health Care Flexible Spending Account (FSA) can I have with the health account?	Limited Purpose Health Care FSA	General Purpose Health Care FSA															

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 [irs.gov](https://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 **General Purpose 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 HEALTH CARE FSA (HSA PARTICIPANTS ONLY ²)	GENERAL PURPOSE HEALTH CARE FSA (HRA PARTICIPANTS ONLY)
Contributions to Your Account	Only you can contribute to your account. Minimum contribution: \$100 Maximum contribution: \$2,750 Except in limited circumstances, you cannot change your FSA contribution during the year.	Only you can contribute to your account. Minimum contribution: \$100 Maximum contribution: \$2,750 Except in limited circumstances, you cannot change your FSA contribution during the year.
Using the Money	You can use your account for prescription drug coinsurance for preventive medications and dental and vision expenses for you and your tax dependents ³ until you meet your deductible. Then, you can use it for eligible medical expenses, too.	Your FSA is used for eligible medical, dental and vision expenses that cannot be paid for with HRA funds. Eligible expenses can be for you and your tax dependents. ³ Examples of eligible expenses include deductibles, copays and coinsurance, medical supplies, immunizations, over-the-counter drugs for which you have a prescription, prescription drugs, contact lenses and eyeglasses, and dental work.
Account Balances	These accounts don’t grow. You lose any money over \$550 left in your account at the end of the year. To qualify to roll over any 2020 balance, you must enroll for 2021. So choose your contribution amount carefully. And be sure not to miss the FSA deadlines. Deadlines to Use 2021 Contributions: Dec. 31, 2021 Deadlines to Submit 2021 Expenses: March 31, 2022 See the Your Spending Account website and Summary Plan Description (SPD) for details about carryover provisions.	
Tax Advantages and Prep	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.	

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 [irs.gov](https://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 [irs.gov](https://www.irs.gov).

Know this

UHC, 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, so they can substantiate the claims for reimbursement.



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 on this page and the next show what you'll pay based on the medical option you choose.

Prescription Drug Coverage: HSA Option

With the **HSA** option, your deductible applies to most prescription drug expenses just like any other medical expense. Once you meet your deductible, you and Rockwell Automation begin to share your prescription drug costs, and you pay the same coinsurance for generics, preferred brand name and non-preferred brand name drugs. The only exception is if you take a maintenance medication for cholesterol, high blood pressure or another condition. In that case, the deductible doesn't apply, and you only pay 20% of the cost.

COMPARE	HSA OPTION ¹	
	In Network	Out of Network
Your Rx Deductible	Part of your medical deductible (see page 9)	
Out-of-Pocket Maximum	Part of your medical out-of-pocket maximum (see page 9)	
WHAT THE PLAN PAYS		
Prescription Drugs	80% (after deductible)	60% (after deductible)
Preventive Prescription Drugs ² (See Buyer's Tip below)	80% (before deductible)	

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 caremark.com or use the Prescription Drug Wizard on raquickfind.com.

PREVENTIVE PRESCRIPTION DRUG BENEFIT



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, such as cholesterol-lowering drugs, before you meet your deductible.



Prescription Drug Coverage: HRA Option

With the **HRA** option, you don't have to meet your medical deductible before you start receiving prescription drug benefits. Some prescriptions only require a small copay, but even if you pay coinsurance, there are limits on how much you can be charged per prescription. HRA coverage also has an out-of-pocket maximum, which limits how much you have to pay for prescription drugs during the year.

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 ²	\$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 (See Buyer's Tip below)		
• 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)

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

VALUE-BASED PRESCRIPTION DRUG BENEFIT



If you're enrolled in the HRA option, you have a value-based prescription drug 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. For a list of eligible value-based prescription drugs, visit caremark.com or use the Prescription Drug Wizard on raqickfind.com.

We offer this special pricing to support you and your overall health. The value-based prescription drug benefit helps to make it affordable to take your maintenance and preventive care medications as prescribed.



Dental

Every year, you can choose from two MetLife 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. Coverage is available for your children up to age 26.

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

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 R&C charges.

See [page 25](#) for the 2021 dental annual rates.

Buyer's TIP

Try either dental option for just one year!

