

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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2015 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2015 or fiscal plan year beginning <u>01/01/2015</u> and ending <u>12/31/2015</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>HENKEL OF AMERICA RETIREMENT PLAN</u>	1b Three-digit plan number (PN) ▶ <u>002</u>
	1c Effective date of plan <u>09/01/1977</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>HENKEL OF AMERICA, INC.</u> <u>7201 EAST HENKEL WAY</u> <u>SCOTTSDALE, AZ 85255</u>	2b Employer Identification Number (EIN) <u>41-1372525</u> 2c Plan Sponsor's telephone number <u>480-754-3425</u> 2d Business code (see instructions) <u>325100</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	<u>Filed with authorized/valid electronic signature.</u>	<u>10/14/2016</u>	<u>ANTHONY VALENTE</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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)			Preparer's telephone number

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

Form 5500 (2015)
v. 150123

3a Plan administrator's name and address ☐ Same as Plan Sponsor BENEFITS ADMINISTRATIVE COMMITTEE C/O HENKEL OF AMERICA, INC. 7201 EAST HENKEL WAY SCOTTSDALE, AZ 85255	3b Administrator's EIN 41-1403610
	3c Administrator's telephone number 480-754-3425
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 3443
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.....	6a(1) 971
a(2) Total number of active participants at the end of the plan year	6a(2) 864
b Retired or separated participants receiving benefits.....	6b 1510
c Other retired or separated participants entitled to future benefits.....	6c 876
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 3250
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....	6e 112
f Total. Add lines 6d and 6e	6f 3362
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	6g
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	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: 1A 3H	
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) ☒ <u>1</u> 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)
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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 2015 Form M-1 annual report. If the plan was not required to file the 2015 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2015 This Form is Open to Public Inspection
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For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan HENKEL OF AMERICA RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 HENKEL OF AMERICA, INC.	D Employer Identification Number (EIN) 41-1372525

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
22-1211670	68241	000594	6	01/01/2015	12/31/2015

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☒ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year	7b	1364340
c Additions: (1) Contributions deposited during the year	7c(1)	
(2) Dividends and credits	7c(2)	10000
(3) Interest credited during the year	7c(3)	64806
(4) Transferred from separate account	7c(4)	
(5) Other (specify below)	7c(5)	
(6) Total additions	7c(6)	74806
d Total of balance and additions (add lines 7b and 7c(6))	7d	1439146
e Deductions:		
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
(2) Administration charge made by carrier	7e(2)	
(3) Transferred to separate account	7e(3)	
(4) Other (specify below)	7e(4)	
(5) Total deductions	7e(5)	0
f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1439146

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received.....	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve.....	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves.....	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged.....		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions.....	9c(1)(A)		
(B) Administrative service or other fees.....	9c(1)(B)		
(C) Other specific acquisition costs.....	9c(1)(C)		
(D) Other expenses.....	9c(1)(D)		
(E) Taxes.....	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges.....	9c(1)(G)		
(H) Total retention.....		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....		9d(1)	
(2) Claim reserves.....		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier.....	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.....	10b	

Specify nature of costs ▶

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2015</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan HENKEL OF AMERICA RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HENKEL OF AMERICA, INC.	D Employer Identification Number (EIN) 41-1372525
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2015			
2	Assets:			
a	Market value	2a	437090295	
b	Actuarial value	2b	425908264	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	1613	150214186	150214186
b	For terminated vested participants	859	37501933	37501933
c	For active participants	971	159008630	174337324
d	Total	3443	346724749	362053443
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	6.28%	
6	Target normal cost	6	6589653	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>			10/10/2016
Signature of actuary		Date	
MARCY SIMON		14-05311	
Type or print name of actuary		Most recent enrollment number	
MERCER		215-982-4600	
Firm name		Telephone number (including area code)	
THREE LOGAN SQUARE 1717 ARCH STREET, SUITE 1100 PHILADELPHIA, PA 19103			
Address of the firm			

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	116168816
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		15434390
9	Amount remaining (line 7 minus line 8)	0	100734426
10	Interest on line 9 using prior year's actual return of <u>13.43</u> %	0	13528633
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>6.49</u> %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	114263059

Part III Funding Percentages			
14	Funding target attainment percentage	14	86.07 %
15	Adjusted funding target attainment percentage	15	117.63 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	89.49 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/28/2016	27000000	0			
07/07/2016	2900000	0			
			Totals ►	18(b)	29900000
				18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	27935297
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year?	☒ Yes ☐ No	
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☒ Yes ☐ No	
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
		(4) 4th
		0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.72 %	2nd segment: 6.11 %	3rd segment: 6.81 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 59
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	6589653	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	Installment	
b Waiver amortization installment	50408238	9927629	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)...	34	16517282	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....		16517282	16517282
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	27935297	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	27935297	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	16517282	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years.....	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		
42 Amount of acceleration adjustment	42		
43 Excess installment acceleration amount to be carried over to future plan years	43		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information 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.	<small>OMB No. 1210-0110</small> 2015 This Form is Open to Public Inspection
For calendar plan year 2015 or fiscal plan year beginning <u>01/01/2015</u> and ending <u>12/31/2015</u>		
A Name of plan <u>HENKEL OF AMERICA RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HENKEL OF AMERICA, INC.</u>	D Employer Identification Number (EIN) <u>41-1372525</u>	

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.				
	Assets			
a	Total noninterest-bearing cash	1a		
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions	1b(1)	0	29900000
	(2) Participant contributions	1b(2)		
	(3) Other.....	1b(3)		
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
	(2) U.S. Government securities.....	1c(2)		
	(3) Corporate debt instruments (other than employer securities):			
	(A) Preferred	1c(3)(A)		
	(B) All other.....	1c(3)(B)		
	(4) Corporate stocks (other than employer securities):			
	(A) Preferred	1c(4)(A)		
	(B) Common	1c(4)(B)		
	(5) Partnership/joint venture interests	1c(5)		
	(6) Real estate (other than employer real property)	1c(6)		
	(7) Loans (other than to participants)	1c(7)		
	(8) Participant loans	1c(8)		
	(9) Value of interest in common/collective trusts.....	1c(9)		
	(10) Value of interest in pooled separate accounts.....	1c(10)		
	(11) Value of interest in master trust investment accounts	1c(11)	437500374	403766707
	(12) Value of interest in 103-12 investment entities	1c(12)		
	(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)		
	(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	1364340	1439146
	(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	438864714	435105853

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	438864714	435105853
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. 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. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	29900000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		29900000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	74806	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		74806
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		-3601275
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		26373531

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	30187872	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		30187872
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		30187872

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-3814341
l Transfers of assets:			
(1) To this plan	2l(1)		55480
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unqualified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)?

☒ Yes ☐ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **BAKER TILLY VIRCHOW KRAUSE, LLP**

(2) EIN: **39-0859910**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

	Yes	No	N/A	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.)		☒		
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒		

	Yes	No	N/A	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X		
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X		
e Was this plan covered by a fidelity bond?	X			10000000
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 have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		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.)				
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.				
o Did the plan trust incur unrelated business taxable income?				
p Were in-service distributions made during the plan year?				

