

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.5em; font-weight: bold;">2014</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2014 or fiscal plan year beginning <u>01/01/2014</u> and ending <u>12/31/2014</u>	
A This return/report is for:	☐ a multiemployer plan; ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions); or ☒ a single-employer plan; ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information		
1a Name of plan	<u>BBA INC. EMPLOYEE SAVINGS AND INVESTMENT PLAN</u>	1b Three-digit plan number (PN) ▶	<u>003</u>
		1c Effective date of plan	<u>07/01/2005</u>
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan)	<u>INTERNATIONAL FLAVORS & FRAGRANCES INC.</u>		
		2b Employer Identification Number (EIN)	<u>13-1432060</u>
		2c Plan Sponsor's telephone number	<u>212-765-5500</u>
		2d Business code (see instructions)	<u>325900</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2015	DAVID INSOFIT
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2015	DAVID INSOFIT
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE
Preparer's name (including firm name, if applicable) and address (include room or suite number) (optional)			Preparer's telephone number (optional)

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report: a Sponsor's name	4b EIN 4c PN
5 Total number of participants at the beginning of the plan year	5 47
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 44 6a(2) 44 6b 0 6c 4 6d 48 6e 0 6f 48 6g 47 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2G 2J b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☐ H (Financial Information) (2) ☒ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III**Form M-1 Compliance Information (to be completed by welfare benefit plans)**

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2014 Form M-1 annual report. If the plan was not required to file the 2014 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2014
		This Form is Open to Public Inspection.

For calendar plan year 2014 or fiscal plan year beginning 01/01/2014 and ending 12/31/2014

A Name of plan <u>BBA INC. EMPLOYEE SAVINGS AND INVESTMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>INTERNATIONAL FLAVORS & FRAGRANCES INC.</u>	D Employer Identification Number (EIN) <u>13-1432060</u>

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VANGUARD FIDUCIARY TRUST

23-2186884

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21			Yes ☐ No ☒	Yes ☐ No ☒		Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III **Termination Information on Accountants and Enrolled Actuaries (see instructions)**
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE I (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information—Small Plan This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2014
		This Form is Open to Public Inspection

For calendar plan year 2014 or fiscal plan year beginning 01/01/2014 and ending 12/31/2014		
A Name of plan BBA INC. EMPLOYEE SAVINGS AND INVESTMENT PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL FLAVORS & FRAGRANCES INC.	D Employer Identification Number (EIN) 13-1432060	

Complete Schedule I if the plan covered fewer than 100 participants as of the beginning of the plan year. You may also complete Schedule I if you are filing as a small plan under the 80-120 participant rule (see instructions). Complete Schedule H if reporting as a large plan or DFE.

Part I	Small Plan Financial Information
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Report below the current value of assets and liabilities, income, expenses, transfers and changes in net assets during the plan year. Combine the value of plan assets held in more than one trust. Do not enter the value of the portion of an insurance contract that guarantees during this plan year to pay a specific dollar benefit at a future date. Include all income and expenses of the plan including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. **Round off amounts to the nearest dollar.**

1 Plan Assets and Liabilities:		(a) Beginning of Year	(b) End of Year
a Total plan assets	1a	2981213	3166054
b Total plan liabilities	1b		
c Net plan assets (subtract line 1b from line 1a)	1c	2981213	3166054
2 Income, Expenses, and Transfers for this Plan Year:		(a) Amount	(b) Total
a Contributions received or receivable:			
(1) Employers.....	2a(1)	90626	
(2) Participants.....	2a(2)	131364	
(3) Others (including rollovers)	2a(3)		
b Noncash contributions	2b		
c Other income.....	2c	196722	
d Total income (add lines 2a(1), 2a(2), 2a(3), 2b, and 2c)	2d		418712
e Benefits paid (including direct rollovers)	2e	138658	
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Administrative service providers (salaries, fees, and commissions)	2h		
i Other expenses	2i	95213	
j Total expenses (add lines 2e, 2f, 2g, 2h, and 2i).....	2j		233871
k Net income (loss) (subtract line 2j from line 2d)	2k		184841
l Transfers to (from) the plan (see instructions)	2l		

3 Specific Assets: If the plan held assets at anytime during the plan year in any of the following categories, check "Yes" and enter the current value of any assets remaining in the plan as of the end of the plan year. Allocate the value of the plan's interest in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions.				
		Yes	No	Amount
a Partnership/joint venture interests	3a		X	
b Employer real property	3b		X	
c Real estate (other than employer real property).....	3c		X	
d Employer securities	3d	X		83971
e Participant loans.....	3e		X	

	Yes	No	Amount
3f Loans (other than to participants)		X	
g Tangible personal property		X	

Part II Compliance Questions

4 During the plan year:	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of plan year or classified during the year as uncollectible? Disregard participant loans secured by the participant's account balance.		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible?		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a.)		X	
e Was the plan covered by a fidelity bond?.....	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....		X	
i Did the plan at any time hold 20% or more of its assets in any single security, debt, mortgage, parcel of real estate, or partnership/joint venture interest?		X	
j Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....		X	
k Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? If "No," attach an IQPA's report or 2520.104-50 statement. (See instructions on waiver eligibility and conditions.)		X	
l Has the plan failed to provide any benefit when due under the plan?.....		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.....			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
 If "Yes," enter the amount of any plan assets that reverted to the employer this year..... ☐ Yes ☒ No Amount:

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☐ Yes ☐ No ☐ Not determined

Part III Trust Information (optional)

6a Name of trust	6b Trust's EIN

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2014 This Form is Open to Public Inspection.
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For calendar plan year 2014 or fiscal plan year beginning 01/01/2014 and ending 12/31/2014

A Name of plan <u>BBA INC. EMPLOYEE SAVINGS AND INVESTMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>INTERNATIONAL FLAVORS & FRAGRANCES INC.</u>	D Employer Identification Number (EIN) <u>13-1432060</u>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____ Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3 <u>3</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	6a	<u>90626</u>	
b Enter the amount contributed by the employer to the plan for this plan year.....	6b	<u>90626</u>	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	<u>0</u>	
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?.....	☐ Yes	☐ No	☒ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....	☐ Yes	☒ No	☐ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	14a	
b The plan year immediately preceding the current plan year	14b	
c The second preceding plan year	14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

- a** Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%
- b** Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more
- c** What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Annual Plan-level Financial Reporting Package for the
years ended December 31, 2014 and 2013

Includes information required for Form 5500 and Form 8955
for the year ended December 31, 2014

Plan 093633

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

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* Other supplemental schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.

