ROK WELL | BENEFITS | Rockwell Automation

2026 Termination Benefits Summary

For employees terminating on or after Dec. 1, 2025

Use this guide to help you understand valuable information about your benefit plans, such as, when does active plan participation end, what are the continuation options and what are the next steps.



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Existing within this material are brief, general descriptions of the plans available. If any part of this information should conflict with the plan's legal documents, the legal documents will control. Participation in these plans is not a guarantee that benefit levels or employer contribution will remain unchanged in the future. The company reserves the right to change or terminate these plans at any time for any reason. If material changes are made, participants will be informed about them as required by law. To confirm your service dates, contact the **RASC at 1.877.687.7272**.

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Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Medical **Dental** **Vision**	If enrolled, active medical, dental and vision coverage ends at the end of the month in which your last day worked occurs. Note: You will receive COBRA information from the Rockwell Alight Service Center (RASC). **Example:** Last Day of Work: Mar. 15, Last Day of Coverage: Mar. 31st	You become eligible to elect COBRA coverage on the first day of the month following your termination date. The maximum COBRA eligibility period is 18 months. You may elect or decline medical, dental and vision COBRA coverage. If you elect coverage, you pay for your medical, dental or vision coverage at the COBRA rate (102% of the total premium, shown in the Appendix) during your COBRA period. The Rockwell Alight Service Center (RASC) administers COBRA. The Working Spouse/Domestic Partner Adjustment is not continued if you elect COBRA. Health Management incentive credit ends at the end of the month in which you terminate your active employment. All premiums will be billed monthly by the RASC at the full COBRA rate and may be paid by credit card, direct debit, or check. The RASC will mail your COBRA rights notification to your home address on file. Please read this document carefully. **Alternatively**, if you meet the following criteria at termination: • You are at least age 55 but not yet 65, and • You have at least 10 years of service, and • Your age plus years of service total 75 or more, You may be eligible to enroll for coverage in the Retiree Medical Plan on the first of the month following your termination date. **Note:** Certain employees are not eligible to participate in the Rockwell Automation Retiree Medical Plan. The options available and their cost may differ from those you had while employed. After age 65, coverage is available through the individual Medicare market through Via Benefits.	**Notify the RASC** of any address changes to ensure you receive all benefits-related correspondence. For more information contact the RASC at **877.0UR.RASC (877.687.7272)** between 8 a.m. and 4 p.m. Central Time, Monday through Friday. To enroll, confirm your eligibility for the Retiree Pre-Medicare Medical Plan, or obtain option and rate information, contact the RASC at **877.687.7272** or visit Your Benefits at **digital.alight.com/rockwellautomation.** **Retiree Pre-Medicare Medical Plan** To enroll, confirm your eligibility for the Retiree Medical Plan, or obtain option and rate information, contact the RASC at **877.687.7272**. If you qualify for company contributions toward retiree medical premiums, you must apply for retiree medical coverage when you terminate so there is no gap in coverage. For information about Dental and Vision benefits please refer to the Retirement Guide. If you are eligible for Medicare, contact Via Benefits at **844.596.0462**, Monday through Friday, 7 a.m. to 8 p.m. Central Standard Time. **Refer to the Retirement Guide** for information about retiree medical coverage and options (download a copy from raquickfind.com). **Note:** You are not required to commence your pension benefits when you begin retiree medical coverage.

Your employment terminates on your last day worked. If you are eligible to retire, you may have benefits in addition to those described in this Summary; refer to the Retirement Guide available on Raquickfind.com in the retirement section.