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 V Trust Information

6a Name of trust

6b Trust's EIN

6c Name of trustee or custodian

6d Trustee's or custodian's telephone number

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 2015 This Form is Open to Public Inspection.
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For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

A Name of plan <u>HENKEL OF AMERICA RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HENKEL OF AMERICA, INC.</u>	D Employer Identification Number (EIN) <u>41-1372525</u>

Part I	Distributions
---------------	----------------------

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	<u>0</u>
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): <u>04-3581074</u>		
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>60</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)
----------------	--

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		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
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		
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
--	--	-----------------------------------	-------------------------------	-----------------------------

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.
----------------	---

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

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

Schedule R (Form 5500) 2015
v. 150123

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: <u>23.0%</u> Investment-Grade Debt: <u>75.0%</u> High-Yield Debt: <u>0.0%</u> Real Estate: <u>0.0%</u> Other: <u>2.0%</u> 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):

Part VII	IRS Compliance Questions
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20a Is the plan a 401(k) plan?	☐ Yes	☐ No
20b If "Yes," how does the 401(k) plan satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under sections 401(k)(3) and 401(m)(2)?	☐ Design-based safe harbor method	☐ ADP/ACP test
20c If the ADP/ACP test is used, did the 401(k) plan perform ADP/ACP testing for the plan year using the "current year testing method" for nonhighly compensated employees (Treas. Reg sections 1.401(k)-2(a)(2)(ii) and 1.401(m)-2(a)(2)(ii))?	☐ Yes	☐ No
21a Check the box to indicate the method used by the plan to satisfy the coverage requirements under section 410(b):	☐ Ratio percentage test	☐ Average benefit test
21b Does the plan satisfy the coverage and nondiscrimination tests of sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?	☐ Yes	☐ No
22a Has the plan been timely amended for all required tax law changes?	☐ Yes	☐ No ☐ N/A
22b Date the last plan amendment/restatement for the required tax law changes was adopted ____/____/____. Enter the applicable code _____. (See instructions for tax law changes and codes).		
22c If the plan sponsor is an adopter of a pre-approved master and prototype (M&P) or volume submitter plan that is subject to a favorable IRS opinion or advisory letter, enter the date of that favorable letter ____/____/____ and the letter's serial number _____.		
22d If the plan is an individually-designed plan and received a favorable determination letter from the IRS, enter the date of the plan's last favorable determination letter ____/____/____.		
23 Is the Plan maintained in a U.S. territory (i.e., Puerto Rico (if no election under ERISA section 1022(i)(2) has been made), American Samoa, Guam, the Commonwealth of the Northern Mariana Islands or the U.S. Virgin Islands)?	☐ Yes	☐ No

Henkel of America Retirement Plan

Financial Statements and
Supplementary Information

December 31, 2015 and 2014



Candor. Insight. Results.

Henkel of America Retirement Plan

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December 31, 2015 and 2014

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Independent Auditors' Report

Participants and Administrator
Henkel of America Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Henkel of America Retirement Plan (the "Plan"), which comprise the statement of net assets available for benefits as of December 31, 2015 and 2014, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA"), the plan administrator instructed us not to perform and we did not perform, any auditing procedures with respect to the information summarized in Note 9, which was certified by State Street Bank and Trust Company, N.A. and Prudential Insurance Company of America, the trustees of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustees hold the Plan's investment assets and execute investment transactions. The plan administrator has obtained a certification from the trustees as of December 31, 2015 and 2014 and for the years then ended, that the information provided to the plan administrator by the trustees is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Emphasis of Matter

As discussed in Note 2 to the financial statements, in 2015 the Plan adopted new accounting guidance related to the investments. Prior year disclosures have been revised to reflect the retrospective application of adopting these changes in accounting. Our opinion is not modified with respect to this matter.

Other Matter

The supplemental schedule, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2015, is required by the DOL's Rules and Regulations for Reporting and Disclosures under ERISA and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on this supplemental schedule.

Report on Form and Content in Compliance With DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustees, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Baker Tilly Virchow Krause, LLP

Philadelphia, Pennsylvania
October 14, 2016

Henkel of America Retirement Plan

Statement of Net Assets Available for Benefits

December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Assets		
Investments at fair value:		
Plan interest in the Henkel of America Master Trust	\$ 403,766,707	\$ 437,500,374
Investment in group annuity contract	<u>1,439,146</u>	<u>1,364,340</u>
Total investments	405,205,853	438,864,714
Employer contribution receivable	<u>29,900,000</u>	<u>-</u>
Total assets	435,105,853	438,864,714
Liabilities		
Accrued expenses	<u>406,643</u>	<u>373,497</u>
Net assets available for benefits	<u>\$ 434,699,210</u>	<u>\$ 438,491,217</u>

See notes to financial statements

Henkel of America Retirement Plan

Statement of Changes in Net Assets Available for Benefits
Years Ended December 31, 2015 and 2014

	<u>2015</u>	<u>2014</u>
Additions		
Investment (loss) income:		
Plan interest in the Henkel of America Master Trust		
investment (loss) income	\$ (3,385,277)	\$ 49,082,589
Interest and dividends	74,806	75,233
	<u> </u>	<u> </u>
Net investment (loss) income	(3,310,471)	49,157,822
	<u> </u>	<u> </u>
Employer contribution	29,900,000	-
	<u> </u>	<u> </u>
Total additions	26,589,529	49,157,822
	<u> </u>	<u> </u>
Deductions		
Benefits paid to participants	30,187,872	27,793,679
Administrative fees and expenses	249,144	95,334
	<u> </u>	<u> </u>
Total deductions	30,437,016	27,889,013
	<u> </u>	<u> </u>
Transfers In (See Note 1)	55,480	536,518
	<u> </u>	<u> </u>
Net (decrease) increase	(3,792,007)	21,805,327
	<u> </u>	<u> </u>
Net Assets Available for Benefits		
Beginning of year	438,491,217	416,685,890
	<u> </u>	<u> </u>
End of year	<u>\$ 434,699,210</u>	<u>\$ 438,491,217</u>

See notes to financial statements

Henkel of America Retirement Plan

Notes to Financial Statements
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1. Description of Plan

The following description of the Henkel of America Retirement Plan (the "Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined benefit pension plan established in 1977, covering non-union employees of Henkel of America, Inc. (the "Company") who were hired prior to January 1, 2003. The Henkel of America, Inc. Benefits Administrative Committee (the "Committee", f.k.a. the Remuneration and Benefits Committee), and the plan administrator control and manage the operation and administration of the Plan. State Street Bank and Trust Company, N.A. ("State Street") and Prudential Insurance Company of America ("Prudential") (collectively, the "Trustees") serve as the trustees of the Plan. The Plan's investments are held primarily in the Henkel of America Master Trust (the "Master Trust"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Effective January 1, 2003, the Plan was frozen to participation. Effective September 2, 2013, the Plan was amended to allow for certain terminated vested participants to receive a distribution of their vested benefits if certain requirements were met.

The Plan was restated as of January 1, 2015.

Pension Benefits

Eligible participants with five or more years of service are fully vested and entitled to pension benefits (beginning at normal retirement age, which is 65) equal to 1.15% of their average monthly compensation for the 35 year period ending with the calendar year in which the participant attains their Social Security Retirement Age, plus 0.4% of that portion of the participant's average monthly compensation, if any, that exceeds covered compensation as defined by the Plan (maximum 30 years). Reduced early retirement benefits may be elected by a participant based upon the qualifications of the predecessor plan to which they participated. Former participants of certain predecessor plans shall have their benefit calculated under this Plan offset by their benefit under the predecessor plan.

Generally, payment of benefits will be in the form of a single life annuity for unmarried participants and a joint and survivor annuity for married participants, unless the participant, with spousal consent, elects another form of benefit permitted by the Plan. Other forms of pension benefit payments are available at the participant's option. The distribution of a benefit to any participant entitled to receive a benefit will commence no later than April 1 of the following calendar year in which the participant (1) attains age 70½ or (2) the calendar year in which the participant retires.