**Transactions or a series of transactions in excess of 5% of the current value of the Plan's assets as of the beginning of the plan year as defined in section 2520.103-6 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA.



Certification Statement For Retirement Investment Fund Plan/Union Employees

April 14, 2015

Vanguard Fiduciary Trust Company hereby certifies that, with respect to all assets for which it serves as trustee, the accompanying Annual Plan-level Financial Reporting Package for Retirement Investment Fund Plan/Union Employees for the years ended December 31, 2014 and 2013, furnished pursuant to 29-CFR 2520.103-5(c), is complete and accurate.


Authorized Signer

Plan 093633

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Net Assets Available for Benefits

		As of December 31,	
		2014	2013
Investments, at fair value			
Registered investment companies:			
Vanguard Prime Money Market Fund Institutional Shares	\$	813.22	\$ -
Vanguard Total Bond Market Index Fund: Inst'l Shr		2,858.03	-
Vanguard Total International Stock Index Fund: Inst'l Shr		5,032.32	-
Vanguard Total Stock Market Index Fund: Inst'l Shr		14,510.02	-
Vanguard 500 Index Fund Signal Shares		-	449,686.09
Vanguard Equity Income Fund Investor Shares		-	164,314.30
Vanguard Explorer Fund Investor Shares		-	311,087.89
Vanguard International Growth Fund Investor Shares		-	157,111.38
Vanguard Long-Term Investment Grade Fund: Inv. Shr		-	121,223.56
Vanguard Mid-Cap Index Fund Investor Shares		-	67,054.77
Vanguard PRIMECAP Fund Investor Shares		-	81,218.45
Vanguard Prime Money Market Fund		-	824,913.21
Vanguard Target Retirement 2015 Fund		-	6,904.72
Vanguard Target Retirement 2020 Fund		-	119,891.72
Vanguard Target Retirement 2025 Fund		-	75,845.68
Vanguard Target Retirement 2030 Fund		-	57,712.95
Vanguard Target Retirement 2035 Fund		-	4,976.66
Vanguard Target Retirement 2040 Fund		-	26,126.67
Vanguard Target Retirement 2045 Fund		-	11,129.71
Vanguard Target Retirement 2050 Fund		-	10,017.14
Vanguard Total Bond Market Index Fund Investor Shares		-	74,125.40
Vanguard U.S. Growth Fund Investor Shares		-	64,597.08
		23,213.59	2,627,937.38
Vanguard Target Retirement 2015 Trust II	*	270,602.76	-
Vanguard Target Retirement 2020 Trust II	*	1,676,552.36	-
Vanguard Target Retirement 2025 Trust II	*	523,907.04	-
Vanguard Target Retirement 2030 Trust II	*	182,650.12	-
Vanguard Target Retirement 2035 Trust II		9,073.04	-
Vanguard Target Retirement 2040 Trust II		112,768.51	-
Vanguard Target Retirement 2045 Trust II		3,532.21	-
Vanguard Target Retirement 2050 Trust II		15,721.20	-
Vanguard Target Retirement Income Trust II		22,129.95	-

* Represents 5% or more of net assets available for benefits.

** Refer to the Supplemental Schedules for adjustment(s) from fair value to contract value for certain investments.

The accompanying notes are an integral part of the financial reports.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Net Assets Available for Benefits (Continued)

	As of December 31,	
	2014	2013
International Flavor and Fragrance Stock Fund	83,970.56	64,379.58
Loan Fund	* 241,932.36	246,204.67
Investments, at contract value		
Vanguard Retirement Savings Trust	** -	42,691.68
Net assets available for benefits	\$ 3,166,053.70	\$ 2,981,213.31

* Represents 5% or more of net assets available for benefits.

** Refer to the Supplemental Schedules for adjustment(s) from fair value to contract value for certain investments.

The accompanying notes are an integral part of the financial reports.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	2014	2013
Additions		
Investment income:		
Interest and dividend income, investments	\$ 18,331.80	\$ 68,273.09
Interest income, participant loans	9,981.20	8,481.88
Net appreciation in fair value of investments	148,883.42	309,394.90
	<u>177,196.42</u>	<u>386,149.87</u>
Contributions:		
Employer	90,625.98	78,051.45
Participant	131,363.75	117,769.99
	<u>221,989.73</u>	<u>195,821.44</u>
Asset transfers in	18,755.80	-
Other additions	770.09	-
Total additions	<u>418,712.04</u>	<u>581,971.31</u>
Deductions		
Payment of benefits	138,658.12	419,680.26
Asset transfers out	93,426.84	-
Other deductions	1,786.69	497.97
Total deductions	<u>233,871.65</u>	<u>420,178.23</u>
Net increase	184,840.39	161,793.08
Net assets available for plan benefits:		
Beginning of period	2,981,213.31	2,819,420.23
End of period	<u>\$ 3,166,053.70</u>	<u>\$ 2,981,213.31</u>

The accompanying notes are an integral part of the financial reports.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Notes to Financial Reports

NOTE 1 - DESCRIPTION OF PLAN

The following description of the Retirement Investment Fund Plan/Union Employees ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General *

Contributions *

Participant Accounts *

Vesting *

Participant Notes Receivable *

Payment of Benefits *

Forfeited Accounts *

Plan Termination *

NOTE 2 - SUMMARY OF ACCOUNTING POLICIES

The following accounting policies, which conform with generally accepted accounting principles, have been used consistently in the preparation of the Plan's financial reports:

Basis of Accounting

The financial reports of the Plan are prepared under the accrual method of accounting.

