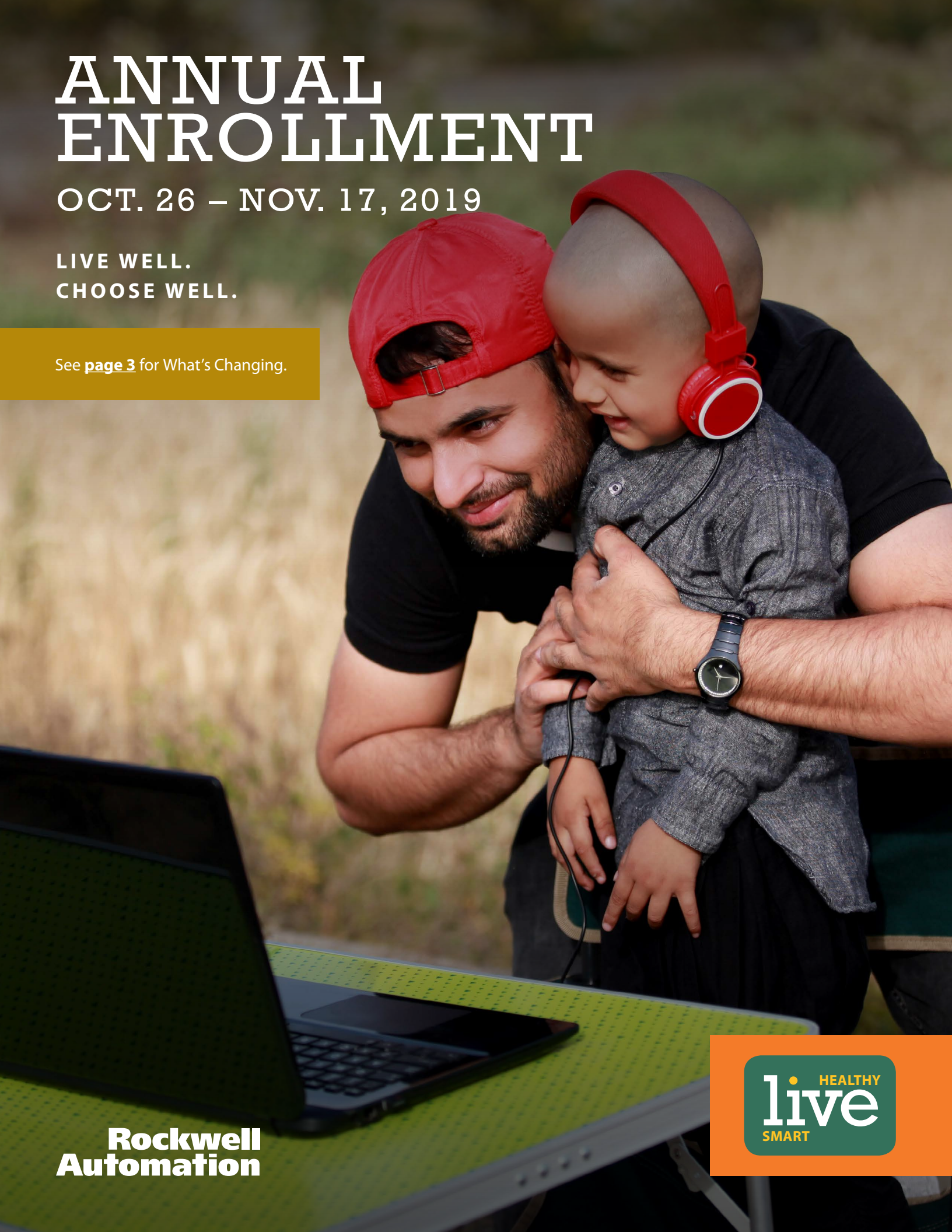
ANNUAL ENROLLMENT

OCT. 26 – NOV. 17, 2019

LIVE WELL.
CHOOSE WELL.