Henkel of America Retirement Plan

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Death and Disability Benefits

If a married vested participant dies prior to retirement, then a monthly survivor annuity is payable to the surviving spouse. If the participant dies after their earliest retirement age, then the surviving spouse would receive the same benefit that would have been payable to the spouse had the participant retired on the day before his or her death. If the participant dies before their earliest retirement age, then the surviving spouse would receive the same benefit that would have been payable to the spouse had the participant survived to their earliest retirement age. If an active employee with five or more years of service dies after their earliest retirement age, then the surviving spouse is eligible to receive an additional supplemental death benefit, as defined in the plan document.

A participant who becomes disabled while an employee of the Company is eligible to receive a benefit commencing at normal retirement based on continuous service, determined as though the participant had continued in active employment to age 65.

Transfers

The transfers in of \$55,480 and \$536,518 as of December 31, 2015 and 2014, respectively, represent reallocations of assets within the Master Trust between the Plan and affiliated plans of the Company.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company, including actuarial fees, insurance premiums, legal fees, and accounting fees, are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying Statement of Changes in Net Assets Available for Benefits. In addition, certain investment related expenses are included in the Plan interest in the Master Trust investment (loss) income presented in the accompanying Statement of Changes in Net Assets Available for Benefits.

Henkel of America Retirement Plan

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Investment Valuation and Income Recognition

Investments in the Master Trust and the group annuity contract are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the Trustees. See Note 6 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on the trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Investment (loss) income includes the Plan's interest in the Master Trust's and the group annuity contract gains and losses on investments bought and sold as well as held during the year.

Actuarial Present Value of Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits presented below is based on an actuarial valuation as of January 1, 2015, prepared by the Plan's actuary, Mercer, using the present value of accrued benefits, as required by the Pension Protection Act ("PPA").

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation and years of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances such as retirement, death, disability, and termination of employment are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary as of January 1, 2015. The actuarial present value of accumulated plan benefits is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Henkel of America Retirement Plan

Notes to Financial Statements
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The actuarial present values of accumulated plan benefits as of January 1, 2015 is as follows:

Vested benefits:	
Retired participants and beneficiaries currently receiving benefit payments	\$ 166,618,647
Other participants	<u>229,440,806</u>
Total vested benefits	396,059,453
Nonvested benefits	<u>16,102,608</u>
Actuarial present value of accumulated plan benefits	<u>\$ 412,162,061</u>

The changes in actuarial present value of accumulated plan benefits for the year ended December 31, 2014 are as follows:

Actuarial present value of accumulated plan benefits, at beginning of year	\$ 374,605,224
Increase (decrease) during the year attributable to:	
Benefits accumulated and experience gains or losses	20,916,219
Increase for interest due to decrease in discount period	20,860,317
Benefits paid	(27,793,679)
Change in actuarial assumptions	<u>23,573,980</u>
Actuarial present value of accumulated plan benefits, at end of year	<u>\$ 412,162,061</u>

Significant assumptions underlying the actuarial computations for the year ended December 31, 2014 are as follows:

Interest rate	5.30%
Mortality	RP-2014 Mortality Tables adjusted to remove post-2007 projection factors
Retirement age	Age 62

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The assumed rate of interest used to value the present value of accumulated plan benefits changed from 5.80% to 5.30% as of January 1, 2014 and 2015, respectively, resulting in an increase of \$23,573,980 in the actuarial present value of accumulated benefits for the year ended December 31, 2014.

Henkel of America Retirement Plan

Notes to Financial Statements
December 31, 2015 and 2014

Recent Accounting Pronouncements

In May 2015, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2015-07, *Fair Value Measurement (Topic 820): Disclosures for Investments in Certain Entities That Calculate Net Asset Value per Share (or Its Equivalent)* ("ASU 2015-07"). ASU 2015-07 removes the requirement to include investments in the fair value hierarchy for which fair value is measured using the net asset value per share practical expedient under Accounting Standards Codification 820. ASU 2015-07 is effective for the Plan for years beginning after December 15, 2016 with early adoption permitted. Management has elected to early adopt the provisions of this new standard. Accordingly, the standard was retrospectively applied.

In June 2015, the FASB issued ASU No. 2015-10, *Technical Corrections and Improvements*. ASU 2015-10 amends a wide range of Accounting Standards Codification topics to make clarifying changes, correct unintended application of guidance and make minor changes that are not expected to have a significant effect on current accounting practice or create a significant administrative cost on most entities. As part of this amendment, the FASB changed the definition of Readily Determinable Fair Value. This change was effective upon issuance. The adoption of ASU 2015-10 has been applied to the financial statements and related disclosures.

In July 2015, the FASB issued ASU No. 2015-12, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), and Health and Welfare Benefit Plans (Topic 965) - I. Fully Benefit-Responsive Investment Contracts; II. Plan Investment Disclosures, and III. Measurement Date Practical Expedient* ("ASU 2015-12"). Part I of update is not applicable to the Plan. Part II of this update requires that investments (both participant-directed and nonparticipant-directed investments) be grouped only by general type, eliminating the need to disaggregate the investments in multiple ways. Part II also eliminates the disclosure of individual investments that represent 5 percent or more of net assets available for benefits and the disclosure of net appreciation or depreciation for investments by general type, requiring only presentation of net appreciation (depreciation) in investments in the aggregate. Additionally, if an investment is measured using the net asset value per share (or its equivalent) practical expedient in Topic 820 and that investment is a fund that files a U.S. Department of Labor ("DOL") Form 5500, as a direct filing entity, disclosure of that investment's strategy is no longer required. Part III of the update is not applicable to the Plan. The amendments in ASU 2015-12 are effective for fiscal years beginning after December 15, 2015, with early application permitted. The amendments within Part II require retrospective application. Management has elected to early adopt the provisions of Part II of this new standard. Accordingly, these provisions were retrospectively applied.

Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 14, 2016, the date the financial statements were available to be issued.

Henkel of America Retirement Plan

Notes to Financial Statements
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3. Related Party Transactions and Party In Interest Transactions

The Plan's investments are administered under a contract with State Street Bank and Trust Company, N.A. and Prudential Insurance Company of America, the trustees of the Plan. Contributions are held and managed by the Trustees, who invest cash received, interest, and dividend income and make distributions to participants. These transactions qualify as party in interest transactions which are exempt from the prohibited transactions rules of ERISA.

Certain expenses of the Trustees are paid by the Plan related to plan operations and investment activity described in Note 1. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

4. Funding Policy

The Plan's funding policy is for the Company to make annual contributions to the Plan as determined by the Plan's independent actuary in amounts necessary to provide the Plan with assets sufficient to fund participants' benefits by the time they retire. No participant contributions are permitted. The minimum funding requirements of ERISA were met for 2015 and 2014.

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

5. Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Annuity benefits former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations (discussed subsequently).
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Henkel of America Retirement Plan

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Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at the time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

6. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observables and minimize the use of unobservable inputs.

Henkel of America Retirement Plan

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The following is a description of the valuation methodologies used for assets measured at fair value by the Plan and in the Master Trust. There have been no changes in the methodologies used at December 31, 2015 and 2014.

Short-term investments consist of cash and cash equivalents, foreign currencies, the State Street Short Term Investment Fund and U.S. Treasury Bills. The State Street Short Term Investment Fund is valued at net asset value ("NAV") of shares held at year end. Foreign currencies and U.S. Treasury Bills are valued based on quoted market prices in the active markets on which the individual securities are traded.