You don't want to spend money for more coverage than you need. Remember, the benefits have not changed, but your needs may have. When you enroll in a dental plan, you're only enrolling for one year. So if you enroll in the Comprehensive plan and realize by this time next year you don't need that much coverage, you can select the Basic plan instead. It's always a good idea to evaluate your choices so you don't spend more for coverage than you need.

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. To find out if your dentist is in the network, call MetLife or visit online. See [page 27](#) for contact information.



UnitedHealthcare Spectera Vision Plan

The UnitedHealthcare vision plan provides coverage for eye exams, eyeglasses and contacts. Coverage is available for your children up to age 26. To find network providers in the UHC vision plan and learn more, visit myuhc.com or call **1.844.234.7924**. The UHC vision plan provider network, also known as Spectera, is separate from the medical plan provider network.

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 <ul style="list-style-type: none"> • Single • Lined bifocal • Lined trifocal • Lenticular 	After your \$20 copay for frames/lenses: 100% . Includes scratch-resistant coating and 20% to 60% off non-covered lens options.	Up to \$40 Up to \$60 Up to \$80 Up to \$80
Contacts: once every 12 months <ul style="list-style-type: none"> • Covered selection contacts • Non-selection contacts • Necessary contacts 	After your \$20 copay for contacts: 100% up to \$130 (up to 4 boxes).	Up to \$130 Up to \$130 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.	

See [page 25](#) for 2021 vision annual rates.

Buyer's TIP

Help your kids see clearly!

We're continuing to offer the enhanced vision benefit for children under age 13. Your kids can receive a second eye exam during a plan year, since we know a child's vision can fluctuate throughout the year. Your child may also be covered for a **new pair of glasses and frames** if their vision prescription changes by a certain amount in a plan year. **Polycarbonate lenses**, which are 10 times stronger than plastic or glass, are also available **at no extra cost**.



Income Protection

Rockwell Automation offers benefits that are designed to help you manage your expenses, plan for the future and protect your assets.

Short-Term Disability

Rockwell Automation provides you with Short-Term Disability (STD) coverage at no cost to you for up to 26 weeks if you're unable to work. 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.

Long-Term Disability

Long-Term Disability (LTD), insured with Prudential, can replace part of your monthly pay to protect you and your family from financial hardship if you are disabled more than 180 days and have received the maximum benefit available under the STD plan. Nearly 80% of your colleagues have selected LTD coverage.

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	\$0.20 per \$100 of salary per month	None
Option 2	60% of your pay, up to \$15,000 maximum benefit per month	\$0.31 per \$100 of salary per month	Annual adjustment of 3% for up to 5 years

If you add or increase coverage, you will be asked to complete an online form providing Evidence of Insurability during enrollment.

Know this

The **definition of disability** is more restrictive after two years for Option 1.

Option 1: During the first 24 months, you are unable to perform the material and substantial duties of your **regular occupation** due to your illness or injury. **After 24 months**, you are unable to perform the material and substantial duties of any **gainful** occupation for which you are reasonably fitted by education, training and experience.

Option 2: You are unable to perform the material and substantial duties of your regular occupation due to your illness or injury.

Both options require you to be under the regular care of a doctor and to have a 20% or more loss in weekly earnings.

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, consider buying LTD coverage to replace 60% of your monthly pay up to the maximum amount. **Option 1** covers income up to \$100,000; **Option 2** covers income up to \$300,000.



Basic Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.¹ Your Oct. 1, 2020, benefits pay will determine your coverage amount for 2021.

Supplemental Life Insurance

You can buy Supplemental Life Insurance for yourself, your spouse/domestic partner and your children, up to age 26, through after-tax payroll deductions. This is term insurance and may be dropped anytime during the year. Evidence of Insurability (EOI) is required to add or increase life insurance coverage and must be approved before the new or increased coverage takes effect. You will be able to submit EOI as part of the online enrollment process.

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

1. Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2020. However, we did not reduce your life insurance coverage due to the temporary pay reduction.

Supplemental Life and AD&D Rates

Your 2021 Supplemental Life rates are provided in the online enrollment system and on Quick Find. There are different prices in the rate table for smokers and non-smokers.



NEW! Will preparation services

Your supplemental life insurance options now include will preparation services at no cost to you. Plus, you'll have access to willing.com, where you can:

- Work with an attorney or rely on the digital experience to prepare a will
- Create, store and sign tamper-proof electronic documents
- Start a video chat with a notary and witnesses

Note: Supplemental Life Insurance is a separate plan from MetLife Legal Plans. You can learn more about MetLife Legal Plans on [page 22](#).



