

Taking Care

MARCH 2006

Taking Care YOUR BENEFITS

WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998: ANNUAL NOTICE

Each year, Johnson Controls is required to inform employees about The Women's Health and Cancer Rights Act of 1998. The law includes important protections for mastectomy patients who elect breast reconstruction in connection with a mastectomy. The law also requires a variety of cancer prevention health care benefits, including: mastectomy-related services; reconstruction and surgery to achieve symmetry between the breasts; and prostheses. These benefits are available through the medical plans offered to our employees. For more information, contact your medical plan administrator.



HIPAA Privacy Practices Reminder

Johnson Controls medical plans comply with the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") requirements. These requirements are described in a Notice of Privacy Practices that was previously given to you. If you would like a paper copy of this notice, please contact us at 1-800-333-2222, ext. 2325 or e-mail us at customerservice.corpbenefits@jci.com.

MEASURE TO MANAGE THE EASIEST PATH TO GOOD HEALTH

QUESTION: What's one of the most important things you can do to live a long and healthy life? Answer: Pay attention to important health screenings and know "your numbers" – vital statistics that quantify your health status.

Many of us made a New Year's resolution to improve an aspect of our health in some way. Maybe you wanted to quit smoking, eat better or exercise more. Unfortunately, even if we managed to keep those resolutions, a lot of us are neglecting one of the best ways to stay healthy and prevent disease.

What you don't know CAN hurt you

Too often, we choose one health goal (like quitting smoking or losing 20 pounds) without having a clear picture of our overall health. Many Americans suffer illness or die prematurely each year because they are unaware they're suffering from medical conditions such as heart disease, diabetes or cancer.

Research shows that many of us skip immunizations, screening tests or other

preventive services that are routinely offered. According to the Agency for Healthcare Research and Quality, one-third of adults have not had their cholesterol checked in the past five years. More than two-thirds have not been screened for colorectal cancer, and almost one-fourth of women over 18 have not had a Pap test in the past three years.

Rewrite your resolution

By following the guidelines at right, you can keep your resolution to improve your health this year. It's important to measure and manage your health when you need to. Once you learn "your numbers," you'll be amazed at the positive effect gradual changes can have. Check with your doctor to determine the best screening and preventive health services for your own health.

To download screening test checklists that you can take to your next checkup, visit www.ahrq.gov/ppip/healthymen.htm or www.ahrq.gov/ppip/healthywom.htm.

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Preventive Health: A Guide

- Blood pressure checks – every two years.
- Cholesterol checks – at least every five years, starting at age 35 for men and age 45 for women.
- Body Mass Index (BMI) – have your BMI (a measure of weight for height) calculated regularly to determine your weight status (visit www.cdc.gov/nccdphp/dnpa/bmi/calc-bmi.htm for a BMI calculator).
- Diabetes – have a test for diabetes if you have high blood pressure or high cholesterol.
- Colorectal cancer screening – begin regular screening at age 50.
- Breast cancer screening – monthly self-exams; clinical exam every year; baseline mammogram at age 35, every other year from ages 40 to 49 followed by yearly mammogram after age 50.
- Cervical cancer screening – Pap smears every one to three years.
- Prostate cancer screening – clinical exam and PSA blood test every year starting at age 50.
- Depression – If you've felt "down," sad or hopeless and gotten little pleasure from things you normally enjoy for at least two weeks straight, talk to your doctor about depression screening.

**GREAT BENEFITS,
GREAT VALUE!**

MEASURE TO MANAGE THE EASIEST PATH TO GOOD HEALTH

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Other health and wellness resources

All the Johnson Controls health plans offer you the opportunity to use an online health risk assessment (HRA) tool through their Web sites. The HRA tool allows you to answer a variety of health-related questions online. Your answers determine what areas of your health you should focus on improving. Print out the report and take it to your next appointment with your doctor. He or she can help you learn more about these specific areas and develop a plan of action.

Log on to your health plan's Web site to access the HRA tool (for Anthem/Blue Preferred Network, www.anthem.com; for Blue Cross Blue Shield Illinois, www.bcbsil.com; for Humana, <http://johnsoncontrols.humana.com>; for Priority Health, www.priority-health.com; for UnitedHealthcare, www.provider.uhc.com/jci).

Don't forget to log on to LifeWorks Online for information about health and wellness. In addition to helping you cope with other life issues, our employee assistance program web site can offer you valuable tips and resources on how to adopt a healthier lifestyle. Visit the LifeWorks web site at www.lifeworks.com.
User ID: Johnson, password: 9810.