Common stocks are valued based on quoted market prices in the active markets on which the individual securities are traded.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Master Trust are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Corporate debt obligations are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Collective trust funds are valued based on the unit values of such funds held by the Plan at year end. Unit values are based on the fair value of the underlying assets of the funds derived from inputs principally based on quoted market prices in an active market or corroborated by observable market data by correlation or other means. NAV is used as a practical expedient to estimate the fair value of the trust funds.

U.S. government agency securities are valued using pricing models maximizing the use of observable inputs for similar securities.

The private equity limited partnerships are valued at NAV in a manner consistent with fair value guidance. The values assigned are based upon the general partners estimates and assessment of each underlying investment, incorporating valuation techniques that consider the evaluation of financing and sale transactions with third parties, EBITDA (earnings before interest, taxes, depreciation, and amortization) multiples, expected cash flows and market-based information, including comparable transactions, and performance multiples, among other factors. The Committee considers fair value measurements based on valuations provided by the general partners. The private equity limited partnership funds have unfunded commitments and redemption restrictions and are classified as Level 3 in the fair value hierarchy. The redemption restrictions do not have a material impact on the stated NAV's of the funds, which represent fair value, as of December 31, 2015 and 2014.

Henkel of America Retirement Plan

Notes to Financial Statements
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The group annuity contract is valued at contract value which approximates fair value based on unobservable inputs, as observable inputs are not available, using valuation methodologies to determine fair value to include matrix pricing and other similar techniques.

Other investments include options on equity securities, valued based on other observable inputs directly or indirectly through corroboration with observable market data.

The following tables set forth by level, within the fair value hierarchy, the Plan's fair value measurements at December 31, 2015 and 2014:

Assets at Fair Value as of December 31, 2015				
	Level 1	Level 2	Level 3	Total
Prudential group annuity contract	\$ -	\$ -	\$ 1,439,146	\$ 1,439,146
Total assets, excluding Plan interest in Master Trust, at fair value	\$ -	\$ -	\$ 1,439,146	\$ 1,439,146

Assets at Fair Value as of December 31, 2014				
Prudential group annuity contract	\$ -	\$ -	\$ 1,364,340	\$ 1,364,340
Total assets, excluding Plan interest in Master Trust, at fair value	\$ -	\$ -	\$ 1,364,340	\$ 1,364,340

Investments Measured Using NAV per Share Practical Expedient

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2015 and 2014, respectively.

	December 31, 2015			
	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Collective trust funds	\$ 184,122,110	\$ -	Daily	N/A
	December 31, 2014			
Collective trust funds	\$ 204,913,440	\$ -	Daily	N/A

Henkel of America Retirement Plan

Notes to Financial Statements
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Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of that financial instrument, and the significant unobservable inputs and the ranges of values for those inputs.

December 31, 2015				
Instrument	Fair Value	Valuation Technique	Unobservable Inputs	Range of Significant Input Values
Prudential group annuity contract	\$ 1,439,146	Discounted Cash Flow	Risk-adjusted discount rate	4.75 %
December 31, 2014				
Prudential group annuity contract	\$ 1,364,340	Discounted Cash Flow	Risk-adjusted discount rate	4.75 %

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31, 2015 and 2014:

	Group Annuity Contract
Balance, December 31, 2013	\$ 1,289,107
Interest and dividends	75,233
Balance, December 31, 2014	1,364,340
Interest and dividends	74,806
Balance, December 31, 2015	<u>\$ 1,439,146</u>

7. Contract with Insurance Company

In 2015 and 2014, the Plan was invested in an unallocated group annuity contract with Prudential. The group annuity contract represents coverage for a small number of employees under a predecessor plan. The crediting interest rate and average yield was 4.75% for the years ended December 31, 2015 and 2014.

8. Interest in Master Trust

The Master Trust was established for the investment of the Plan's assets and other sponsored employee benefit plans of the Company. As of December 31, 2015 and 2014, the Plan's undivided interest in the net assets of the Master Trust was approximately 46% and 44%, respectively.

Henkel of America Retirement Plan

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The value of the Plan's interest in the Master Trust is based on the beginning of year value of the Plan's interest plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. Investment income and administrative expenses of the Master Trust are allocated to the participating plans based on the plans' proportionate beneficial interest in the Master Trust during the year.

The following table presents the net assets of the Master Trust as of December 31, 2015 and 2014:

	<u>2015</u>	<u>2014</u>
Investments:		
Short-term investments	\$ 19,813,530	\$ 28,296,638
Common stocks	86,684,404	99,464,385
Mutual funds	86,781,740	87,081,842
Corporate debt obligations	465,982,764	496,779,309
Collective trust funds	184,122,110	204,913,440
U.S. government agency securities	37,030,549	44,783,815
Private equity limited partnerships	14,124,460	15,758,405
Other	948,623	1,092,042
Total investments	895,488,180	978,169,876
Foreign currency translation adjustment, net	269,754	1,078,666
Receivable on foreign currency contracts, net	50,297	158,805
Receivables for interest, dividends and securities sold	6,149,898	6,555,499
Total net assets	<u>\$ 901,958,129</u>	<u>\$ 985,962,846</u>

During 2015 and 2014, the Master Trust's investments (including investments bought and sold, as well as held during the year) (depreciated) appreciated as follows:

	<u>2015</u>	<u>2014</u>
Investment (loss) income:		
Net (depreciation) appreciation in fair value of investments:		
Corporate debt obligations	\$ (30,418,539)	\$ 43,506,628
Short term investments	(133)	(62,162)
Private equity limited partnerships	710,086	3,990,693
Mutual funds	699,887	10,723,531
Collective trust funds	(4,291,330)	26,878,172
U.S. government securities	(1,940,660)	4,879,290
Common stock	(1,156,428)	(4,347,944)
Gain on interest rate swaps	788,050	-
Loss on interest rate swaps	-	(1,059,124)
Net (depreciation) appreciation in fair value	<u>\$ (35,609,067)</u>	<u>\$ 84,509,084</u>

Henkel of America Retirement Plan

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The following are the changes in net assets for the Master Trust for the years ended December 31, 2015 and 2014.

	<u>2015</u>	<u>2014</u>
Net (depreciation) appreciation in fair value	\$ (35,609,067)	\$ 84,509,084
Interest, dividends, and other income	26,310,775	26,406,771
Gain on foreign exchange contracts	4,088,059	5,007,547
Total investment (loss) income	(5,210,233)	115,923,402
Less investment fee	(2,349,587)	(3,300,818)
Net investment (loss) income	(7,559,820)	112,622,584
Contributions	-	50,152,017
Benefit payments	(75,960,274)	(67,050,704)
Administrative expenses	(484,623)	(514,074)
(Decrease) increase in net assets	(84,004,717)	95,209,823
Net assets:		
Beginning of year	985,962,846	890,753,023
End of year	<u>\$ 901,958,129</u>	<u>\$ 985,962,846</u>

The following is a summary of the allocation of net assets of the Henkel of America Master Trust between the plans as of December 31, 2015 and 2014:

	<u>2015</u>		<u>2014</u>
	<u>Amount</u>	<u>Percentage</u>	<u>Amount</u> <u>Percentage</u>
Henkel of America Retirement Plan	\$ 403,766,707	46 %	\$ 437,500,374 44 %
Dial Corporation Future Security Plan	247,459,690	27	268,134,018 27
National Starch Consolidated Pension Plan	180,877,212	19	204,197,416 21
Dial Labor Pension Program	65,536,462	7	71,725,115 7
Henkel Corporation Defined Contribution Retirement Plan	4,132,362	1	4,218,925 1
Other plans	185,696	*	186,998 *
Total	<u>\$ 901,958,129</u>	<u>100 %</u>	<u>\$ 985,962,846</u> <u>100 %</u>

* Plan represents less than 1 percent of the Henkel of America Master Trust.

