

ALL ABOUT
RX DRUGS
2013

WHAT'S NEW
AND WHAT
YOU NEED
TO DO
NOW





An apple a day is good advice.

And so is managing our prescription drug costs—which totaled nearly \$12 million last year alone.

That's why we took action this year and made a few changes to our prescription drug coverage.

There are three new rules (with some exceptions) that are designed to make prescription drugs more affordable for all of us in the long run.

Here's What's
New for 2013



NEW FOR 2013



GENERAL RULE #1

Generics are the first choice.

This means that when you get a brand name prescription, it will be filled with a direct generic if available. If your prescription does not allow generic substitution, the pharmacist will need to contact your doctor for a generic prescription. If you or your doctor require the brand medication, you will have to pay a brand penalty (the cost difference between the generic and brand name drug), plus any applicable brand coinsurance. However, your costs will never be more than the price of the brand name drug.

SAVE TIME & MONEY



Talk to your doctor when you are given a new prescription. Ask if the drug has a generic alternative. And, be sure your doctor does not check the “Dispense as Written” (DAW) box, or you’ll have to get a new prescription or pay the full cost for the brand name drug.

Caremark Term You Need to Know

Direct Generics—generally available medications that are the same chemical entity as their patent-expired brand counterparts (e.g., Omeprazole is the direct generic for Prilosec®).

WHAT HAPPENS WHEN

- ▶▶▶ **If you submit a generic prescription**, then your medication will be covered by the Rockwell Automation plan.
- ▶▶▶ **If you submit a brand name prescription and a direct generic is available**, the prescription will be filled with the generic version and covered according to your medical option. If you do not want it to be filled with the generic, you can receive the brand name drug, but you will pay the brand penalty and any applicable brand coinsurance. This brand penalty will not apply to your deductible or out-of-pocket maximum.
- ▶▶▶ **If you submit a brand name prescription and a direct generic is not available**, then general rule #2 applies. Flip the page to learn more.

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NEW FOR 2013

GENERAL RULE #2

Choose the low-cost treatment first.

You may be prescribed a brand name medication that requires you to try an indirect generic or a preferred brand name drug first. If this is the case, the pharmacist will contact your doctor and request a new prescription. Your new prescription will be for a medication that treats the same condition. Visit www.caremark.com to see the complete list of medications that fall under this category.

SAVE TIME & MONEY



When you receive a new prescription, ask your doctor if it has a direct generic version. If a direct generic is not available, explore your other options. You can use the CVS Caremark app at the doctor's office to get more information.

Caremark Term You Need to Know

Indirect Generics—generically available medications that are in the same therapeutic medication class as other brand name medications (e.g., Omeprazole is an indirect generic for Nexium® or Aciphex®, which are all used to treat stomach and ulcer conditions).

WHAT HAPPENS WHEN

- ▶▶▶ If you submit a brand name prescription and there is not a direct generic available for that drug, you may need to switch to a different drug that treats the same condition. The way the prescription is filled and the benefits are paid depends on several factors:
 - ▶▶▶ If it was prescribed **before Jan. 1, 2013**, then you will continue to receive the same brand name drug without any change.
 - ▶▶▶ If it is prescribed **after Jan. 1, 2013**, then you have two choices:
 - You can ask your doctor if there is a generic or a preferred brand name drug that treats the same condition. If you choose this alternative, it will be covered by the plan. If you try this alternative drug or have tried one in the past and it does not work for you, then your doctor can request that the original brand medication be covered by the plan.
 - You can continue to receive the brand name drug you were initially prescribed, but you will have to pay the full cost of the drug and it will not apply to your deductible or out-of-pocket maximum.

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NEW FOR 2013



GENERAL RULE #3

Get your maintenance drugs in a 90-day supply.

Maintenance drugs are drugs that you take on an ongoing basis to treat chronic conditions such as high cholesterol or blood pressure. For new maintenance drugs, you will be allowed two 30-day supplies from any network retail pharmacy before you are asked to receive any additional fills in a 90-day supply from CVS Caremark Mail Order or a local CVS pharmacy (CVS Caremark's Maintenance Choice program). You will receive a letter describing the program at least 10 days before your third fill is due. You can opt out of the program at any time by calling CVS Caremark.

WHAT HAPPENS WHEN

- ▶▶▶ **If you already receive your maintenance drug(s) in a 90-day supply**, you do not need to take action and will continue to receive your medication as you do now.
- ▶▶▶ **If you are taking a new maintenance drug and do nothing before the third fill**, your prescription will not be filled using your Rockwell Automation prescription drug coverage and you'll pay the full cost.
- ▶▶▶ **If you enroll in the Maintenance Choice program at least 10 days before your third fill is due**, your prescription will be covered and you can start to receive a 90-day supply from either CVS Caremark Mail Order or a local CVS pharmacy.
- ▶▶▶ **If you opt out at any time**, it will take effect immediately and you can continue to fill your prescription in a 30-day supply at the retail pharmacy of your choice. But, you will not benefit from the cost savings if you opt out of the program.

SAVE TIME & MONEY



- Enroll at least 10 days before your third fill is due.
- Be sure your doctor changes your prescription to a 90-day supply. You must select your preferred way to receive your medication (CVS Caremark Mail Order or a local CVS retail pharmacy).
- Register for the Maintenance Choice program through the "FastStart" process at www.caremark.com or by calling Caremark Customer Care at **1.866.768.4254**. You can also sign up at your local CVS pharmacy.

How CVS Caremark Can Help



Visit the CVS Caremark website at www.caremark.com on your smartphone tablet or computer to tour the site and find more information about your prescription drug coverage, including:

- The price of medication and the availability of generics
- Brand name medications that require a generic first
- Network pharmacies
- Directions on how to enroll in the Maintenance Choice program

Caremark representatives are here to help at **1.866.768.4254**.

WHAT TO CONSIDER BEFORE YOU FILL YOUR PRESCRIPTION

1

Does this brand name drug have a direct generic available? If so, be sure the prescription allows for generic substitution or else you will have to pay the brand penalty and any applicable brand coinsurance.

2

If the drug prescribed does not have a direct generic, is there an indirect generic or a preferred brand drug? Talk to your doctor and use the CVS Caremark website or mobile application to find out.

3

Do you take a maintenance drug? Participate in the Maintenance Choice program to save both time and money by filling a 90-day supply either through CVS Caremark Mail Order or at a local retail CVS pharmacy.

Get More Information on the Quick Find

Go to www.raquickfind.com to learn more about how these changes impact your prescription drug coverage.



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Lincolnshire, IL 60069-1535

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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.