AD&D Insurance

You can buy Accidental Death and Dismemberment (AD&D) Insurance for additional 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)

Buyer's TIP

Spend some time evaluating your family's financial needs and obligations. 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 as planned if you weren't around. Use the Life Insurance Estimator on [EmployeeConnect](#) to help determine what level of coverage you need.

Know this

Go to [EmployeeConnect](#) > **Your Benefits Resources** > **Your Profile** to check your beneficiary. If there's no beneficiary on record, plan rules will apply to any distribution. If you or your spouse is diagnosed with a terminal illness, you may be eligible to receive a portion of your life insurance benefit while you are still living.



Retirement Planning Resources

Saving, investing and planning for your retirement can be complicated, and getting help can make a big difference. This is why Rockwell Automation offers retirement planning resources through **Edelman Financial Engines**, an independent investment advisor that provides objective advice to help you make the most of your retirement plan. The following services are provided by Edelman Financial Engines to assist you with your investment needs.

ONLINE ADVICE	PROFESSIONAL MANAGEMENT
<p>You do the work.</p> <ul style="list-style-type: none"> • Manage your account yourself with professional-grade online planning tools. • Edelman Financial Engines makes suggestions for the most effective portfolio, and you implement the changes and monitor your account. • There is no additional charge for this service. 	<p>Edelman Financial Engines does the work.</p> <ul style="list-style-type: none"> • Let Edelman Financial Engines take charge of managing your investments. • You can have peace of mind knowing investing experts are looking after your retirement savings account and allocating the funds in your portfolio as they see fit. • This is a fee-based service.



Take Action Activity

As a reminder, the Health Management program now includes a reward for financial wellbeing.

We want you to take advantage of a valuable tool available to help with planning for your future. When you use either the **Professional Management** or **Online Advice** services through **Edelman Financial Engines**, you can earn \$100 off your 2021 medical premiums.

Upon completion, or if you are already a Professional Management or Online Advice user, self-report on the StayWell website at rastaywell.com by Dec. 31, 2020, to receive credit.

If you have any questions about the tool, or about your own individual circumstance, advisors are ready to help. You can call Fidelity during regular business hours at **1.877.401.5762** and ask to speak to an Edelman Financial Engines advisor who will assist you. Alternatively, you can access the tool at 401k.com and select the Edelman Financial Engines link.



Benefits You Can Buy

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.² 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 2021 Funds: Dec. 31, 2021 Deadlines to Submit 2021 Expenses: March 31, 2022
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 [irs.gov](https://www.irs.gov).
2. Pennsylvania does not allow for state payroll tax exemptions for Dependent Care FSA contributions. This means your payroll contributions will be taxed at the state level if you live in Pennsylvania, but not at the federal level.

Know this

To find more information about the Dependent Care FSA, manage your account and submit claims, go to [EmployeeConnect](#) > **Your Spending Account**.

Benefits for Your Whole Family

Bright Horizons® makes it easier to manage your many work, family and personal responsibilities. [Explore the benefits](#) and register for free today.

Back-Up Child Care	Back-Up Adult and Elder Care	Enhanced Family Supports	Full-Time Child Care	Tutoring & Test Prep
Reliable back-up care just a click or call away when and where you need it	Quality back-up care in your family member's home	Free membership to Digital Platform of nannies, sitters, elder caregivers, pet sitters, housekeepers, etc.	Waitlist priority at select Bright Horizons centers or exclusive discounts at participating partner centers	Discounted tutoring resources for SATs/ACTs, standardized tests, Common Core subjects, etc.

Register at clients.brighthouse.com/rockwell using your Rockwell Automation email address and employee ID number. You can also download the app (search "back-up care") from the App Store or Google Play.

Call **1.877.BH.CARES** (1.877.242.2737) with any questions.



MetLife Auto, Home & Pet Insurance

Auto & Home Insurance

This program provides discounted Rockwell Automation group rates for personal insurance needs like home, renter, fire, auto, boat and excess liability.

Through the MetLife Choice program, you can also compare the coverage and rates from multiple carriers at mybenefits.metlife.com.