Henkel of America Retirement Plan

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The following tables summarize the assets measured by level, within the fair value hierarchy at fair value on a recurring basis for the Master Trust as of December 31, 2015 and 2014:

Master Trust Investments at Fair Value as of December 31, 2015				
	Level 1	Level 2	Level 3	Total
Short-term investments	\$ 19,813,530	\$ -	\$ -	\$ 19,813,530
Common stocks	86,684,404	-	-	86,684,404
Mutual funds	86,781,740	-	-	86,781,740
Corporate debt obligations	-	465,982,764	-	465,982,764
U.S. government agency securities	-	37,030,549	-	37,030,549
Private equity limited partnerships	-	-	14,124,460	14,124,460
Other	-	948,623	-	948,623
Total Master Trust investments at fair value	\$ 193,279,674	\$ 503,961,936	\$ 14,124,460	711,366,070
Investments measured at net asset value (a)				<u>184,122,110</u>
Investments at fair value				<u>\$ 895,488,180</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statement of Net Assets Available for Benefits.

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Master Trust Investments at Fair Value as of December 31, 2014				
	Level 1	Level 2	Level 3	Total
Short-term investments	\$ 28,296,638	\$ -	\$ -	\$ 28,296,638
Common stocks	99,464,385	-	-	99,464,385
Mutual funds	87,081,842	-	-	87,081,842
Corporate debt obligations	-	496,779,309	-	496,779,309
U.S. government agency securities	-	44,783,815	-	44,783,815
Private equity limited partnerships	-	-	15,758,405	15,758,405
Other	-	1,092,042	-	1,092,042
Total Master Trust investments at fair value	<u>\$ 214,842,865</u>	<u>\$ 542,655,166</u>	<u>\$ 15,758,405</u>	773,256,436
Investments measured at net asset value (a)				<u>204,913,440</u>
Investments at fair value				<u>\$ 978,169,876</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statement of Net Assets Available for Benefits.

The following table sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the years ended December 31, 2015 and 2014:

	Private Equity Limited Partnerships
Balance, December 31, 2013	\$ 17,049,763
Contributions	1,143,533
Distributions	(6,224,090)
Realized gains and losses	2,398,340
Interest and dividends	128
Expenses	(201,622)
Unrealized gains and losses	<u>1,592,353</u>
Balance, December 31, 2014	15,758,405
Contributions	33,878
Distributions	(3,811,145)
Realized gains and losses	2,196,236
Interest and dividends	518
Expenses	(89,740)
Unrealized gains and losses	<u>36,308</u>
Balance, December 31, 2015	<u>\$ 14,124,460</u>

Henkel of America Retirement Plan

Notes to Financial Statements
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The amount of total gains or losses for the years ended December 31, 2015 and 2014 are attributable to the change in unrealized gains or losses relating to assets still held at the reporting date were \$36,308 and \$1,592,535, respectively.

9. Information Certified by Trustees

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA for 2015 and 2014. Accordingly, State Street Bank and Trust Company, N.A., a trustee of the Plan, has certified to the completeness and accuracy of those investments held by the Master Trust reported in the accompanying Statement of Net Assets Available for Benefits as of December 31, 2015 and 2014 and the related investment activity of the Master Trust reported in the Statement of Changes in Net Assets Available for Benefits for the years then ended.

Prudential Insurance Company of America, a trustee of the Plan, has certified to the completeness and accuracy of the group annuity contract reported in the accompanying Statement of Net Assets Available for Benefits as of December 31, 2015 and 2014, the supplemental Schedule of Assets (Held at End of Year) as of December 31, 2015, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits of the income of the group annuity contract for the years ended December 31, 2015 and 2014.

10. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated August 3, 2012, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Henkel of America Retirement Plan

Notes to Financial Statements
December 31, 2015 and 2014

11. Risks and Uncertainties

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

In addition, the Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statement of Net Assets Available for Benefits.

12. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits and the changes in net assets available for benefits on the financial statements to Form 5500 at December 31, 2015 and 2014 and the year ended December 31, 2015:

	<u>2015</u>	<u>2014</u>
Net assets available for benefits on financial statements	\$ 434,699,210	\$ 438,491,217
Accrued administrative fees and expenses	<u>406,643</u>	<u>373,497</u>
Net assets available for benefits per Form 5500	<u>\$ 435,105,853</u>	<u>\$ 438,864,714</u>
	<u>2015</u>	
Total net decrease on the financial statements	\$ (3,792,007)	
Plus: current year accrued administrative fees and expenses	406,643	
Less: prior year accrued administrative fees and expenses	<u>(373,497)</u>	
Total net decrease on Form 5500	<u>\$ (3,758,861)</u>	

Henkel of America Retirement Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 41-1372525 Plan No: 002

December 31, 2015

(a)	Identity of Issue (b)	Description of Investment (c)	Cost (d)	Current Value (e)
*	Prudential Insurance Company of America	Group annuity contract (4.75% interest rate)	\$ 1,439,146	\$ 1,439,146

* A party in interest as defined by ERISA

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34		1	7								8
35–39		9	38	3							50
40–44		10	67	39	1	2	2				121
45–49		9	68	12	30	32	24				175
50–54		5	15	21	76	35	56	28	5		241
55–59				22	50	23	51	40	29	2	217
60–64				9	30	19	27	14	21	10	130
65–69				5	6	5	6	2		1	25
70 & up				1					2	1	4
Total		34	195	112	193	116	166	84	57	14	971

In each cell, the number shown is the count of active participants for each age/service combination. Average pay is not shown for plans with less than 1,000 active participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial Assumptions for January 1, 2015 Funding Valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
•	Stabilized	Nonstabilized
• First 5 years	4.72%	1.22%
• Next 15 years	6.11%	4.11%
• Over 20 years	6.81%	5.20%
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2000 mortality tables projected with mortality improvement to the valuation year plus 7 and 15 years based on Scale AA.	
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) unisex mortality.	
Cash balance plans		
• Interest accumulation rate	4.50%	
• Whipsaw calculations	Not Applicable	
• Annuity conversion		
— Mortality table	2015 IRC Section 417(e) unisex mortality	
— Interest rate basis	Funding segment rates	
Other economic assumptions		
• Salary increases	4.25% per year	
• Social Security wage base	3.50% per year	
• Inflation	2.75% per year	
• Expected investment return	5.70% per year for 2013, 6.30% for 2014, 5.40% for 2015	
• Expenses	\$0 added to current year normal cost; expenses are not paid from the trust	
Demographic assumptions		
• Withdrawal	See table of sample rates.	
• Disability incidence	82% of the 1985 Pension Disability Study of the Conference of Consulting Actuaries Class 1 table (sex-distinct).	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-57	15%	
	58-59	20%	
	60-61	25%	
	62	30%	
	63-69	50%	
	70 and above	100%	
• Benefit commencement age for			
	— Future vested deferred	62	
• Spouse assumptions	— Current vested deferred	62	
	Male participants	Female participants	
— Percentage married	80%	80%	
— Spouse age difference	3 years younger	3 years older	
Form of payment – Married¹	Lump sum	Single life	50% J&S
• Active retirements	70%	15%	15%
• Future vested deferred	50%	12.5%	37.5%
• Future disabilities	70%	15%	15%
• Future deaths	70%	30%	0%
• Current vested deferred	50%	12.5%	37.5%
Form of payment – Single²	Lump sum	Single life	
• Active retirements	70%	30%	
• Future vested deferred	50%	50%	
• Future disabilities	70%	30%	
• Future deaths	70%	30%	
• Current vested deferred	50%	50%	
Unpredictable contingent event assumptions	Not applicable		