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Health Savings Account (HSA) for HSA Option Participants	Account is portable. Your HSA is your account and remains with you even if you no longer participate in a RA HSA medical option.	Your HSA account is portable, which means you keep this account balance, or you may move it to another HSA account provider. Funds in your HSA can be used for unreimbursed medical expenses under any future medical plan, including the retiree HSA Medical option. You can also use your HSA account to pay COBRA premiums. The employer HSA contributions will end as of your last day of employment.	No action required. If you keep the account with Health Equity, a monthly service fee and other applicable fees are automatically deducted from your account by Health Equity. Health Equity will provide details after your employment ends. You can also request that HealthEquity send a check for the remaining account balance directly to another HSA administrator. For complete details, contact Health Equity 24/7/365 at **866.346.5800**.
Health Care Reimbursement Account (FSA)	Active plan participation ends the last day of the month in which your employment terminates (your last day worked). Expenses incurred through the end of the month in which you terminate are eligible for reimbursement.	If you are enrolled in a Health Care Flexible Spending Account (FSA) on your last day worked, you may continue coverage through COBRA for the duration of the calendar year in which you terminate employment by paying the same amount that you were having deducted from your pay, but on an after-tax basis. The RASC will send a COBRA notice within 2 weeks following your termination. Expenses incurred through the end of the month in which you stopped working, or the end of your COBRA continuation period if applicable, are eligible for reimbursement.	To continue coverage under COBRA, you must call the RASC to enroll within 60 days of the last day of the month in which your employment terminates or the date you receive your COBRA notice, whichever is later. Submit claims by March 31 of the following calendar year. Contact the RASC at **877.687.7272** or Smart Choice through Your Benefits at digital.alight.com/rockwellautomation to obtain a claim form or submit a claim electronically.
Dependent Care Reimbursement Account (FSA)	Active plan participation ends the last day of the month in which you terminate employment (your last day worked).	None.	Claims for expenses incurred through the end of the month you stop working must be submitted by March 31 of the following calendar year. Contact the RASC at **877.687.7272** or Smart Choice through Your Benefits at digital.alight.com/rockwellautomation to obtain a claim form or submit a claim.
Legacy Health Reimbursement Account (HRA)	Active plan participation ends the last day of the month in which your employment terminates (your last day worked).	Employees with HRA balances at the end of 2022 had those accounts moved to HealthEquity for use through **December 31, 2025,** or until their Rockwell Automation medical plan participation ends, whichever comes first. If you continue coverage in a Rockwell Automation health plan through COBRA or retiree medical and have a remaining HRA balance, then you will be permitted to continue spending down your HRA balance until the earliest of the date you exhaust that balance, the date retiree medical coverage for you and your eligible dependents ends, or through **Dec. 31, 2025.** When your participation in a Rockwell Automation Medical health plan option ends you forfeit any unused HRA account balances.	Continue your participation in the HRA option by paying the required COBRA contributions for your Medical (or if eligible elect retiree medical). **Submit all HRA claims for the 2025 plan year by February 28, 2026**. You may manage your HRA spend down reimbursements through Health Equity by accessing your account at my.healthequity.com or you can call Health Equity at **866.346.5800**. Service Representatives are available to assist 24/7/365.

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Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Basic Life Insurance	Active plan participation ends the last day of the month in which your employment terminates (your last day worked).	You may convert Basic Life Insurance coverage to a non-group, individual policy by applying directly to MetLife within 31 days of your coverage termination. Conversion means that you can elect coverage without proving that you are in good health. You will receive information about conversion in the mail from the RASC within 2 weeks of your termination date.	Decide if you want to convert your current coverage. Contact MetLife at **mybenefits.metlife.com** (you may reach this site via Your Benefits) or **800.638.6420** regarding conversion options and rates. **Remember:** You have only 31 days from the end of the month in which you last worked to convert coverage. Refer to group number 105796.
Supplemental Life for Employee, Spouse or Domestic Partner, and Child, and Voluntary Accidental Death and Dismemberment	Active plan participation ends the last day of the month in which your employment terminates (your last day worked).	You can continue Supplemental Life and Voluntary Accidental Death & Dismemberment coverage in one of two ways: **Portability:** Keep your coverage under the same or a similar group policy and pay premiums directly to MetLife. **Conversion:** Switch to an individual policy without providing proof of good health. You will receive details about both options from the RASC within two weeks of your termination date. Important: You must elect portability or conversion within 31 days from the end of the month in which you last worked.	Decide if you want to convert or continue your current coverage. Contact MetLife at **mybenefits.metlife.com** (you may reach this site via Your Benefits) or **800.638.6420** regarding conversion and/or portability options and rates. **Remember:** You have only 31 days from the end of the month in which you last worked to convert or port coverage. Refer to group number 105796.
Business Travel Accident Insurance	Active plan participation ends your last day worked.	None	No action required.
Metropolitan Life Group Universal Life (GUL)	Coverage ends when you stop paying the required premium to the insurance carrier.	Payroll deductions will stop as soon as Metropolitan Life receives your termination date from the RASC. You may continue your policy by paying the premium directly to the insurance carrier.	Once payroll deductions stop, Metropolitan Life will send you billing information. To continue coverage, you will have to pay the premiums timely. For questions, contact MetLife at mybenefits.metlife.com **mybenefits.metlife.com** (you may reach this site via Your Benefits) or **800.438.6388**. Refer to group number 96690.