Pet Insurance

The average American spends more than \$2,000 a year on their furry friends. To help you cover those expenses, Rockwell Automation offers Pet Insurance through MetLife at discounted group rates. Get coverage from nose to tail for wellness visits, vaccinations, illnesses and injuries.

You can easily enroll for Auto, Home & Pet Insurance by calling MetLife at **1.800.438.6388** between 7 a.m. and 9 p.m. Central Time, Monday – Friday. For your convenience, you can pay for MetLife Auto, Home & Pet Insurance coverage through after-tax payroll deductions. You may participate in any of these plans anytime throughout the year.





MetLife Legal Plans

This plan provides access to a network of more than 15,000 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
- Protection from domestic violence
- Buying/selling/refinancing a primary, secondary or vacation residence
- Real estate transactions
- Legal document review
- Identity management services
- Guardianship
- Adoption

You also have access to CyberScout®, an identity management service that connects you with a recovery specialist if your identity were to ever get stolen. They'll help you from beginning to end, including making phone calls, filling out paperwork and setting up fraud alerts.

The monthly cost of MetLife Legal Plans coverage is \$13.50, which will be taken out of your paycheck throughout the year on an after-tax basis. Log on to [EmployeeConnect](#) to elect coverage during Annual Enrollment. For more information about the Legal Plan, call MetLife Legal Plans at **1.800.821.6400** or go online to info.legalplans.com. Enter access code 3210010, and then click the blue "Learn About Your Legal Plan" button under "NOT A MEMBER?" on the left-hand side of the page.

Already enrolled in the Legal Plan? Click the blue "MEMBER LOGIN" button under "ALREADY A MEMBER?" on the right-hand side of the page. Enter the appropriate information where asked.

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 MetLife Legal Plans to help you with your will, living will, health care power of attorney and trusts. To find out if MetLife Legal Plans would be a good benefit for you, assess your legal needs at info.legalplans.com > **Assess Legal Needs** after logging in as not a member.

Know this

MetLife Legal Plans comes with LifeStages® Identity Management Services. Take advantage to learn behaviors that expose you to fraud, get expert help managing your identities and work with a dedicated CyberScout fraud specialist if your identity is ever stolen.

NEW! Will preparation services

Your supplemental life insurance options now include will preparation services at no cost to you. Plus, you'll have access to willing.com, where you can:

- Work with an attorney or rely on the digital experience to prepare a will
- Create, store and sign tamper-proof electronic documents
- Start a video chat with a notary and witnesses

Note: Supplemental Life Insurance is a separate plan from MetLife Legal Plans. You'll need to make an election during Annual Enrollment if you want Supplemental Life Insurance and/or MetLife Legal Plans.



Benefits at No Cost to You

Workplace Options

Workplace Options is a confidential source to help you and your family members with everyday needs, like:

- Balancing your family budget
- Relocating
- Finding elder care resources
- Dealing with stress and anxiety

You can also access virtual video counseling via platforms such as Skype, FaceTime, Facebook Messenger and many others. You'll get connected with a professional counselor who can help you with anything that's on your mind up to five sessions per situation. All visits are completely confidential, and you can call anytime, day or night.

Go online to achievesolutionsglobal.net (company code: automation) or call **1.855.897.4044** to get the help you need.

Business Travel Accident Insurance

Business Travel Accident Insurance pays a benefit if you die or are injured due to an accident while traveling on business. Rockwell Automation provides coverage of three times your annual salary, up to \$200,000. Visit **Epoch** for more information.

International SOS Medical and Travel Assistance

International SOS (ISOS) Worldwide Business Emergency Assistance Services provide employees and expatriates traveling on business with worldwide emergency assistance. If you need assistance or have an emergency while traveling, you can call ISOS at **1.800.523.6586**.

Proof of coverage may be required by a customer during business travel or if you're applying for a visa. ISOS will provide a personalized letter to employees, confirming coverage, upon request. Visit **Epoch > Travel Health and Life Insurance** for details.

MetLife VisionAccess Discount Program

The MetLife VisionAccess Discount program gives you discounts on your vision needs.¹ 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 MET2021. There is no cost for this program, and it cannot be used with the UHC vision plan provider network.