Use of Estimates

The preparation of financial reports in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial reports and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

* To be completed by the client and/or plan auditors.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Notes to Financial Reports (Continued)

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Shares of registered investment companies are valued at quoted market prices which represent the net asset value of shares held by the Plan at year-end. Units of the Retirement Savings Trust are valued at net asset value at year-end. The Company stock fund(s) is valued at its year-end unit closing price (comprised of year-end market price plus uninvested cash position).

Participant loans are valued at cost which approximates fair value.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in dividend income.

Payment of Benefits

Benefits are recorded when paid.

NOTE 3 - RELATED PARTY TRANSACTIONS

The Plan invests in shares of mutual funds managed by an affiliate of Vanguard Fiduciary Trust Company ("VFTC"). VFTC acts as trustee for only those investments as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transaction rules.

NOTE 4 - BENEFIT OBLIGATIONS PAYABLE *

NOTE 5 - PLAN EXPENSES *

NOTE 6 - TAX STATUS *

* To be completed by the client and/or plan auditors.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows:

	PARTICIPANT DIRECTED				
	Vanguard 500 Index Fund Signal Shares	Vanguard Equity Income Fund Investor Shares	Vanguard Explorer Fund Investor Shares	Vanguard International Growth Fund Investor Shares	Vanguard Long-Term Investment Grade Fund: Inv. Shr
Additions					
Investment income:					
Interest and dividend income, investments	\$ 6,566.76	\$ 3,362.88	\$ -	\$ -	\$ 4,751.61
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	31,962.78	7,940.60	(7,726.61)	(3,502.11)	10,204.43
Net unrealized apprec. (deprec.) of investments	-	-	-	-	-
	<u>38,529.54</u>	<u>11,303.48</u>	<u>(7,726.61)</u>	<u>(3,502.11)</u>	<u>14,956.04</u>
Contributions:					
Employer	9,089.58	2,045.37	2,319.02	2,306.62	2,506.34
Participant	13,368.50	2,711.83	2,506.56	2,805.95	3,005.91
Participant loan repayments	16,895.57	4,088.04	28.43	3,088.77	1,825.52
	<u>39,353.65</u>	<u>8,845.24</u>	<u>4,854.01</u>	<u>8,201.34</u>	<u>7,337.77</u>
Asset transfers in	2,958.19	-	-	2,315.34	1,750.92
Other additions	-	-	-	-	-
Total additions	<u>80,841.38</u>	<u>20,148.72</u>	<u>(2,872.60)</u>	<u>7,014.57</u>	<u>24,044.73</u>
Deductions					
Payment of benefits	3,582.51	-	-	182.71	67.41
Participant loan withdrawals	28,026.97	6,998.02	331.85	1,627.17	1,249.58
Asset transfers out	28,769.22	-	-	24,102.95	18,695.66
Other deductions	145.64	19.16	1.14	92.83	67.57
Total deductions	<u>60,524.34</u>	<u>7,017.18</u>	<u>332.99</u>	<u>26,005.66</u>	<u>20,080.22</u>
Net increase (decrease) prior to interfund transfers	20,317.04	13,131.54	(3,205.59)	(18,991.09)	3,964.51
Interfund transfers	(470,003.13)	(177,445.84)	(307,882.30)	(138,120.29)	(125,188.07)
Net increase (decrease)	<u>(449,686.09)</u>	<u>(164,314.30)</u>	<u>(311,087.89)</u>	<u>(157,111.38)</u>	<u>(121,223.56)</u>
Net assets available for plan benefits:					
Beginning of period	449,686.09	164,314.30	311,087.89	157,111.38	121,223.56
End of period	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Mid-Cap Index Fund Investor Shares	Vanguard PRIMECAP Fund Investor Shares	Vanguard Prime Money Market Fund	Vanguard Prime Money Market Fund Institutional Shares	Vanguard Target Retirement 2015 Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ 11.65	\$ -	\$ 58.09	\$ 0.09	\$ -
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	4,722.89	10,235.61	-	-	338.86
Net unrealized apprec. (deprec.) of investments	-	-	-	-	-
	<u>4,734.54</u>	<u>10,235.61</u>	<u>58.09</u>	<u>0.09</u>	<u>338.86</u>
Contributions:					
Employer	2,076.97	1,048.53	15,243.22	-	574.78
Participant	2,457.18	1,206.27	31,507.99	-	592.58
Participant loan repayments	1,769.71	29.39	41,618.82	-	538.47
	<u>6,303.86</u>	<u>2,284.19</u>	<u>88,370.03</u>	<u>-</u>	<u>1,705.83</u>
Asset transfers in	1,256.53	-	-	-	-