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Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Short- & Long-Term Disability (STD & LTD)	Active plan participation ends the last day worked.	None.	No action required.
Employee Assistance Plan (EAP)	36 months after the last day of the month in which you terminate employment (your last day worked).	None after the 36 months of coverage.	No action required. To access the ComPsych GuidanceResources Program, log in with code: **automation** Contact: **844.206.1068** or login to **https://guidanceresources.com/groWeb/login/login.xhtml**
Bright Horizons Back-up Care	Active plan participation ends the last day worked.	None.	No action required.
John Hancock Long-Term Care Insurance	Coverage ends when you stop paying the required premium to the insurance carrier.	Payroll deductions will stop as soon as John Hancock receives your termination date from the RASC. You may continue long- term care coverage by paying premiums directly to the insurance carrier.	Once payroll deductions stop, John Hancock will send you billing information. If you don't continue your long-term care coverage, you may not be able to enroll in another program with comparable benefits and costs. Think carefully about continuing your long-term coverage. Call John Hancock to discuss long-term care billing and payment options at **800.888.3734.**
MetLife Pet, Auto and Home Insurance	Coverage is portable.	Your separation does not affect your group home and automobile coverage. However, payroll deductions will stop as soon as MetLife receives your termination date from the RASC, and your premium may be slightly higher without the payroll deduction discount. You'll be billed each month by MetLife for the cost of your coverage if you decide to continue coverage.	Once payroll deductions stop, MetLife Auto and Home will send you billing information. Review the benefit options and determine if they still meet your needs. Contact MetLife at mybenefits.metlife.com or **800.438.6388** for home and auto coverage.
MetLife Legal Plans	Active plan participation ends your last day worked.	MetLife now offers portable, individual legal plans that you can take with you.	To learn more about an individual legal plan, visit **https://www.metlife.com/individual-legal-plans** Questions? Call MetLife at **833.214.4175**.