Taking CHARGE

TIPS, TOOLS & REMINDERS

Making it easier

JOHNSON CONTROLS continually looks for ways to make it easier to take advantage of the many benefits offered to you and your eligible dependents. Recent changes and enhancements to existing benefit programs offer you more value and accessibility.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT New grace period allowed

Great news! The Internal Revenue Service has softened the "use it or lose it rule" and made it easier for participants in the Johnson Controls health care flexible spending account (FSA). The IRS has announced a grace period extension at the end of the January 1 to December 31 plan year.

What does this mean for you? Eligible expenses incurred through March 15 can be applied to the previous plan year. You can submit your Explanation of Benefits and receipts for the previous plan year up through April 30. With the changes, you can receive additional reimbursement instead of forfeiting unused dollars in your flexible spending account at the end of the year.

Don't forget – use the card!

No claims to file, no need to get reimbursed. Sound too good to be true? It's a reality with your Johnson Controls health care FSA debit card. Your debit card works just like a credit card. It's the most convenient way to pay for most of your eligible health care products and services if you are enrolled in the health care FSA. Eligible expenses are deducted automatically from your health care savings with the debit card.

Use the card to pay for eligible health care expenses for you and your dependents. Use it at doctor and dentist offices, pharmacies, discount chain and club stores and most merchants who sell health care products or services.



The debit card makes it easier than ever to pay for out-of-pocket health care expenses with pre-tax dollars and stretch your disposable income. For more information about your health care FSA debit card, call WageWorks at 1-877-924-3967 or visit the WageWorks web site at www.wageworks.com.

EMPLOYEE COMMON STOCK PURCHASE PLAN

Automated systems

Did you know that Johnson Controls stock services are available via the Internet or by phone? It's easy to sell shares, get account balances and perform other stock services. For example, you can sell shares from your Johnson Controls employee common stock purchase plan account online. You can have the proceeds deposited directly into your checking or savings account in as little as four days.

The automated request line is a self-guided telephone service. It provides share and tax information, allows sales and withdrawals and gives you access to a Shareowner Relations Specialist. For more information, call 1-877-602-7397 or visit www.shareowneronline.com.

YOUR 401(k) PLAN

New and improved match formula

Now there's an even better reason to participate in the Savings and Investment 401(k) Plan. For 2006, the company match calculation has been simplified and changed to make it easier for employees to share in the company's success. It is hoped that these changes will better reward your contribution to Johnson Controls' growth and allow the plan to become a more significant part of your long-term financial planning.

"I'm excited about the future of Johnson Controls, and I'm glad that this change will help us better recognize and reward your impact on that future," Chairman and CEO John Barth told employees.

What's changed

The company match calculation in the 401(k) plan is now based on the company's pre-tax income growth from year to year. A more complicated return-on-equity calculation was used in the past. Up to a maximum of 6 percent of your eligible pay, the company provides a minimum of a 50-cent match and may match up to an additional 50 cents based on the company's financial results.

Here's how it works – if the company's year-over-year pre-tax income growth is more than 6 percent, the company will match an

additional 5 percent of your savings for every 1 percent of additional growth. The company match will continue to be in Johnson Controls stock.

Example (using a Johnson Controls' year-over-year pre-tax income growth of 9%):

Company base match =	50 cents
Additional match based on pre-tax income growth (additional 5% for each 1% of growth over 6% = 3 x 5%) =	15 cents
Total match =	65 cents

In this example, you would receive 65 cents for every dollar you contributed up to 6 percent of your eligible pay – **an immediate 65 percent return on your contributions.**

Don't leave money "on the table"

With the improved value of the new savings and investment 401(k) plan, there's never been a better time to participate and watch your savings grow. If you're among the 30 percent of Johnson Controls employees not participating in the 401(k) plan, or the 45 percent of plan participants contributing less than 6 percent of their eligible pay; you are passing up easy money.

If you are not enrolled in the plan or you are not contributing up to the maximum allowed, you are foregoing at least a 50 percent return on your contributions, with the possibility of giving up even more. Not to mention the value of paying yourself first every month by saving for retirement. For more information, go to www.401k.com or call the Johnson Controls 401(k) Information Line at 800-354-7129.

Note: Employees previously with York International will be able to participate beginning in July 2006.