Other additions	-	-	770.09	-	-
Total additions	<u>12,294.93</u>	<u>12,519.80</u>	<u>89,198.21</u>	<u>0.09</u>	<u>2,044.69</u>
Deductions					
Payment of benefits	76.22	-	102,500.12	-	-
Participant loan withdrawals	1,088.10	-	14,661.67	-	796.41
Asset transfers out	3,435.45	12,922.04	-	-	-
Other deductions	32.71	44.23	169.87	0.43	8.00
Total deductions	<u>4,632.48</u>	<u>12,966.27</u>	<u>117,331.66</u>	<u>0.43</u>	<u>804.41</u>
Net increase (decrease) prior to interfund transfers	7,662.45	(446.47)	(28,133.45)	(0.34)	1,240.28
Interfund transfers	(74,717.22)	(80,771.98)	(796,779.76)	813.56	(8,145.00)
Net increase (decrease)	<u>(67,054.77)</u>	<u>(81,218.45)</u>	<u>(824,913.21)</u>	<u>813.22</u>	<u>(6,904.72)</u>
Net assets available for plan benefits:					
Beginning of period	67,054.77	81,218.45	824,913.21	-	6,904.72
End of period	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 813.22</u>	<u>\$ -</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Target Retirement 2020 Fund	Vanguard Target Retirement 2025 Fund	Vanguard Target Retirement 2030 Fund	Vanguard Target Retirement 2035 Fund	Vanguard Target Retirement 2040 Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ -	\$ -	\$ -	\$ -	\$ -
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	5,771.07	3,998.78	3,278.42	211.44	1,339.27
Net unrealized apprec. (deprec.) of investments	-	-	-	-	-
	<u>5,771.07</u>	<u>3,998.78</u>	<u>3,278.42</u>	<u>211.44</u>	<u>1,339.27</u>
Contributions:					
Employer	1,212.38	4,463.89	7,088.66	1,574.58	3,369.84
Participant	2,367.85	6,252.46	8,369.23	1,697.29	3,695.65
Participant loan repayments	-	5,722.65	2,395.40	776.62	376.53
	<u>3,580.23</u>	<u>16,439.00</u>	<u>17,853.29</u>	<u>4,048.49</u>	<u>7,442.02</u>
Asset transfers in	-	-	4,042.10	-	-
Other additions	-	-	-	-	-
Total additions	<u>9,351.30</u>	<u>20,437.78</u>	<u>25,173.81</u>	<u>4,259.93</u>	<u>8,781.29</u>
Deductions					
Payment of benefits	-	-	241.81	-	-
Participant loan withdrawals	344.20	8,547.00	2,387.02	2,030.00	876.39
Asset transfers out	-	-	-	-	-
Other deductions	3.40	30.00	16.68	-	1.90
Total deductions	<u>347.60</u>	<u>8,577.00</u>	<u>2,645.51</u>	<u>2,030.00</u>	<u>878.29</u>
Net increase (decrease) prior to interfund transfers	9,003.70	11,860.78	22,528.30	2,229.93	7,903.00
Interfund transfers	(128,895.42)	(87,706.46)	(80,241.25)	(7,206.59)	(34,029.67)
Net increase (decrease)	<u>(119,891.72)</u>	<u>(75,845.68)</u>	<u>(57,712.95)</u>	<u>(4,976.66)</u>	<u>(26,126.67)</u>
Net assets available for plan benefits:					
Beginning of period	119,891.72	75,845.68	57,712.95	4,976.66	26,126.67
End of period	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Target Retirement 2045 Fund	Vanguard Target Retirement 2050 Fund	Vanguard Total Bond Market Index Fund Investor Shares	Vanguard Total Bond Market Index Fund: Inst'l Shr	Vanguard Total International Stock Index Fund: Inst'l Shr
Additions					
Investment income:					
Interest and dividend income, investments	\$ -	\$ -	\$ 1,493.69	\$ 18.10	\$ 40.80
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	540.22	537.06	1,566.46	(0.51)	(1.98)
Net unrealized apprec. (deprec.) of investments	-	-	-	4.94	(176.86)
	540.22	537.06	3,060.15	22.53	(138.04)
Contributions:					
Employer	637.53	1,628.72	2,660.50	-	-
Participant	753.23	1,877.58	3,524.41	-	-
Participant loan repayments	-	-	3,253.88	313.32	537.08
	1,390.76	3,506.30	9,438.79	313.32	537.08
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	1,930.98	4,043.36	12,498.94	335.85	399.04
Deductions					
Payment of benefits	-	-	-	-	-
Participant loan withdrawals	-	-	1,203.79	686.27	1,125.70
Asset transfers out	-	-	5,501.52	-	-
Other deductions	15.04	-	18.98	8.28	15.18
Total deductions	15.04	-	6,724.29	694.55	1,140.88
Net increase (decrease) prior to interfund transfers	1,915.94	4,043.36	5,774.65	(358.70)	(741.84)
Interfund transfers	(13,045.65)	(14,060.50)	(79,900.05)	3,216.73	5,774.16
Net increase (decrease)	(11,129.71)	(10,017.14)	(74,125.40)	2,858.03	5,032.32
Net assets available for plan benefits:					
Beginning of period	11,129.71	10,017.14	74,125.40	-	-
End of period	\$ -	\$ -	\$ -	\$ 2,858.03	\$ 5,032.32