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Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Rockwell Automation Retirement Savings Plan (the "401k Plan")	Active plan participation ends when your employment terminates (your last day worked).	Your contributions end with your final regular paycheck. You can continue to access your plan account using the Fidelity NetBenefits® Website at **www.401k.com.** Information about your termination of employment is automatically updated in Fidelity's system within 10 business days. You may request a distribution or rollover of your account balance at any time after your status is updated. Loan repayment information will be sent to you if you have an outstanding amount due on a Plan loan when you terminate employment. It is important that you carefully read this information regarding your obligations as there may be unfavorable tax consequences should you default by not making the required loan payments (i.e., it will be considered a taxable distribution). If you have any questions regarding your loan, the repayment process, or your obligations, contact Fidelity. You may continue to use Edelman Financial Engines services if you have a balance in the plan. If you are retiring, refer to the Retirement Guide on **raquickfind.com**.	No immediate action is required. Refer to the Summary Plan Description (available on NetBenefits®) for details about the plan rules and provisions. You will receive distribution information from Fidelity within a month following your last day worked. This will explain the options available to you regarding your savings plan account. If your account balance is over $1,000, you may elect to defer the distribution of funds to a later date, but no later than your RMD age: **Birth Year** / **RMD Age:** Before 7/1/1949 — 70 ½ 7/1/1949 – 1950 — 72 1951 – 1959 — 73 1960 or later — 75 If your account balance is less than $1,000, you will be instructed to contact the Service Center at Fidelity at **877.ROK.401K (877.765.4015)** within 90 days to elect to roll the funds to another employer's plan or an individual IRA or have your account distributed directly to you. If you do not respond within 90 days, your vested account balance less applicable taxes will be automatically paid to you as a check mailed to your home. If you do not receive information within six weeks after your last day worked, contact Fidelity at **877.765.4015**. Customer Service Associates are available to assist from 8:30 a.m. to midnight Eastern Time. You will continue to receive an annual statement if you have a balance in the plan. Keep your address current by contacting Fidelity. Workday will no longer send address updates after your last day with the company.

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Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Rockwell Automation Non-Qualified Savings Plan (for employees earning more than the 401(a)(17) compensation limit)	Active plan participation ends when your employment terminates (your last day worked).	Your contributions end with your final regular paycheck. Distributions are paid automatically as a lump sum less applicable tax withholdings within 60 days (about 2 months) after the end of the month occurring six months following your termination or retirement date. Any change to your distribution options must be recorded on Fidelity's system one year prior to the date your distribution was originally scheduled to occur.	No immediate action is required. Review the Plan Summary (available on NetBenefits®) for more information. Contact Fidelity if you have questions or want to establish direct deposit at **877.ROK.401K (877.765.4015)** or visit the NetBenefits® Web site at **401k.com.** You will continue to receive an annual statement if you have a balance in the plan. Keep your address current by contacting Fidelity.
Rockwell Automation Deferred Compensation Plan (for certain management employees)	Active plan participation ends when your employment terminates (your last day worked).	Your compensation deferral will be deducted from any paycheck that has eligible compensation in the year you elected to defer. Based on federal rules, you must make your distribution election at least one year in advance of the date your distribution was originally scheduled to occur. The plan provides for a lump sum distribution unless you are retirement eligible and had already made a distribution election at enrollment or at least 12 months prior to the date your distribution was originally scheduled to occur. All lump sum and annual installment distributions for contributions made prior to Jan. 1, 2005, will be made within the first 60 days of a calendar year. For example, a termination date in Dec. 2025 will result in a Feb. 2026 distribution of pre-2005 balances. For post Jan. 1, 2005, deferred compensation plan balances, you will receive distributions starting in July after the year of your last day worked. For example, a last day worked in Dec. 2025, balances from years 2005 or later will begin distribution in July 2026.	No immediate action is required. Contact Fidelity if you have questions or want to establish direct deposit. Call **877.ROK.401K (877.765.4015)** or visit the NetBenefits® Web site at **401k.com**. Review the Plan Summary (available on NetBenefits®) for more information. You will continue to receive an annual statement if you have a balance in the plan. Keep your address current by contacting Fidelity. Workday will no longer send address updates after your last day with the company.

Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Rockwell Automation Pension Plan	Vesting and credited service will stop accruing when your employment terminates (your last day worked) if it had not stopped earlier. For example, your credited service stopped accruing on your commencement date if you elected to receive your Qualified Pension Plan benefit as an in-service distribution. **Note:** Certain employees do not participate in the Rockwell Automation Pension Plan, including those hired or rehired on or after July 1, 2010	You must have attained at least five years of vesting service to be entitled to a pension benefit. For employees who are vested and terminate on or after January 1, 2014, an optional early distribution (including lump sum and annuity options) is available for most participants. You may delay election of benefit until earliest retirement: (i) the date that you attained age 55 with at least ten years of service; or (ii) the date that your age plus service is at least 75, with at least ten years of service. Or you may defer election until normal retirement date (age 65). If you are age 65 or older when your employment ends, your benefit must start first of month following last day worked. Participants may elect monthly annuity or lump sum benefit payment options. Before making an election, participants should carefully consider their benefit commencement date, early reduction factors that apply, and the payment option, as several factors may affect payment options and benefit amounts. Estimates of benefit amounts as of specific dates may be viewed on Your Benefits or obtained by contacting the RASC. Participants with complex calculations may not have access to online estimates and manually produced estimates can take 4-6 weeks.	No immediate action is required, unless you are age 65 or older at the time of your termination, in which case you will need to commence your benefit. Refer to the Summary Plan Description, available on Your Benefits, for details about plan rules, deadlines, and provisions. If you have a vested benefit in the pension plan, information regarding your benefits will be mailed to your home address within three months after your termination. Contact the RASC to begin payments. It is recommended you apply 60 to 90 days (about 3 months) before your benefit commencement date (the date you want to receive payments). You must apply for benefits and return paperwork no later than the 10th of the month prior to the date you want benefits to begin. To begin the process by phone, call the RASC at **877.OUR.RASC (877.687.7272)** follow the prompts to be connected to a retirement specialist. You may use the Your Benefits online tool **digital.alight.com/rockwellautomation.** Information is also available on raquickfind.com. If you have terminated employment and the present value of your vested accrued benefit is not greater than $5,000, the Plan will distribute your benefit to you automatically. If eligible, distribution and rollover election information will be mailed to you. Keep your address current on **Your Benefits** or by calling the RASC. Workday will no longer send address updates after your last day with the company.

Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Rockwell Automation Non-Qualified Pension Plan (for certain management employees)	Vesting and credited service will stop accruing when your employment terminates (your last day worked) if it had not already stopped earlier. Your credited service stopped accruing on your commencement date if you elected to receive your Qualified Pension Plan benefit as an in-service distribution.	Distributions from the Non-Qualified Pension Plan cannot be made sooner than six months after your termination of employment. If the present value is not greater than the Internal Revenue Code 402(g) limit (for 2026 the amount is $24,500) as of your termination date or the date you commenced your Qualified Pension Plan benefit as an in-service distribution, your benefit will be distributed in a lump sum. If your present value is greater than the 402(g) limit, you may receive monthly annuity payments or elect a lump sum payment (if election was made at least 12 months in advance of the date your distribution was originally scheduled to occur). If you are eligible, your benefit will begin on the earliest of: (i) the date you attained age 55 with at least ten years of service; (ii) the date your age plus service is at least 75, with at least ten years of service; or (iii) the date you attain age 65.	No immediate action is required. Review the Plan Summary, available on Your Benefits, for more information. If you have a benefit in the Non-Qualified Pension Plan, information regarding your benefits will be mailed to your home address about three months after your termination. After you receive your Non-Qualified Pension Plan Commencement Kit, you may contact the RASC at **877.687.7272** to choose the form of payment. You must choose the form of payment and return paperwork no later than the 10th of the month prior to the date benefits begin. If you have questions about the plan, contact the RASC at **877.687.7272**. Keep your address current on **Your Benefits** or by calling the RASC. Workday will no longer send address updates after your last day with the company.