See **page 3** for What's Changing.



Rockwell Automation

HEALTHY live SMART



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What's Changing for 2020

- We will continue to offer the same benefits and plan designs as last year.
- In 2020, 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 2020.
- Medical, dental and vision rates are on **pages 25 – 26**. Other rates are available online during enrollment.
- During Annual Enrollment, you will have the opportunity to increase your supplemental life insurance by one times your pay without you having to answer any medical questions. See more details on **page 18**.

BENEFIT	2020 PREMIUM CHANGE
HSA and HRA Medical Options	Varies from $3 to $450 annually, see **page 25**
Dental	Varies from $2 to $85 annually, see **page 26**
Vision	No change, see **page 26**
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 17**

BUYER'S TIP

Be healthy, earn incentives

Improve your health—and lower your 2020 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, 2019.

1. Health Risk Questionnaire (HRQ)—Take the HRQ or pay an additional $100 on your 2020 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.

No incentives are provided until you complete the HRQ.
For more information, go to **ra.staywell.com** or call **1.800.721.2696**.



Things to Consider in 2020

- All benefit plan administrators will remain the same.
- Participate in our Health Management program and other benefits offered through StayWell. Reminder: If you participate in the program before the end of this year, you may pay up to $450 less in 2020 medical premiums. See the Buyer's Tip on **page 3** to find out how you can get started.
- To elect the right coverage for you and your family, see **page 5** so you know if your dependents are eligible.
- 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.
- Your HSA through HealthEquity offers investment services and has a triple-tax advantage. See **page 12** for details.
- Understand how your prescription drugs are covered through CVS/caremark. See **page 13** 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 27 – 29**.



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 partner[1] 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 children[1], 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 MAVERICK Technologies 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 27 – 29** for details.

3 Use the Tools to Make the Right Choices for You and Your Family

As part of the enrollment process on **EmployeeConnect** > **Your Benefit Resources**, you have access to a variety of tools that can help you make enrollment choices that balance cost with the amount of coverage you or your family needs. 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 Health Care and/or Dependent Care 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 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

And understand what happens if you don't enroll. Go to **EmployeeConnect** and choose the benefits you want. Here's what to do:

- **Enroll on time.** Your enrollment window this year is Oct. 26 – Nov. 17, 2019. 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.
- **You must elect FSAs every year.** If you don't enroll, contribution elections will be zero, and any remaining 2019 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 2019 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, 2019, to avoid paying an additional $100 on your 2020 medical premiums. Plus, once you complete the HRQ, you'll be eligible to earn the other incentives for up to $450 off your 2020 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**.

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 2020: 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. Remember, sometimes medical care is unplanned.

See page 25 for the 2020 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.



A Few Things to Consider When Comparing Options

	HSA OPTION	**HRA** OPTION
Premiums	↓ Lower	↑ Higher
Deductible	↑ Higher	↓ Lower
Benefits	• Company contribution • You can contribute • Triple tax-advantaged • Rolls over each year • You must meet your deductible before Rockwell Automation helps pay for your prescription drug costs.	• Company contribution • You don't need to meet your deductible for Rockwell to help pay for your prescription drugs.

BUYER'S TIP

Consider enrolling in the HSA option.

If you're considering a switch from the HRA to the HSA medical option, you could contribute the money you save in premium contributions to an HSA. You can use that money to pay for your health care expenses, and any money you don't spend is yours to keep, even if you leave the company. Your HSA contribution can also be increased, decreased or stopped anytime during the year.

The HSA earns interest, but it can also be invested like a 401(k) once your account balance reaches $1,000. So, if your account balances reaches $1,000, you can invest any amounts over that. And remember, you can use your HSA to pay your health care costs in retirement. The HSA is triple tax-advantaged. That means you don't pay federal income and FICA taxes when you contribute or use the money from your account. And your HSA balance may earn interest tax-free year after year.