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Total Stock Market Index Fund: Inst'l Shr	Vanguard U.S. Growth Fund Investor Shares	Vanguard Retirement Savings Trust	Vanguard Target Retirement 2010 Trust II	Vanguard Target Retirement 2015 Trust II
Additions					
Investment income:					
Interest and dividend income, investments	\$ 75.08	\$ -	\$ 610.45	\$ -	\$ -
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	148.19	3,858.61	-	(53.84)	100.07
Net unrealized apprec. (deprec.) of investments	438.10	-	-	-	5,225.63
	<u>661.37</u>	<u>3,858.61</u>	<u>610.45</u>	<u>(53.84)</u>	<u>5,325.70</u>
Contributions:					
Employer	416.74	1,087.52	2,864.13	-	1,572.91
Participant	490.98	1,296.29	3,553.37	-	2,584.80
Participant loan repayments	1,715.07	2,222.84	1,666.81	-	6,161.12
	<u>2,622.79</u>	<u>4,606.65</u>	<u>8,084.31</u>	<u>-</u>	<u>10,318.83</u>
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	<u>3,284.16</u>	<u>8,465.26</u>	<u>8,694.76</u>	<u>(53.84)</u>	<u>15,644.53</u>
Deductions					
Payment of benefits	-	3,441.98	-	14,518.16	6,250.00
Participant loan withdrawals	5,323.88	6,790.53	3,148.39	-	-
Asset transfers out	-	-	-	-	-
Other deductions	28.84	4.06	18.60	-	132.00
Total deductions	<u>5,352.72</u>	<u>10,236.57</u>	<u>3,166.99</u>	<u>14,518.16</u>	<u>6,382.00</u>
Net increase (decrease) prior to interfund transfers	(2,068.56)	(1,771.31)	5,527.77	(14,572.00)	9,262.53
Interfund transfers	16,578.58	(62,825.77)	(48,219.45)	14,572.00	261,340.23
Net increase (decrease)	<u>14,510.02</u>	<u>(64,597.08)</u>	<u>(42,691.68)</u>	<u>-</u>	<u>270,602.76</u>
Net assets available for plan benefits:					
Beginning of period	-	64,597.08	42,691.68	-	-
End of period	<u>\$ 14,510.02</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 270,602.76</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Target Retirement 2020 Trust II	Vanguard Target Retirement 2025 Trust II	Vanguard Target Retirement 2030 Trust II	Vanguard Target Retirement 2035 Trust II	Vanguard Target Retirement 2040 Trust II
Additions					
Investment income:					
Interest and dividend income, investments	\$ -	\$ -	\$ -	\$ -	\$ -
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	146.62	3.09	130.16	0.69	(45.13)
Net unrealized apprec. (deprec.) of investments	36,774.90	11,701.93	3,953.51	186.22	2,486.43
	<u>36,921.52</u>	<u>11,705.02</u>	<u>4,083.67</u>	<u>186.91</u>	<u>2,441.30</u>
Contributions:					
Employer	7,127.36	3,028.68	3,825.90	603.97	3,914.60
Participant	13,188.14	4,366.99	4,405.69	655.38	4,552.79
Participant loan repayments	10,929.95	4,853.62	4,097.32	374.92	212.97
	<u>31,245.45</u>	<u>12,249.29</u>	<u>12,328.91</u>	<u>1,634.27</u>	<u>8,680.36</u>
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	<u>68,166.97</u>	<u>23,954.31</u>	<u>16,412.58</u>	<u>1,821.18</u>	<u>11,121.66</u>
Deductions					
Payment of benefits	-	-	1,390.00	-	-
Participant loan withdrawals	6,102.00	-	3,168.87	-	-
Asset transfers out	-	-	-	-	-
Other deductions	370.11	106.40	170.21	22.00	103.95
Total deductions	<u>6,472.11</u>	<u>106.40</u>	<u>4,729.08</u>	<u>22.00</u>	<u>103.95</u>
Net increase (decrease) prior to interfund transfers	61,694.86	23,847.91	11,683.50	1,799.18	11,017.71
Interfund transfers	1,614,857.50	500,059.13	170,966.62	7,273.86	101,750.80
Net increase (decrease)	<u>1,676,552.36</u>	<u>523,907.04</u>	<u>182,650.12</u>	<u>9,073.04</u>	<u>112,768.51</u>
Net assets available for plan benefits:					
Beginning of period	-	-	-	-	-
End of period	<u>\$ 1,676,552.36</u>	<u>\$ 523,907.04</u>	<u>\$ 182,650.12</u>	<u>\$ 9,073.04</u>	<u>\$ 112,768.51</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Target Retirement 2045 Trust II	Vanguard Target Retirement 2050 Trust II	Vanguard Target Retirement Income Trust II	International Flavor and Fragrance Stock Fund	Loan Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ -	\$ -	\$ -	\$ 1,342.60	\$ -
Interest income, participant loans	-	-	-	-	9,981.20
Net realized gain (loss) on sale of investments	86.83	0.74	0.39	1,017.22	-
Net unrealized apprec. (deprec.) of investments	72.74	342.48	327.90	10,735.18	-
	159.57	343.22	328.29	13,095.00	9,981.20
Contributions:					
Employer	-	589.89	417.12	5,330.63	-
Participant	-	681.09	430.10	6,457.66	-
Participant loan repayments	-	-	767.62	5,954.59	(122,215.03)
	-	1,270.98	1,614.84	17,742.88	(122,215.03)
Asset transfers in	-	-	-	-	6,432.72
Other additions	-	-	-	-	-
Total additions	159.57	1,614.20	1,943.13	30,837.88	(105,801.11)
Deductions					
Payment of benefits	-	-	-	-	6,407.20
Participant loan withdrawals	-	-	-	11,422.19	(107,936.00)
Asset transfers out	-	-	-	-	-
Other deductions	19.32	22.00	22.00	76.16	-
Total deductions	19.32	22.00	22.00	11,498.35	(101,528.80)
Net increase (decrease) prior to interfund transfers	140.25	1,592.20	1,921.13	19,339.53	(4,272.31)
Interfund transfers	3,391.96	14,129.00	20,208.82	251.45	-
Net increase (decrease)	3,532.21	15,721.20	22,129.95	19,590.98	(4,272.31)
Net assets available for plan benefits:					
Beginning of period	-	-	-	64,379.58	246,204.67
End of period	\$ 3,532.21	\$ 15,721.20	\$ 22,129.95	\$ 83,970.56	\$ 241,932.36