Benefit Plan	When Coverage Ends	Continuation Options	Action Steps
Stock Options (for certain management employees)	Long-term incentive (LTI) awards are granted only to active employees. Your grant date and your last day PAID are important dates for LTI awards.	Terminating your employment for any reason will affect your stock options. In all terminations, if your last day paid is less than one year from grant date, your option award is forfeited. If you are terminated for cause, all options are immediately forfeited. If you do not qualify as retired (see below) or terminated for cause, you will have three months after your last day paid, including severance pay, to exercise any VESTED options and UNVESTED options are forfeited on your last day paid. You are considered retired for stock option purposes if as of your last day paid (including severance if applicable), you are: (1) at least age 55 with at least 10 years of service, or (2) at least age 65 with at least 5 years of service. If you qualify as retired and you retire twelve or more months after the grant date, you have the lesser of five years or the remaining term of the options to exercise your options. Options continue to vest in retirement according to the vest schedule of your award (i.e., most commonly 1/3 per year). Any expiration or cancellation of stock option rights will be subject to all terms and conditions of the Stock Option Agreement. As always, you are responsible for monitoring the expiration date of your options. This summary is not intended to replace information previously provided to you in the applicable plan and/or option agreement.	Refer to the Stock Option Terms and Conditions provided to you at the time of grant. Your Schwab record will be updated automatically – no action is required on your part. For more information regarding your stock option account, contact Charles Schwab at **800.654.2593**, Monday through Friday, 24 hours per day or visit **https://eac.schwab.com** and log on to your account. The Rockwell Automation contacts are: • Courtney Hilgendorf (chilgendorf@rockwellautomation.com) • Lisa Turkow (laturkow@ra.rockwell.com) • Sam Adams (Samantha.Adams@rockwellautomation.com)
Restricted Stock Units and Performance Shares (for certain employees)	Long-term incentive (LTI) awards are granted only to active employees. Your grant date and your last day PAID are important dates for LTI awards.	Terminating your employment for any reason will affect your other LTI awards. In all terminations, if your last day paid is less than one year from grant date, your award is forfeited. If you are terminated for cause or do NOT qualify as retired (see below), your unvested LTI awards are forfeited. You qualify as retired for other equity awards if, as of your last day paid: (1) you are at least age 55 with at least 10 years of service, or (2) you are at least age 65 with at least 5 years of service. If you retire twelve or more months after the grant date, restricted stock units generally continue to vest according to the vest schedule of your award (i.e., most commonly 1/3 per year). Certain retention restricted stock unit awards do not allow retirement treatment (continued vest) and unvested restricted stock units are forfeited. If you retire twelve or more months after the grant date, your performance shares are prorated based on days paid in the vesting cycle and vest to you at the end of the three-year performance cycle based on the performance for that grant. Refer to your award agreements in your Charles Schwab account.	Refer to the grant agreements provided to you at the time of grant. Your Schwab record will be updated automatically – no action is required on your part. For more information, the Rockwell Automation contacts are: • Courtney Hilgendorf (chilgendorf@rockwellautomation.com) • Lisa Turkow (laturkow@ra.rockwell.com) • Sam Adams (Samantha.Adams@rockwellautomation.com)

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Programs	When it Ends	Options Available	What You Need to Do
Vacation and Floating Holidays	Vacation payout will be paid out according to the employees' entitlement and last day worked.	Rockwell employees earn (accrue) vacation pay each pay period. **Vacation Pay When Your Employment Terminates:** If your employment terminates for any reason, you will be paid for any earned but unused vacation. Unused earned vacation will be paid in a lump sum generally within the next regular payroll cycle following your last day worked and cannot be used to extend an employee's last day of work for reasons such as but not limited to reach to a holiday, gain additional vacation and/or benefit entitlements. **Note**: It is calculated by the following: Full quota amount divided by 12, multiplied by how many months they have worked in the year before leaving the company. Rockwell is entitled and may recoup any vacation advance (i.e., vacation you took that you did not earn) by deducting that amount from your final paycheck.	To verify your unused vacation balance or if you have any questions reach out to the HRSC at **844.404.7247** Monday through Friday from 9am to 4pm Central Time. **Example of unused vacation balance calculation:** An employee is entitled to 120 hours and terminates employment in May. The employee has used 30 hours during the year. **The calculation would go as follows:** 120 / 12 = 10 Hours per month 10 * 5 = 50 Hours 50 earned vacation hours - 30 hours of vacation taken = 20 hours of vacation to be paid out.
Tuition Reimbursement	Eligibility ends on your last day worked.	You may be obligated to pay back the company for tuition in the event of involuntary separation. If you are currently enrolled in an education course that was previously approved and is in process as of your last day worked, you will be reimbursed.	You will need to submit your receipts and grades according to the usual process.
Voluntary Deductions (United Way, Savings Bonds)	Deductions end when your pay stops.	Your elected voluntary contributions will continue to be deducted from your final paycheck(s).	Contact the RASC at **877.687.7272** if you wish to stop or change your voluntary deductions.
Car Allowance	Eligibility ends on your last day worked.	Your payments will end as of your last day worked.	No action required. Payments end with your last paycheck.