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 25**. 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 PAYS[2]				
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	Both you and Rockwell Automation can contribute. Here's how much based on your coverage level: **You Only** — **You:** $3,350; **Rockwell Automation:** $200 **You + One**[1] — **You:** $6,700; **Rockwell Automation:** $400 **You + Family** — **You:** $6,500; **Rockwell Automation:** $600 If you are age 55 or older in 2020, 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.	Only Rockwell Automation can contribute to your account. Here's how much based on your coverage level: **You Only** — **Rockwell Automation:** $500 **You + One**[1] — **Rockwell Automation:** $1,000 **You + Family** — **Rockwell Automation:** $1,500
Using the Money	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.	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.
Account Balances	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.	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.
Tax Advantages and Prep	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.	You do not file anything with your tax return, but you should save all your receipts to validate use of funds by UHC.
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**.

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 expenses[1] 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: $2,700** 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: $2,700** 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 $500 left in your account at the end of the year. To qualify to roll over any 2019 balance, you must enroll for 2020. So choose your contribution amount carefully. And be sure not to miss the FSA deadlines. **Deadlines to Use 2020 Contributions: Dec. 31, 2020** **Deadlines to Submit 2020 Expenses: March 31, 2021** 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**.
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**.

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 10)	
Out-of-Pocket Maximum	Part of your medical out-of-pocket maximum (see page 10)	
WHAT THE PLAN PAYS		
Prescription Drugs	**80%** (after deductible)	**60%** (after deductible)
Preventive Prescription Drugs[2] (See Buyer's Tip on page 14)	**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**.



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 You + One[2] You + Family	$1,000 $1,500 $2,000	
WHAT THE PLAN PAYS		
Copays/Coinsurance • Generic • Preferred brand name • Non-preferred brand name	**100%** after $10 copay **80%** ($100 max/Rx) **60%** ($120 max/Rx)	**100%** after $20 copay **80%** ($200 max/Rx) **60%** ($240 max/Rx)
Value-Based Prescription Coverage (See Buyer's Tip below) • Generic • Preferred brand name • Non-preferred brand name	**100%** after $5 copay **90%** ($50 max/Rx) **80%** ($60 max/Rx)	**100%** after $10 copay **90%** ($100 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).

BUYER'S TIP

Other preventive medications

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.

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 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 26 for the 2020 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 28** for contact information.

UnitedHealthcare Spectera Vision Plan

The UnitedHealthcare vision plan provides coverage for eye exams, eyeglass 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 • 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 • 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 26 for 2020 vision annual rates.

BUYERS TIP

Help your kids see clearly!

We're continuing to offer the enhanced vision benefit for children under age 13. Now, 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. 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.

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.

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 coverage 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

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.

Basic Life Insurance

You automatically receive Basic Life Insurance coverage of two times your annual benefits pay.[1] Your Oct. 1, 2019, benefits pay will determine your coverage amount for 2020.

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, 2019.

LIMITED-TIME OFFER!

During Annual Enrollment, you will have the opportunity to increase your supplemental life insurance by one times your pay without you having to answer any medical questions.[1]

1. You will be allowed a free one-up as long as you elect a benefit below the Non-Medical Issue Amount of the lesser of three times Your Basic Annual Earnings or $500,000. Otherwise, you need to pass Evidence of Insurability (EOI) with a shortened five-question Statement of Health. (During Annual Enrollment only, Oct. 26 – Nov. 17, 2019.)

Supplemental Life and AD&D Rates

Your 2020 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.



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.



Savings Plan Highlights

The Rockwell Automation Savings Plan, the 401(k) plan, can help you save money to cover your expenses during retirement. Annual Enrollment is also a good time to evaluate your retirement savings goals and review your beneficiary designations.

Evaluate Your Contributions

The Savings Plan allows both you and the company to contribute money toward your retirement. You can contribute up to the IRS limit ($19,000 in 2019) on a pre-tax, Roth after-tax or regular after-tax basis. If you're age 50 or older, you can contribute an additional $6,000 in catch-up contributions this year. You can change your contributions at any time during the year by logging in to your Fidelity account at **401k.com**.