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2014** is as follows (Continued):

	Total
Additions	
Investment income:	
Interest and dividend income, investments	\$ 18,331.80
Interest income, participant loans	9,981.20
Net realized gain (loss) on sale of investments	76,810.32
Net unrealized apprec. (deprec.) of investments	72,073.10
	<u>177,196.42</u>
Contributions:	
Employer	90,625.98
Participant	131,363.75
Participant loan repayments	-
	<u>221,989.73</u>
Asset transfers in	18,755.80
Other additions	770.09
Total additions	<u>418,712.04</u>
Deductions	
Payment of benefits	138,658.12
Participant loan withdrawals	-
Asset transfers out	93,426.84
Other deductions	1,786.69
Total deductions	<u>233,871.65</u>
Net increase (decrease) prior to interfund transfers	184,840.39
Interfund transfers	-
Net increase (decrease)	<u>184,840.39</u>
Net assets available for plan benefits:	
Beginning of period	2,981,213.31
End of period	<u>\$ 3,166,053.70</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2013** is as follows:

	PARTICIPANT DIRECTED				
	Vanguard 500 Index Fund Signal Shares	Vanguard Equity Income Fund Investor Shares	Vanguard Explorer Fund Investor Shares	Vanguard International Growth Fund Investor Shares	Vanguard Long-Term Investment Grade Fund: Inv. Shr
Additions					
Investment income:					
Interest and dividend income, investments	\$ 7,974.80	\$ 8,063.67	\$ 29,430.71	\$ 2,224.32	\$ 6,294.77
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	2,630.62	52.63	494.07	262.69	(17.98)
Net unrealized apprec. (deprec.) of investments	95,303.98	28,012.90	65,130.32	24,509.97	(12,289.44)
	105,909.40	36,129.20	95,055.10	26,996.98	(6,012.65)
Contributions:					
Employer	10,844.55	2,163.97	2,913.68	2,440.34	2,456.41
Participant	16,376.96	2,784.73	3,119.72	2,845.10	2,947.97
Participant loan repayments	16,681.98	4,608.54	37.90	1,795.41	1,487.66
	43,903.49	9,557.24	6,071.30	7,080.85	6,892.04
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	149,812.89	45,686.44	101,126.40	34,077.83	879.39
Deductions					
Payment of benefits	9,297.17	551.41	-	-	-
Participant loan withdrawals	7,248.80	-	-	4,496.16	173.92
Asset transfers out	-	-	-	-	-
Other deductions	99.83	27.50	1.84	50.24	37.62
Total deductions	16,645.80	578.91	1.84	4,546.40	211.54
Net increase (decrease) prior to interfund transfers	133,167.09	45,107.53	101,124.56	29,531.43	667.85
Interfund transfers	7,091.76	3,400.66	(2,555.56)	44,442.04	15,672.95
Net increase (decrease)	140,258.85	48,508.19	98,569.00	73,973.47	16,340.80
Net assets available for plan benefits:					
Beginning of period	309,427.24	115,806.11	212,518.89	83,137.91	104,882.76
End of period	\$ 449,686.09	\$ 164,314.30	\$ 311,087.89	\$ 157,111.38	\$ 121,223.56

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2013** is as follows (Continued):

	PARTICIPANT DIRECTED				
	Vanguard Mid-Cap Index Fund Investor Shares	Vanguard PRIMECAP Fund Investor Shares	Vanguard Prime Money Market Fund	Vanguard Target Retirement 2015 Fund	Vanguard Target Retirement 2020 Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ 681.92	\$ 3,846.94	\$ 175.97	\$ 158.02	\$ 2,147.97
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	933.98	647.56	-	26.52	21.28
Net unrealized apprec. (deprec.) of investments	15,683.69	15,900.39	-	519.42	13,914.58
	17,299.59	20,394.89	175.97	703.96	16,083.83
Contributions:					
Employer	1,795.07	1,326.00	19,328.11	750.11	1,549.06
Participant	1,980.82	1,481.93	43,351.54	767.39	3,054.63
Participant loan repayments	3,548.68	39.12	54,146.97	357.17	-
	7,324.57	2,847.05	116,826.62	1,874.67	4,603.69
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	24,624.16	23,241.94	117,002.59	2,578.63	20,687.52
Deductions					
Payment of benefits	-	-	339,437.83	-	-
Participant loan withdrawals	6,055.38	4,699.39	71,257.48	848.85	550.37
Asset transfers out	-	-	-	-	-
Other deductions	19.82	29.76	124.41	3.60	2.00
Total deductions	6,075.20	4,729.15	410,819.72	852.45	552.37
Net increase (decrease) prior to interfund transfers	18,548.96	18,512.79	(293,817.13)	1,726.18	20,135.15
Interfund transfers	49.97	30,946.91	(96,487.74)	17.11	35.18
Net increase (decrease)	18,598.93	49,459.70	(390,304.87)	1,743.29	20,170.33
Net assets available for plan benefits:					
Beginning of period	48,455.84	31,758.75	1,215,218.08	5,161.43	99,721.39
End of period	\$ 67,054.77	\$ 81,218.45	\$ 824,913.21	\$ 6,904.72	\$ 119,891.72

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2013** is as follows (Continued):

PARTICIPANT DIRECTED

	Vanguard Target Retirement 2025 Fund	Vanguard Target Retirement 2030 Fund	Vanguard Target Retirement 2035 Fund	Vanguard Target Retirement 2040 Fund	Vanguard Target Retirement 2045 Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ 1,429.08	\$ 1,075.14	\$ 91.78	\$ 456.19	\$ 205.12
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	787.38	-	-	23.92	2.18
Net unrealized apprec. (deprec.) of investments	8,664.47	7,605.12	477.19	3,655.48	1,884.18
	10,880.93	8,680.26	568.97	4,135.59	2,091.48
Contributions:					
Employer	5,318.62	5,651.10	1,692.08	4,371.30	377.13
Participant	7,468.74	6,373.87	1,730.30	4,751.56	471.49
Participant loan repayments	5,417.56	-	-	352.67	-
	18,204.92	12,024.97	3,422.38	9,475.53	848.62
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	29,085.85	20,705.23	3,991.35	13,611.12	2,940.10
Deductions					
Payment of benefits	-	-	-	-	-
Participant loan withdrawals	17,599.00	-	-	411.28	-
Asset transfers out	-	-	-	-	-
Other deductions	20.00	-	-	2.12	20.10
Total deductions	17,619.00	-	-	413.40	20.10
Net increase (decrease) prior to interfund transfers	11,466.85	20,705.23	3,991.35	13,197.72	2,920.00
Interfund transfers	2,671.00	128.52	38.22	99.36	8.60
Net increase (decrease)	14,137.85	20,833.75	4,029.57	13,297.08	2,928.60
Net assets available for plan benefits:					
Beginning of period	61,707.83	36,879.20	947.09	12,829.59	8,201.11
End of period	\$ 75,845.68	\$ 57,712.95	\$ 4,976.66	\$ 26,126.67	\$ 11,129.71

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2013** is as follows (Continued):