1. Discounts are based on the usual & customary fee. Discounts are subject to change.



Annual Rates

Here are the annual rates for 2021 based on who you cover, the plan you choose and your annual benefits pay.¹ Your share will be taken out of your paycheck pre-tax throughout the year.²

These rates 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're part-time and work 20 to 31 hours per week, your costs are approximately double. In addition, if you don't complete the Health Risk Questionnaire by Dec. 31, 2020, you'll pay an additional \$100 per year in medical premiums. In 2021, log on to [EmployeeConnect](#) to confirm your payroll deductions.

1. Annual benefits pay is your annual base pay or your total targeted compensation (sales employees only) as of Oct. 1, 2020.
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. You will also pay tax on the value of coverage (imputed income) if you cover a domestic partner and/or child of a domestic partner.

Medical



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	\$421.10	\$6,892.42	\$902.00	\$6,906.28
\$25,000 – \$50,000	\$697.90	\$6,615.62	\$1,392.00	\$6,416.28
\$50,000 – \$75,000	\$975.00	\$6,338.52	\$1,655.00	\$6,153.28
\$75,000 – \$100,000	\$1,252.00	\$6,061.52	\$1,928.00	\$5,880.28
>\$100,000	\$1,528.00	\$5,785.52	\$2,198.00	\$5,610.28



You + Spouse/ Domestic Partner

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$936.10	\$14,401.70	\$2,021.00	\$14,376.40
\$25,000 – \$50,000	\$1,795.80	\$13,542.00	\$3,408.00	\$12,989.40
\$50,000 – \$75,000	\$2,536.00	\$12,801.80	\$4,114.00	\$12,283.40
\$75,000 – \$100,000	\$3,276.00	\$12,061.80	\$4,839.00	\$11,558.40
>\$100,000	\$4,012.00	\$11,325.80	\$5,552.00	\$10,845.40



You + Child(ren)

If Your Benefits Pay Is ...	HSA OPTION		HRA OPTION	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<\$25,000	\$922.80	\$12,993.24	\$2,022.00	\$12,813.72
\$25,000 – \$50,000	\$1,771.70	\$12,144.34	\$3,412.00	\$11,423.72
\$50,000 – \$75,000	\$2,500.00	\$11,416.04	\$4,117.00	\$10,718.72
\$75,000 – \$100,000	\$3,230.00	\$10,686.04	\$4,843.00	\$9,992.72
>\$100,000	\$3,957.00	\$9,959.04	\$5,559.00	\$9,276.72

**Medical (continued)****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	\$1,306.50	\$20,633.82	\$2,918.00	\$20,506.84
\$25,000 – \$50,000	\$2,660.30	\$19,280.02	\$4,984.00	\$18,440.84
\$50,000 – \$75,000	\$3,768.00	\$18,172.32	\$6,053.00	\$17,371.84
\$75,000 – \$100,000	\$4,876.00	\$17,064.32	\$7,141.00	\$16,283.84
>\$100,000	\$5,979.00	\$15,961.32	\$8,211.00	\$15,213.84

Dental**RATES**

	BASIC ¹		COMPREHENSIVE ¹	
	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
You Only	\$20.07	\$342.33	\$228.23	\$342.37
You + One or You + Child(ren)	\$44.87	\$770.29	\$513.49	\$770.27
You + Family	\$59.89	\$1,026.95	\$684.63	\$1,026.93

1. 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.

Vision**RATES**

	VISION ¹
	Your Share
You Only	\$48.60
You + Spouse/ Domestic Partner	\$89.88
You + Child(ren)	\$112.32
You + Family	\$157.20

2. These annual amounts will be taken out of your paycheck pre-tax throughout the year. You pay the full cost of vision coverage, which is the same for full-time or part-time employees. Coverage may only be elected or changed during Annual Enrollment or when you have a qualified status change.

Know this**Did you have a change in your life since the last enrollment? It's unlikely to affect just one plan.**

For example, if you've just added a child to your family, be sure to add them to your medical coverage immediately. But while a newborn won't be needing dental or vision care for a while, an adopted child may. You may also consider contributing to a Dependent Care FSA for child care. A child can be added to your Supplemental Life Insurance or AD&D Insurance—and does the expense of becoming a parent make you more aware of your own need for life insurance and LTD coverage? Make sure you look at every benefit during Annual Enrollment and check that it fits your family's needs.