Contributions from Rockwell Automation

Company Match

Rockwell Automation contributes $0.50 for every $1.00 you contribute, up to the first 7% of pay you contribute each paycheck. To take full advantage of this company match, you should contribute at least 7%. 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 **raquickfind.com** and search "non-elective contributions."

Vesting of Company Contributions

After just three years of service at Rockwell Automation, you own (are vested in) 100% of the company contributions. Until you have three years of vesting service, you are not vested in any amounts related to Company Matching Contributions or Non-Elective Contributions. This is often referred to as "3-year cliff vesting."

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, which is the ability for any earnings on your savings 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.

KNOW THIS

Are you saving enough?

Are you saving enough for your future? Rockwell Automation offers a **company match** at $0.50 for every $1.00 you contribute, up to 7% of each paycheck. If you are contributing less than 7%, you may be missing out on **free money**! Take a look at your contribution rate and see if any adjustments can be made. It's never too early or too late to start saving more, and every dollar will help you get closer to your retirement goals.

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 Resources Available Through Financial Engines

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 **Financial Engines**, an independent investment advisor that provides objective advice to help you make the most of your retirement plan. Look out for your Retirement Evaluation from Financial Engines, which will assess your current progress and outline the service options available should you wish to seek help.

There are a couple of ways you may use Financial Engines' services:

- With the **Online Advice** tool, you do the work and manage your account yourself with professional-grade online planning tools. Financial Engines makes suggestions for the most effective portfolio, and you would implement the changes and monitor your account. There is no additional charge to use this service.
- If you are someone who does not feel confident making these investing decisions, the **Professional Management** program might be a good fit. With this fee-based service, Financial Engines does the work for you and takes charge of managing your investments. You can have peace of mind knowing that investing experts are looking after your retirement savings account and allocating the funds in your portfolio as they see fit.

Regardless of your situation or retirement planning needs, **advisors are always available for you to call to learn more about your financial picture as well as the help options available**. You can call Fidelity during business hours at **1.877.401.5762** and ask to speak to a Financial Engines advisor. You can also visit **FinancialEngines.com/forRA**.

Attend an upcoming webinar

Interested in learning more about the **basics of investing** or how to **make the most of your 401(k)**? Register for an upcoming 30-minute webinar at **webinars.on24.com/FE/RA**. If you are unable to make the live session, recordings will be made available on this same link.

KNOW THIS

Financial Engines Professional Management special offer

Take advantage of a special offer to experience Professional Management for three months free of program fees! Beginning on October 14, if you enroll in the program **by November 22, 2019**, you can experience Professional Management with no program fees until after February 21, 2020. If you decide the program isn't right for you, you can cancel before February 21, 2020, and no fees would be applied. You can visit **FinancialEngines.com/forRA** for more information and offer details.



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 expenses[1] 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: • 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 2020 Funds:** Dec. 31, 2020 **Deadlines to Submit 2020 Expenses:** March 31, 2021
How Do I Access My Account?	You can access and manage your account and submit claims via **EmployeeConnect** > **Your Benefits Resources**.

KNOW THIS

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

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**.
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.



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 Nationwide 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.

Hyatt 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
- Buying/selling/refinancing a primary, secondary or vacation residence
- Real estate transactions
- Protection from domestic violence
- Legal document review
- Identity management services
- Guardianship
- Adoption

The monthly cost of Hyatt 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 Hyatt 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 Hyatt Legal Plans to help you with your will, living will and trusts. To find out if Hyatt 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

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.