PARTICIPANT DIRECTED

	Vanguard Target Retirement 2050 Fund	Vanguard Total Bond Market Index Fund Investor Shares	Vanguard U.S. Growth Fund Investor Shares	Vanguard Retirement Savings Trust	International Flavor and Fragrance Stock Fund
Additions					
Investment income:					
Interest and dividend income, investments	\$ 179.30	\$ 1,861.38	\$ 247.97	\$ 689.35	\$ 1,038.69
Interest income, participant loans	-	-	-	-	-
Net realized gain (loss) on sale of investments	-	(77.58)	7,270.27	-	1,375.84
Net unrealized apprec. (deprec.) of investments	1,359.69	(3,414.80)	15,869.66	-	12,174.72
	1,538.99	(1,631.00)	23,387.90	689.35	14,589.25
Contributions:					
Employer	1,865.59	2,528.06	2,270.20	3,702.86	4,707.21
Participant	2,081.62	3,337.95	2,753.98	4,583.72	5,505.97
Participant loan repayments	-	4,364.22	2,672.44	506.64	6,371.41
	3,947.21	10,230.23	7,696.62	8,793.22	16,584.59
Asset transfers in	-	-	-	-	-
Other additions	-	-	-	-	-
Total additions	5,486.20	8,599.23	31,084.52	9,482.57	31,173.84
Deductions					
Payment of benefits	-	-	64,691.75	-	-
Participant loan withdrawals	-	140.20	-	3,029.78	9,320.39
Asset transfers out	-	-	-	-	-
Other deductions	-	11.90	15.93	4.40	26.90
Total deductions	-	152.10	64,707.68	3,034.18	9,347.29
Net increase (decrease) prior to interfund transfers	5,486.20	8,447.13	(33,623.16)	6,448.39	21,826.55
Interfund transfers	42.29	(2,158.87)	51.44	(1,692.99)	(1,800.85)
Net increase (decrease)	5,528.49	6,288.26	(33,571.72)	4,755.40	20,025.70
Net assets available for plan benefits:					
Beginning of period	4,488.65	67,837.14	98,168.80	37,936.28	44,353.88
End of period	\$ 10,017.14	\$ 74,125.40	\$ 64,597.08	\$ 42,691.68	\$ 64,379.58

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Statement of Changes in Net Assets Available for Benefits by Investment Fund (Continued)

The allocation of changes in net assets available for plan benefits for the year ended **December 31, 2013** is as follows (Continued):

PARTICIPANT
DIRECTED

	Loan Fund	Total
Additions		
Investment income:		
Interest and dividend income, investments	\$ -	\$ 68,273.09
Interest income, participant loans	8,481.88	8,481.88
Net realized gain (loss) on sale of investments	-	14,433.38
Net unrealized apprec. (deprec.) of investments	-	294,961.52
	<u>8,481.88</u>	<u>386,149.87</u>
Contributions:		
Employer	-	78,051.45
Participant	-	117,769.99
Participant loan repayments	(102,388.37)	-
	<u>(102,388.37)</u>	<u>195,821.44</u>
Asset transfers in	-	-
Other additions	-	-
Total additions	<u>(93,906.49)</u>	<u>581,971.31</u>
Deductions		
Payment of benefits	5,702.10	419,680.26
Participant loan withdrawals	(125,831.00)	-
Asset transfers out	-	-
Other deductions	-	497.97
Total deductions	<u>(120,128.90)</u>	<u>420,178.23</u>
Net increase (decrease) prior to interfund transfers	26,222.41	161,793.08
Interfund transfers	-	-
Net increase (decrease)	<u>26,222.41</u>	<u>161,793.08</u>
Net assets available for plan benefits:		
Beginning of period	219,982.26	2,819,420.23
End of period	<u>\$ 246,204.67</u>	<u>\$ 2,981,213.31</u>

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Supplemental Schedules

	Year Ended December 31,	
	2014	2013
Interest and dividend income, investments		
Interest income, common/collective trusts	\$ 610.45	\$ 689.35
Dividend income, common stock	1,342.60	1,038.69
Dividend income, registered investment companies	16,378.75	66,545.05
Total interest and dividend income, investments	\$ 18,331.80	\$ 68,273.09
Net appreciation in fair value of investments		
Net realized gain on sale of assets	\$ 1,017.22	\$ 1,375.84
Net realized gain on sale of common/collective trusts	369.62	-
Net realized gain on sale of registered investment companies	75,423.48	13,057.54
Unrealized appreciation of assets	10,735.18	12,174.72
Unrealized appreciation of common/collective trusts	61,071.74	-
Unrealized appreciation of registered investment companies	266.18	282,786.80
Net appreciation in fair value of investments	\$ 148,883.42	\$ 309,394.90
For Form 5500 use only		
Aggregate proceeds from the sale of assets: \$11,661.21		
Participant contributions		
Pre-tax	\$ 131,363.75	\$ 117,769.99
Other additions		
Miscellaneous income	\$ 770.09	\$ -
Payment of benefits		
Directly to participants or beneficiaries	\$ 138,658.12	\$ 419,680.26

Deemed distributions are excluded from Payment of benefits.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Supplemental Schedules (Continued)

Year Ended December 31,	
2014	2013

Other deductions

Administrative expenses	\$	1,786.69	\$	497.97
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Loan origination fees are included in gross loan withdrawals,
and are not reported as expenses/fees listed in Other deductions.

The amount of loan origination fees paid was: \$560.00

Interfund transfers

Participant exchanges - in	\$	2,768,873.97	\$	105,694.12
Participant exchanges - out		(2,768,873.97)		(105,694.12)
Forfeiture withdrawal		(2,798.42)		(1,775.76)
Other transfers		2,798.42		1,775.76
Total interfund transfers	\$	-	\$	-

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Plan Financial Report (PFR) Reconciliation to Financial Reports Year Ended December 31, 2014

Contributions

Plan Financial Report - Contributions	225,558.24
Miscellaneous income (reclassified to Other additions)	(770.09)
Forfeiture withdrawals used to offset employer contributions	(2,798.42)
Contributions total on Statement of Changes in Net Assets	<u>\$ 221,989.73</u>

Net realized gain (loss)