CONTACTS



Best Doctors

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

[bestdoctors.com/
rockwellautomation](https://bestdoctors.com/rockwellautomation)

See [page 7](#)

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



Bright Horizons®

- Schedule back-up care
- Find caregivers, pet sitters, etc.
- Enroll in full-time child care
- Get tutoring and test prep

[clients.brighthouse.com/
rockwell](https://clients.brighthouse.com/rockwell)

See [page 20](#)

(you can also find more information at
raquickfind.com)

1.877.BH.CARES (1.877.242.2737),
24 hours a day, 7 days a week



CVS/caremark

- Learn about prescription drug costs and coverage
- Find a participating retail pharmacy
- Print a temporary ID card
- Use app to manage prescriptions

caremark.com

See [page 12](#)

1.866.768.4254,
24 hours a day, 7 days a week



Edelman Financial Engines

- Help with investment choices
- Retirement planning

401k.com

See [page 19](#)

(access Edelman 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



EmployeeConnect

- Make enrollment elections
- Overview of current benefits and 2021 options and rates
- Health plan and dental comparison charts
- Summary Plan Descriptions (SPDs)
- Confirm Life and AD&D coverage, report claims
- YSA Flexible Spending Account (FSA) claim history and FSA Estimator

[employeeconnect.
rockwellautomation.com](https://employeeconnect.rockwellautomation.com)

See [page 4](#)

1.877.687.7272,
Monday – Friday, 8 a.m. – 4 p.m.
Central Time



Fidelity

- Make contribution elections
- Retirement Savings Plan details
- Personalized plan information
- Update/add beneficiaries
- Use app to monitor account performance

401k.com

See [page 19](#)

(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



HealthEquity

- Answers to questions regarding your Health Savings Account (HSA)
- Invest HSA savings
- Use app to manage account, make claims, document receipts

learn.healthequity.com/rockwell/hsa

1.866.346.5800,
24 hours a day, 7 days a week

See [page 10](#)



International SOS

- Medical and security assistance when you travel outside your home country on company business
- Receive alerts and access local information on app

internationalsos.com/MasterPortal/default.aspx?membnum=1CMA1003

Within U.S., call: **1.800.523.6586**;
Call collect: **1.215.245.4707**

See [page 23](#)



MetLife Dental

- Plan details
- Print your ID card
- Find a participating dentist

mybenefits.metlife.com

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

See [page 14](#)



MetLife Auto, Home & Pet Insurance

- Enroll
- Premium quotes
- Use app to record details, make claims

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)

See [page 21](#)



MetLife Legal Plans

- Plan details
- Find a participating attorney
- Obtain a case number

info.legalplans.com

(access code: 3210010)

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

See [page 21](#)



MetLife VisionAccess Discount Program

- Vision discounts

mybenefits.metlife.com

1.800.275.4638, 24 hours a day, 7 days a week

See [page 24](#)



Prudential

- Disability claim support

prudential.com/mybenefits

(web access code: 44062)

Phone: **1.800.842.1718**; Fax: **1.877.889.4885**
24 hours a day, 7 days a week

See [page 16](#)



Quick Find

- Instant answers to your benefit questions
- Contact numbers and web addresses
- App to download Benefits Resources to your smartphone
- Retirement Guide
- Retirement Process Timeline
- Retirement Planning Tools

raqquickfind.com

See [page 4](#)



StayWell

- Health Management program
- Health Risk Questionnaire (HRQ)
- Take Action activities
- Numbers@Work health screening

rastaywell.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)

See [page 3](#)



UnitedHealthcare (UHC)

- Medical and vision vendor
- Provider network and Transition of Care information
- Find Tier 1 providers and Freestanding Facilities
- The vision plan has a separate provider network from the medical plan

Before you enroll: welcometouhc.com/rockwellautomation

See [page 7](#)

After you enroll: myuhc.com

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



UHC Substance Use Treatment Helpline

- If you or a family member needs support addressing alcohol or drug addiction
- Free, confidential service
- Managed by a highly specialized group of licensed clinicians

liveandworkwell.com/recovery

1.855.780.5955
24 hours a day, 7 days a week



Workplace Options

- Free, confidential counseling, resources and information

www.achievesolutionsglobal.net
(company code: automation)

See [page 23](#)

1.855.897.4044
24 hours a day, 7 days a week



Download the vendor mobile app from their website. Most apps are also available from the Apple App Store or Google Play™.

Benefits App

Go to raquickfind.com to download the new Benefits Resources App to your smartphone today.



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.