Benefits at No Cost to You

Workplace Options

Workplace Options (our EAP) 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

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 MET2020. 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 2020 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, 2019, you'll pay an additional $100 per year in medical premiums. In 2020, 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, 2019.
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

	HSA OPTION		HRA OPTION	
If Your Benefits Pay Is …	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<$25,000	$417.00	$6,561.96	$902.00	$6,538.12
$25,000 – $50,000	$691.00	$6,287.96	$1,392.00	$6,048.12
$50,000 – $75,000	$965.00	$6,013.96	$1,654.00	$5,786.12
$75,000 – $100,000	$1,239.00	$5,739.96	$1,927.00	$5,513.12
>$100,000	$1,513.00	$5,465.96	$2,198.00	$5,242.12

You + Spouse/ Domestic Partner

	HSA OPTION		HRA OPTION	
If Your Benefits Pay Is …	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<$25,000	$927.00	$13,708.80	$2,021.00	$13,603.36
$25,000 – $50,000	$1,778.00	$12,857.80	$3,408.00	$12,216.36
$50,000 – $75,000	$2,510.00	$12,125.80	$4,113.00	$11,511.36
$75,000 – $100,000	$3,242.00	$11,393.80	$4,837.00	$10,787.36
>$100,000	$3,973.00	$10,662.80	$5,553.00	$10,071.36

You + Child(ren)

	HSA OPTION		HRA OPTION	
If Your Benefits Pay Is …	Your Share	Rockwell Automation's Share	Your Share	Rockwell Automation's Share
<$25,000	$922.00	$12,357.92	$2,020.00	$12,116.36
$25,000 – $50,000	$1,770.00	$11,509.92	$3,409.00	$10,727.36
$50,000 – $75,000	$2,497.00	$10,782.92	$4,112.00	$10,024.36
$75,000 – $100,000	$3,225.00	$10,054.92	$4,836.00	$9,300.36
>$100,000	$3,953.00	$9,326.92	$5,553.00	$8,583.36

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	**$1,227.00**	$19,709.76	**$2,766.00**	$19,554.48
$25,000 – $50,000	**$2,498.00**	$18,438.76	**$4,724.00**	$17,596.48
$50,000 – $75,000	**$3,537.00**	$17,399.76	**$5,736.00**	$16,584.48
$75,000 – $100,000	**$4,576.00**	$16,360.76	**$6,765.00**	$15,555.48
>$100,000	**$5,615.00**	$15,321.76	**$7,784.00**	$14,536.48

Dental

RATES	BASIC[1]		COMPREHENSIVE[1]	
	Your Share	Rockwell Automation's Share	**Your Share**	Rockwell Automation's Share
You Only	**$19.40**	$327.40	**$218.40**	$327.60
You + One or You + Child(ren)	**$43.60**	$736.40	**$491.60**	$736.84
You + Family	**$57.60**	$982.44	**$655.60**	$982.28

[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**

[1]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, you're 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 **1.888.281.6550**, Monday – Friday, 7 a.m. – 8 p.m. Central Time	See page 8
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 **1.866.768.4254**, 24 hours a day, 7 days a week	See page 13
EmployeeConnect • Make enrollment elections • Overview of current benefits and 2020 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 **1.877.687.7272**, Monday – Friday, 8 a.m. – 4 p.m. Central Time	See page 4
Fidelity • Make contribution elections • Retirement Savings Plan details • Personalized plan information • Update/add beneficiaries • Use app to monitor account performance	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	See page 20
Financial Engines • Help with investment choices • Retirement planning	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	See page 21

HealthEquity

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

healthequity.com/ed/rockwell

1.866.346.5800,
24 hours a day, 7 days a week

See page 11

Hyatt 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 23

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 24

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 15

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 23

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 17

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

raquickfind.com

See page 4

StayWell

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

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)