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Programs	When it Ends	Options Available	What You Need to Do
Bravo Points Redemption	Points may be redeemed after your last day worked.	After leaving Rockwell Automation, all employees retain previously earned Bravo points and access to redeem points using the shopping catalog.	Visit **rockwellautomation.elevate-recognition.com/home** and log in using your Active Directory Login ID and password previously set up in the Bravo platform. If you forgot your password, click on "Forgot Password," then answer your security question. If you did not previously set up a security question, send an email including your Employee ID to **rabravo@biworldwide.com**. The Bravo service team will respond with a new password.
Payroll Slips or W-2 Tax Forms	Access to Workday ends on your last day of work.	Payroll Slips after last day of work are mailed. Depending on the timing of your last day of work, it can take up to 2 weeks to receive your first payroll slip in the mail. W2 Tax Forms will be mailed to the address on file by Jan. 31st each year.	If you move after your last day of work, contact the HRSC at **844.404.7247**, Monday - Friday, 9am - 4pm CT to update your home address to ensure you receive your documents. If you are missing any pay statements, or have questions on your final pay, please contact the Rockwell Alight Service Center at **877.687.7272**.
Employment Verification		We partner with providers to provide support on employment verifications. The Work Number© from Equifax is a simpler and more discreet way to help get proof of your employment and income information to credentialed companies when needed. It's available 24/7 so that you can get the decisions you need when you need them.	Start by going to **www.theworknumber.com,** select "Log In" and follow the simple prompts, the Employer Code is 10174. If this is your first time – pick "Register Now." If a returning user – enter your username and password you set up. Contact Information: **800.367.2884** M-F 8:00 am - 9:00 pm (ET)

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COBRA	2026 MONTHLY COBRA ACTIVE PREMIUMS			
MEDICAL PLAN	**You Only**	**You + Spouse/Domestic Partner**	**You + Children**	**Family**
· United Health Care Broad Access Plan	$942.39	$1,979.02	$1,790.54	$2,827.18
· United Health Care HSA	$875.41	$1,838.36	$1,663.28	$2,626.23
· High-Performance Plan (Centivo)	$907.14	$1,904.99	$1,723.55	$2,721.41
· Cigna International	$669.00	$1,606.19	$1,500.18	$2,197.23

DENTAL PLAN	**You Only**	**You + Spouse/Domestic Partner**	**You + Children**	**Family**
· Delta Dental Basic Option	$28.96	$64.34	$64.34	$84.54
· Delta Dental Comprehensive Option	$45.57	$102.63	$102.63	$137.06
· Cigna International	$56.26	$112.48	$145.16	$196.97

VISION PLAN	**You Only**	**You + Spouse/Domestic Partner**	**You + Children**	**Family**
· United Health Care Vision	$5.49	$10.15	$12.68	$17.75

Retiree Medical Eligibility: You must have attained age 55 **and** 10 years of service **and** have at least 75 age-service points to be eligible for retiree medical.

Company Subsidy Eligibility: To qualify for the company subsidy, you must meet the Retiree Medical Eligibility requirements **and** have a most recent hire or rehire date **prior to January 1, 2005**.