¹ The Loctite account balance is assumed to be paid as a lump sum.² The Loctite account balance is assumed to be paid as a lump sum.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods***Table of Sample Rates***

Attained age	Withdrawal	
	Male	Female
25	13.00%	13.00%
30	11.00%	11.00%
35	9.00%	9.00%
40	7.00%	7.00%
55	0.00%	0.00%
62	0.00%	0.00%

Actuarial Methods for Funding***Asset Methods***

The asset valuation method is an average of the adjusted market value for each year during the last 24 months preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant Methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** Only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods***Minimum Funding Methods***

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan provides disability benefits that are only partially based on a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the accrued benefit on the valuation date plus a portion of the excess of the benefit over the accrued benefit multiplied by the ratio of the participant's service at the beginning of the plan year to their service at each decrement age. This benefit is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2015 This Form is Open to Public Inspection
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For calendar plan year 2015 or fiscal plan year beginning 01/01/2015 and ending 12/31/2015

► **Round off amounts to nearest dollar.**
 ► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan HENKEL OF AMERICA RETIREMENT PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HENKEL OF AMERICA, INC.	D Employer Identification Number (EIN) 41-1372525	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		
F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500		

Part I Basic Information			
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2015</u>			
2 Assets:			
a Market value	2a	437,090,295	
b Actuarial value	2b	425,908,264	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	1,613	150,214,186	150,214,186
b For terminated vested participants.....	859	37,501,933	37,501,933
c For active participants.....	971	159,008,630	174,337,324
d Total.....	3,443	346,724,749	362,053,443
4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate.....	5	6.28%	
6 Target normal cost.....	6	6,589,653	

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"> </div> <div style="text-align: center;"> Signature of actuary </div>	<div style="border-bottom: 1px solid black; margin-bottom: 5px; text-align: center;"> </div> <div style="text-align: center;"> Date 1405311 </div>
	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"> MARCY SIMON </div> <div style="text-align: center;"> Type or print name of actuary </div>	<div style="border-bottom: 1px solid black; margin-bottom: 5px; text-align: center;"> 215-982-4600 </div> <div style="text-align: center;"> Most recent enrollment number </div>
	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"> MERCER </div> <div style="text-align: center;"> Firm name </div>	<div style="border-bottom: 1px solid black; margin-bottom: 5px; text-align: center;"> 1405311 </div> <div style="text-align: center;"> Telephone number (including area code) </div>
	<div style="border-bottom: 1px solid black; margin-bottom: 5px;"> THREE LOGAN SQUARE 1717 ARCH STREET, SUITE 1100 PHILADELPHIA PA 19103 </div> <div style="text-align: center;"> Address of the firm </div>	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:			
a Segment rates:	1st segment: 4.72%	2nd segment: 6.11%	3rd segment: 6.81%
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 59
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	6,589,653	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance		
a Net shortfall amortization installment	50,408,238		
b Waiver amortization installment	9,927,629		
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	34	16,517,282	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		16,517,282	16,517,282
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	27,935,297	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	27,935,297	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	16,517,282	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		
42 Amount of acceleration adjustment	42		
43 Excess installment acceleration amount to be carried over to future plan years	43		

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 59.

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	15.00%	10,000	1,500.00	82,500.00
56	15.00%	8,500	1,275.00	71,400.00
57	15.00%	7,225	1,083.75	61,773.75
58	20.00%	6,141	1,228.25	71,238.50
59	20.00%	4,913	982.60	57,973.40
60	25.00%	3,930	982.60	58,956.00
61	25.00%	2,948	736.95	44,953.95
62	30.00%	2,211	663.26	41,122.12
63	50.00%	1,548	773.80	48,749.40
64	50.00%	774	386.90	24,761.60
65	50.00%	387	193.45	12,574.25
66	50.00%	193	96.72	6,383.52
67	50.00%	97	48.36	3,240.12
68	50.00%	48	24.18	1,644.24
69	50.00%	24	12.09	834.21
70	100.00%	12	12.09	846.30
Total			10,000	588,951.36
Average				58.90

Schedule SB, Part V — Summary of Plan Provisions***Benefits Included or Excluded***

Unless noted below, all benefits provided by the plan, as restated January 1, 2010 and amended through January 1, 2015, are included in this valuation.

- **Most recent plan amendments included:** Amendment #3, adopted August 30, 2013.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including a retroactive lump sum as of the valuation date. The amount of the lump sum is actuarially equivalent to a temporary life annuity of missed payments from age sixty-five to the valuation date.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan Provisions Specific to Funding***Additional Benefits Included or Excluded***

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Schedule SB, Part V — Summary of Plan Provisions**Summary of Major Plan Provisions*****Henkel of America Retirement Plan***

Effective date and plan year	Original plan: September 1, 1977 Restated plan: January 1, 2010 Plan year: Calendar Year
Status of the plan	Effective January 1, 2007, only participants whose age plus service on December 31, 2006 equaled 50 or more will continue to earn Benefit Service. All others will no longer accrue Benefit Service. The Plan closed to new hires on January 1, 2003.
Significant events that occurred during the year	None
Definitions	
• Covered employees	All employees of Henkel of America and any affiliated corporations that adopt the Plan and were hired prior to January 1, 2003, excluding employees covered by a Collective Bargaining Agreement that does not provide for participation.
• Employee contributions	None
• Hours of service	Each hour for which the employee is paid for the performance of duties for the Employer.
• Service	Measured from employment date in years and days.
• Benefit Service	Credited in years and months with credit for one month if one hour of service is credited for that month. Measured from first day of employment or date specified if from an acquired plan. Effective December 31, 2006, participants whose age + years of service was less than 50 will not accrue additional Benefit Service. Effective January 1, 2012, participants who are promoted to Management Circle Level 3b or higher will not accrue additional Benefit Service beginning with the first pay period on or after the first day of the month following sixty days after the participant's promotion. Benefit Service is limited to 30 years.
• Compensation	Remuneration actually paid during any calendar year for base gross wages (including 401(k) deferrals), overtime, bonuses, commissions, incentive payments and foreign service allowances. Effective January 1, 2011, any participant who is rehired will have their compensation after rehire disregarded.
• Average Monthly Compensation	Average of highest four consecutive complete calendar years of Compensation during last ten years, divided by 12.

Schedule SB, Part V — Summary of Plan Provisions

• Interest Credits on Loctite Cash Balance Accounts	30-year treasury rate during the month of October preceding the plan year.
• Covered Compensation	The 35-year average of Social Security wage bases ending in the year Social Security retirement occurs, calculated as though Social Security retirement occurs in the year of termination.
• Accrued Benefit	<p>A monthly benefit equal to $[1 \times 2]$, with a minimum of 3, offset by 4 plus 5, but not less than 9:</p> <ol style="list-style-type: none"> 1.15% Average Monthly Compensation + 0.4% Average Monthly Compensation in excess of Covered Compensation. Benefit Service with a maximum of 30 years. Benefits accrued to December 31, 1988 under either the Henkel or Emery Retirement Plans. The annuitized value of the participant's balance in the prior company profit sharing plan (for certain acquired company participant benefits). The accrued benefit as of September 30, 1999 from the Henkel of America Pension Plan for Salary Grade 21 participants. For former participants in the Retirement Plan of Loctite Corporation: the sum of the Loctite account balance as of March 31, 2001 (plus interest credits through the date benefit payments begin) and the Henkel benefit formula $[1 \times 2]$ from above, based on service and earnings after April 1, 2001. There is a special transition rule which allows participants to earn up to five years of Benefit Service under the Henkel benefit formula, regardless of the number of years of participation in the Loctite Plan. For former participants in the Loctite/Dexter Pension Plan: the sum of the benefit under the Dexter Plan based on service as of March 31, 2001, and compensation through date of retirement (or other termination) and the Henkel benefit formula $[1 \times 2]$ from above, based on service and earnings after April 1, 2001. Under a special transition rule, participants may earn up to 35 years of combined Benefit Service under the two plan formulas.

