

## Rockwell Automation, Inc. Restrictions on Hiring Independent Accountants as Employees

An individual who has been employed by the Independent Accountants cannot be hired into the following positions at the Company until a two year "cooling off" period has elapsed:

- Chief Executive Officer and all direct report positions (including but not limited to Business Segment Vice Presidents, General Counsel, Chief Financial Officer)
- Chief Financial Officer and all direct report positions (including but not limited to VP & Controller, VP & Treasurer, VP & General Tax Counsel, VP & General Auditor)
- Any other Vice President or Senior Finance Executive (or designee) responsible for a Business Segment or functional area of the Company
- Any Finance Director (or designee) responsible for a region, Business Unit or functional area of the Company

The "cooling off" period may be waived if the individual did not perform work on (a) the audit of the financial statements; (b) statutory financial statements; (c) employee benefit plans; or (d) the quarterly review of the Company within the previous two years.

Requests for waivers must be made to the VP & Controller.