Plan Financial Report - Realized Gain/Loss	483,034.11
Historical vs. market value adjustment	(406,224.62)
Liquidated fund adjustment	0.05
New fund gain/loss adjustment	0.78
Sum of net realized gain (loss) items on Supplemental Schedules	<u>\$ 76,810.32</u>

Market gain (loss)

Plan Financial Report - Market Gain/Loss (represents unrealized from plan inception)	93,350.61
Less: cumulative unrealized prior to current plan year	(427,501.23)
Historical vs. market value method gain difference	406,224.62
Liquidated fund adjustment	(0.05)
New fund gain/loss adjustment	(0.78)
Adjustment for Plan Financial Report Rounding	(0.07)
Sum of unrealized appreciation (depreciation) items on Supplemental Schedules	<u>\$ 72,073.10</u>

**Additional Information
Required for Form 5500 and Form 8955**

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Schedule I

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2014

Retirement Investment Fund Plan/Union Employees

EIN 13-1432060, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard Prime MM Inst	Registered Investment Company	\$ 813.22	\$ 813.22
* Vanguard Total Bond Idx Inst	Registered Investment Company	2,853.09	2,858.03
* Vanguard Total Intl Stk Inst	Registered Investment Company	5,209.18	5,032.32
* Vanguard Ttl Stk Mrkt Index Fd	Registered Investment Company	14,071.92	14,510.02
* Vanguard Tgt Retire 2015 Tr II	Common/Collective Trust	265,377.13	270,602.76
* Vanguard Tgt Retire 2020 Tr II	Common/Collective Trust	1,639,777.46	1,676,552.36
* Vanguard Tgt Retire 2025 Tr II	Common/Collective Trust	512,205.11	523,907.04
* Vanguard Tgt Retire 2030 Tr II	Common/Collective Trust	178,696.61	182,650.12
* Vanguard Tgt Retire 2035 Tr II	Common/Collective Trust	8,886.82	9,073.04
* Vanguard Tgt Retire 2040 Tr II	Common/Collective Trust	110,282.08	112,768.51
* Vanguard Tgt Retire 2045 Tr II	Common/Collective Trust	3,459.47	3,532.21
* Vanguard Tgt Retire 2050 Tr II	Common/Collective Trust	15,378.72	15,721.20
* Vanguard Tgt Retire Inc Tr II	Common/Collective Trust	21,802.05	22,129.95
* IFF Stock Fund	Company Stock Fund	51,957.94	83,970.56
* Loan Fund ***	3.75% - 5.5%	241,932.36	241,932.36
Total assets held for investment purposes		\$ 3,072,703.16	\$ 3,166,053.70

* Party in Interest

*** Inclusive of outstanding deemed distributions

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Schedule II

Schedule of Reportable Transactions - Attachment for Schedule H, Line 4j
Year Ended December 31, 2014

Retirement Investment Fund Plan/Union Employees

EIN 13-1432060, PN 001

Identity of Party Involved	Description of Asset (include interest rate and maturity in the case of a loan)	Purchase Price	Selling Price	Historical Cost of Asset	Current Value of Asset on Transaction Date	Historical Gain (Loss)
Vanguard	Vanguard Prime Money Mkt	\$ 89,671.69			\$ 89,671.69	
Vanguard	Vanguard Prime Money Mkt		\$ 120,903.01	\$ 120,903.01	120,903.01	\$ -
Vanguard	Vanguard Tgt Retire 2015 Tr II	271,659.06			271,659.06	
Vanguard	Vanguard Tgt Retire 2015 Tr II		6,382.00	6,281.93	6,382.00	100.07
Vanguard	Vanguard Tgt Retire 2020 Tr II	1,646,102.95			1,646,102.95	
Vanguard	Vanguard Tgt Retire 2020 Tr II		6,472.11	6,325.49	6,472.11	146.62
Vanguard	Vanguard Tgt Retire 2025 Tr II	512,308.42			512,308.42	
Vanguard	Vanguard Tgt Retire 2025 Tr II		106.40	103.31	106.40	3.09
Vanguard	Vanguard Tgt Retire 2030 Tr II	193,030.25			193,030.25	
Vanguard	Vanguard Tgt Retire 2030 Tr II		14,463.80	14,333.64	14,463.80	130.16

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Participant Count Category Report - Form 5500, Line 6
Year Ended December 31, 2014

Line Item Number	Category	Participant Count
6a*	Total active participants:	44
6b	Retired or separated participants receiving benefits:	-
6c	Other retired or separated participants entitled to future benefits:	4
6e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits:	-
6g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item):	47
6h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested:	-

Information for Form 8955-SSA, Part II:

6a**	Separated from service in previous plan year with deferred vested benefits:	-
6b	Separated from service in plan year with deferred vested benefits:	-

Information for Schedule R, Part I:

3)	Number of participants (living or deceased) whose benefits were distributed in a single sum during the plan year:	3
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* Line 6a should be verified for Form 5500 reporting purposes. For Form 5500 reporting purposes, those participants who are eligible to participate in the plan but elect not to participate in the plan should be included in line 6a.

** Line 6a pertaining to participants that separated from service in the previous plan year with deferred vested benefits should only be used if reporting participants with deferred vested benefits who separated from service in the plan year immediately prior to the current plan year.

RETIREMENT INVESTMENT FUND PLAN/UNION EMPLOYEES

Annual Registration Statement Identifying Separated Participants With Deferred Vested Benefits - Attachment to Schedule SSA
Year Ended December 31, 2014

A Plan Name:Retirement Investment Fund Plan/Union Employees

B Plan Number:001

C Plan Sponsor:International Flavors & Fragrances, Inc.

D Sponsor's EIN:13-1432060

(a) Entry code	(b) Social Security number	(c) Name of participant FirstM.I.Last	Enter code for nature and form of benefit		Amount of vested benefit		(i) Previous sponsor's employer identification number	(j) Previous plan number
					(f) Defined benefit plan - periodic payment	Defined contribution plan		
			(d) Type of annuity	(e) Payment frequency		(g) Units or shares(h) Total value of account		

There is no reportable information.