Refer to the Retirement Guide on raquickfind.com or contact the Rockwell Alight Service Center at **877.687.7272**

2026 RETIREE MONTHLY PRE-MEDICARE MEDICAL [1]RATES WITH NO SUBSIDY

MEDICAL PLAN	Single[2]	You + Spouse/Domestic Partner	You + Children or Spouse + Children	Family
· United Health Care HSA	$1,207.28	$2,414.56	$1,605.68	$2,812.96
· United Health Care Broad Access Plan	$1,278.15	$2,556.30	$1,699.94	$2,978.09

2026 RETIREE MONTHLY PRE-MEDICARE MEDICAL PLAN [1]RATES WITH SUBSIDY

Rates if you are eligible and your most recent hire or rehire date is before Jan. 1, 2005

United Health Care Broad Access Plan HSA					United Health Care Broad Access Plan			
Single[2]	You + Spouse/ Domestic Partner	You + Children or Spouse + Children	Family	Years of Service at Termination	Single[2]	You + Spouse/ Domestic Partner	You + Children or Spouse + Children	Family
$642.52	$1,285.04	$854.55	$1,497.07	**25 or greater**	$713.39	$1,426.78	$948.81	$1,662.20
$650.26	$1,300.52	$864.84	$1,515.10	**20–24**	$721.13	$1,442.26	$959.10	$1,680.23
$689.28	$1,378.56	$916.74	$1,606.02	**15–19**	$760.15	$1,520.30	$1,011.00	$1,771.15
$728.20	$1,456.40	$968.50	$1,696.70	**10–14**	$799.07	$1,598.14	$1,062.76	$1,861.83

[1]Rates are subject to change each year, and the costs for the following calendar year are made available each fall during the Annual Enrollment period.
[2]Single costs are for Retiree Only or Spouse Only coverage.

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2026 Termination Benefits Summary

For employees terminating on or after Dec. 1, 2025

Contacts	Reasons to contact:	
Bravo Points Redemption	• Redeem Bravo Points	**https://rockwellautomation.elevate-recognition.com/home** If issues send email along with your Employee ID to rabravo@biworldwide.com
Charles Schwab	• Questions about your Stocks/Restricted Stock Options • Account Inquires • Beneficiary Designation for your stocks	**800.654.2593** Monday through Friday, 24 hours per day or visit **https://eac.schwab.com**
Employee Assistance Plan (EAP)	• Mental Health Support	ComPsych GuidanceResources Program Log in with code: automation. Contact: **844.206.1068** or login to **https://guidanceresources.com/groWeb/login/login.xhtml**
Fidelity	• Questions about your Rockwell Automation Retirement Savings Plan 401K • Non-Qualified/Deferred Comp • Beneficiary Designation	**877.ROK.401K** (877.765.4015) Fidelity NetBenefits Web site at **www.401k.com**
Health Equity	• Questions about your Health Savings Account (HSA) or HRA Account	**866.346.5800** Available 24/7/365
John Hancock	• Questions about continuing your Long-Term Care	**800.888.3734**
MetLife	• Questions about converting eligible Life Insurances	**800.638.6420** or **mybenefits.metlife.com**
MetLife GUL	• Questions about continuing your Group Universal Life (GUL)	**800.438.6388**
MetLife Legal	• Questions about continuing your Legal Plan	**https://www.metlife.com/individual-legal-plans or 833. 214.4175**
Rockwell Alight Service Center (RASC)	• Pension or Non-Qual Pension Plan • COBRA Enrollment • Smart-Choice FSA/DCFSA • Active Rates • 1095 Tax Form • Address updates • Missing pay statements or have final pay questions	**877.OUR.RASC** (877.687.7272)
Rockwell HR Service Center	• To verify your unused vacation balance.	**844.404.7247**, Monday through Friday, 9am to 4pm Central Standard Time.
Via Benefits	• If you are eligible for Medicare and need help with Medicare Health Plans.	**844.596.0462**, Monday through Friday, 7am to 8pm Central Standard Time.
The Work Number	• Employment Verification Number	**www.theworknumber.com 800.367.2884** M-F 8am to 9pm Eastern Time Employer Code is 10174