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Accrued Benefit (continued) 	<p>8. For former ATOFINA participants: the sum of the benefit earned under the ATOFINA plan based on service as of March 31, 2001, and compensation through the date of retirement (or other termination), and the Henkel benefit formula [1 x 2] above, based on service and earnings after April 1, 2001. Under a special transition rule, participants may earn up to 35 years of combined Benefit Service under the two plan formulas.</p> <p>9. Minimum benefits applicable at normal retirement age, effective January 1, 2002.</p>
Normal retirement	
<ul style="list-style-type: none"> Eligibility 	First day of the month coincident with or next following the date the participant attains age 65.
<ul style="list-style-type: none"> Benefit 	Accrued Benefit.
Early retirement	
<ul style="list-style-type: none"> Eligibility 	Age 55 and 5 years of Service.
<ul style="list-style-type: none"> Benefit 	Accrued Benefit reduced by 2% per year for each of the first 3 years prior to age 62 and 4% per year for each of the next 4 years.
<ul style="list-style-type: none"> Supplemental Benefit 	Supplemental monthly benefit of \$15 for each month of Benefit Service (with a maximum of 30 years), payable to retirees prior to age 62.
Deferred vested	
<ul style="list-style-type: none"> Eligibility 	Full vesting upon completion of 5 years of Service. Participants employed after December 31, 2006 will vest at a rate of 20% per year of service.
<ul style="list-style-type: none"> Benefit 	Accrued Benefit at termination reduced 6% per year for the first 5 years, 4% per year for the next 5 years, and actuarial reduction thereafter. No Supplemental Early Retirement Benefit is payable. Benefit is only payable prior to early retirement age if the participant does not have a grandfathered non-qualified benefit.
Disability	
<ul style="list-style-type: none"> Eligibility 	Total and permanent disability.
<ul style="list-style-type: none"> Benefit 	Participant continues to accrue service, if eligible. Compensation during disability period is assumed to be equal to compensation immediately preceding the date of disability.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death																	
• Eligibility	Married for one year and vested.																
• Benefit (if participant has a grandfathered non-qualified benefit)	If participant was not early retirement eligible at date of death, spouse receives same benefit as if participant separated from service on date of death, survived to the earliest retirement age, and commenced payments under a qualified Joint and Survivor annuity. If participant was early retirement eligible at date of death, spouse receives same benefit as if participant retired on the day before his death and selected a qualified Joint and Survivor annuity. Spouse can choose to defer benefit.																
• Benefit (if participant does not have a grandfathered non-qualified benefit)	Spouse receives same benefit as if participant retired on the day before his death and selected a qualified Joint and Survivor annuity. Spouse can choose to defer benefit.																
• Form of payment option (if participant has a grandfathered non-qualified benefit)	The surviving spouse of a participant employed on June 1, 2008 can elect a lump sum in lieu of surviving spouse annuity.																
• Form of payment option (if participant does not have a grandfathered non-qualified benefit)	The surviving spouse of a participant can elect a lump sum in lieu of surviving spouse annuity.																
Pre-retirement death – Supplementary benefit																	
• Eligibility	Married for one year and had attained age 55 with 5 years of Service.																
• Benefit	A monthly benefit equal to a percentage of Average Monthly Compensation as follows: <table> <tr> <th>Service</th><th>Percentage</th></tr> <tr> <td>10 or more years</td><td>25.0%</td></tr> <tr> <td>9</td><td>22.5%</td></tr> <tr> <td>8</td><td>20.0%</td></tr> <tr> <td>7</td><td>17.5%</td></tr> <tr> <td>6</td><td>15.0%</td></tr> <tr> <td>5</td><td>12.5%</td></tr> <tr> <td>Less than 5 years</td><td>0.0%</td></tr> </table> <p>This benefit is offset by the spouse's death benefit.</p>	Service	Percentage	10 or more years	25.0%	9	22.5%	8	20.0%	7	17.5%	6	15.0%	5	12.5%	Less than 5 years	0.0%
Service	Percentage																
10 or more years	25.0%																
9	22.5%																
8	20.0%																
7	17.5%																
6	15.0%																
5	12.5%																
Less than 5 years	0.0%																

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life Annuity.
• Automatic form for married participants	50% Joint and Survivor Annuity.
• Optional forms (prior to early retirement eligibility for participants who do not have grandfathered non-qualified benefits)	<ul style="list-style-type: none"> • Life Annuity • 50% or 75% Joint and Survivor annuities. • Lump sum – lump sum is based on the age 65 benefit
• Optional forms (after early retirement eligibility)	<ul style="list-style-type: none"> • Life Annuity • 50%, 75% or 100% Joint and Survivor annuities. Other Joint and Survivor annuities may be available for prior plan benefits • Lump sum – lump sum is based on the benefit at the later of current age or age 60 (not available for participants who terminated prior to June 1, 2008 and have a grandfathered non-qualified benefit)
• Actuarial equivalence	<ul style="list-style-type: none"> • Optional form conversion factors: 5% interest with the UP94 mortality table projected to 2002. • Lump Sum: 417(e) assumptions with a stability period equal to one month; the interest rate as of the fifth month prior to the date of distribution.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2015, the limit is \$265,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2015, the limit is \$210,000.

Plan Provision Changes Since Prior Valuation

Maximum benefits and maximum compensation were updated from 2014 to 2015.

Schedule SB, Part V — Summary of Plan Provisions***Sovereign Chemical Corporation***

Effective date	Original plan: April 1, 1996 Effective December 31, 2006 plan was merged with the Henkel of America Retirement Plan.
Status of the plan	Closed to new entrants as of April 1, 1996
Definitions	
• Covered employees	Any salaried Employee who is employed with an Employer or Related Company of the effective date of this Plan and was a participant under The B.F. Goodrich Retirement Plan for Salaried Employees.
• Participation	An employee shall become a participant in the plan as of April 1, 1996 provided such an individual was a Covered Employee as of such date.
• Employee contributions	None
• Service	A participant's period of benefit service is measured from their date of hire using days. Effective January 5, 2006, Benefit Service is frozen.
• Compensation	Includes base gross wages (including 401(k) deferrals), overtime, bonuses, commissions, incentive payments and foreign service allowances paid during a calendar year.
• Final Average Earnings	Average of the highest four consecutive completed calendar years of Compensation.
• Covered Compensation	The 35 year average of Social Security wage bases ending in the year of a participant's Social Security Normal Retirement Age.
Normal retirement	
• Eligibility	Age 65
• Benefit	a + (b x c) where: a. 1.15% x Final Average Earnings x Benefit Service b. 0.45% x Final Average Earnings in excess of Covered Compensation c. Benefit service with a maximum of 35 years
Early retirement	
• Eligibility	Age 55 and 10 years of service.
• Benefit	Pension benefit calculated at early retirement. Benefits reduced 6% for each year before age 62.
Late retirement	
• Eligibility	Retirement after Normal Retirement Date.
• Benefit	Normal retirement benefit at postponed retirement date.