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

After you enroll: myuhc.com

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

See page 8

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

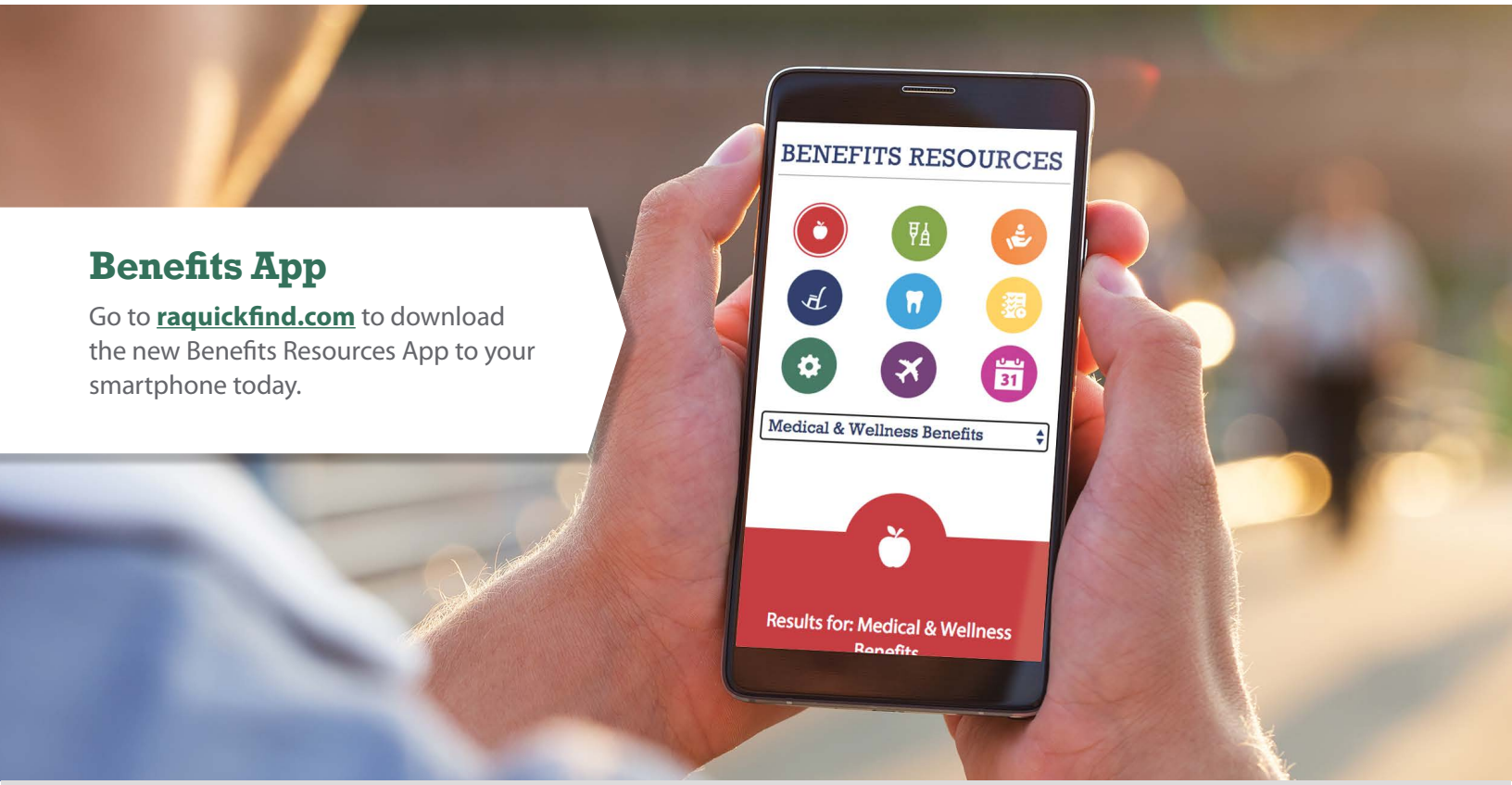
- Free, confidential counseling, resources and information

www.achievesolutionsglobal.net
(company code: automation)

1.855.897.4044
24 hours a day, 7 days a week

See page 24

Download the vendor mobile app from their website. Most apps are also available from the iTunes 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.