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	5 years of service.
• Benefit	Normal retirement benefit payable at Normal Retirement Date. Prior to normal retirement, benefit is actuarially reduced from age 65. Benefit is only payable prior to early retirement age if the participant does not have a grandfathered non-qualified benefit.
Disability	
• Eligibility	Total and permanent disability.
• Benefit	Participant continues to accrue Benefit Service from date of disability, if eligible.
Pre-retirement Death	
• Eligibility	5 years of service.
• Benefit (if participant has a grandfathered non-qualified benefit)	50% of the Pension Benefit that would have been paid to the participant from (a) the first of the month following death if eligible for early retirement, assuming the participant had retired and commenced payments on the first of the month of death under the 50% joint and survivor option with the spouse as survivor or (b) from the earliest retirement age if not eligible for early retirement at death, assuming termination on the day of death, survived to the earliest retirement age, retired and commenced payments under the 50% joint and survivor option with the spouse as survivor, and died the day following retirement.
• Benefit (if participant does not have a grandfathered non-qualified benefit)	50% of the Pension Benefit that would have been paid to participant from the first of the month following death, assuming the participant had retired and commenced payments on the first of the month of death under the 50% Joint and Survivor option with the spouse as survivor.
Form of benefits	
• Automatic form for unmarried participants	Five year Certain and Life Annuity.
• Automatic form for married participants	Actuarially reduced 50% Joint and Survivor Annuity.
• Optional forms (prior to early retirement eligibility for participants who do not have grandfathered non-qualified benefits)	<ul style="list-style-type: none"> • Life annuity • Actuarially reduced 50% Joint and Survivor Annuity • Actuarially reduced 75% Joint and Survivor Annuity • Lump sum – lump sum is based on the age 65 benefit

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Optional forms (after early retirement eligibility) 	<ul style="list-style-type: none"> Life annuity Actuarially reduced 50% Joint and Survivor Annuity Actuarially reduced 100% Joint and Survivor Annuity 10 Year Certain and Life Annuity 15 Year Certain and Life Annuity Lump sum - lump sum is based on the age 65 benefit (unless participant has a grandfathered non-qualified benefit)
<ul style="list-style-type: none"> Actuarial Equivalence 	<ul style="list-style-type: none"> Lump Sum: 417(e) assumptions with a stability period equal to one month; the interest rate as of the fifth month prior to the date of distribution.
Miscellaneous	
<ul style="list-style-type: none"> Maximum compensation 	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2015, the limit is \$265,000.
<ul style="list-style-type: none"> Maximum benefits 	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2015, the limit is \$210,000.
<ul style="list-style-type: none"> Benefits not included in the valuation 	None

Plan provision changes since prior valuation

Maximum benefits and maximum compensation were updated from 2014 to 2015.

Schedule SB, Part V — Summary of Plan Provisions***Pierce and Stevens Hourly Wage Pension Plan***

Effective date	Original plan: April 1, 1963 Effective December 31, 2006, Plan was merged with the Henkel of America Retirement Plan.
Status of the plan	Closed to new entrants as of April 1, 1989. Plan frozen as of April 30, 1998.
Definitions	
• Covered employees	Any hourly rated production or maintenance Employee who is regularly employed at the Company's Buffalo, New York Plant, and on and after March 30, 1993, an hourly rated employee who is regularly employed at the Company's Milpitas, California Plan who is the Local 287, affiliated with the International Brotherhood of Teamsters, America.
• Participation	An employee shall become a participant in the Plan as of April 1, 1989 provided such an individual was a Covered Employee as of such date.
• Employee contributions	None
• Service	One year of service is given to an employee who works more than 1,596 hours in one calendar year.
• Monthly Retirement Benefit	\$26.00 times Benefit Service. No participant will accrue further benefits under this plan.
Normal retirement	
• Eligibility	Age 65 and five years of participation.
• Benefit	Monthly retirement benefit at Normal Retirement Date.
Early retirement	
• Eligibility	Age 60 and 10 years of service.
• Benefit	Pension benefit calculated at early retirement. Benefits reduced 3% for each year before age 65.
Late retirement	
• Eligibility	Retirement after Normal Retirement Date.
• Benefit	Greater of normal retirement benefit calculated at actual retirement or actuarial equivalent of normal retirement benefit.

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	5 years of service.
• Benefit	Normal retirement benefit payable at Normal Retirement Date. Prior to normal retirement, benefit is actuarially reduced from age 65. Benefit is only payable prior to early retirement age if the participant does not have a grandfathered non-qualified benefit.
Disability	
• Eligibility	10 years of service and totally and permanently disabled while an employee.
• Benefit	Normal retirement benefit payable immediately.
Pre-retirement Death	
• Eligibility	5 years of service.
• Benefit (if participant has a grandfathered non-qualified benefit)	50% of the Pension Benefit that would have been paid to the participant from (a) the first of the month following death if eligible for early retirement, assuming the participant had retired and commenced payments on the first of the month of death under the 50% joint and survivor option with the spouse as survivor or (b) from the earliest retirement age if not eligible for early retirement at death, assuming termination on the day of death, survived to the earliest retirement age, retired and commenced payments under the 50% joint and survivor option with the spouse as survivor, and died the day following retirement.
• Benefit (if participant does not have a grandfathered non-qualified benefit)	50% of the Pension Benefit that would have been paid to participant from the first of the month following death, assuming the participant had retired and commenced payments on the first of the month of death under the 50% Joint and Survivor option with the spouse as survivor.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially reduced 50% Joint and Survivor Annuity
• Optional forms (prior to early retirement eligibility for participants who do not have grandfathered non-qualified benefits)	<ul style="list-style-type: none"> • Life annuity • Actuarially reduced 50% Joint and Survivor Annuity • Actuarially reduced 75% Joint and Survivor Annuity • Lump sum - lump sum is based on the age 65 benefit

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms (after early retirement eligibility)	<ul style="list-style-type: none"> • Life annuity • Actuarially reduced 50% Joint and Survivor Annuity • Actuarially reduced 66 2/3% Joint and Survivor Annuity • Actuarially reduced 100% Joint and Survivor Annuity • 5 Year Certain and Life Annuity • 10 Year Certain and Life Annuity • 15 Year Certain and Life Annuity • Lump sum - lump sum is based on the age 65 benefit (unless participant has a grandfathered non-qualified benefit)
• Actuarial Equivalence	• Lump Sum: 417(e) assumptions with a stability period equal to one month; the interest rate as of the fifth month prior to the date of distribution.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2015, the limit is \$210,000.
• Benefits not included in the valuation	None

Plan provision changes since prior valuation

Maximum benefits were updated from 2014 to 2015.

Henkel of America Retirement Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)
EIN: 41-1372525 Plan No: 002
December 31, 2015

<u>(a)</u>	<u>Identity of Issue (b)</u>	<u>Description of Investment (c)</u>	<u>Cost (d)</u>	<u>Current Value (e)</u>
*	Prudential Insurance Company of America	Group annuity contract (4.75% interest rate)	\$ 1,439,146	\$ 1,439,146

* A party in interest as defined by ERISA

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installment for each plan year covered under PPA. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases					
Year established		Outstanding balance	Years remaining	2015 Installment	
2013	\$	28,302,416	5	\$	6,194,241
2014		2,604,940	6		490,338
2015		19,500,882	7		3,243,050
Total	\$	50,408,238		\$	9,927,629

Schedule SB, line 24 — Change in Actuarial Assumptions

- Expected investment return was changed from 6.30% for 2014 to 5.40% for 2015 to reflect current market conditions.