Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500-SF.**

OMB Nos. 1210-0110
1210-0089

2018

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A This return/report is for:
- [X] a single-employer plan
- [ ] a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [ ] a one-participant plan
- [ ] a foreign plan

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 Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1964

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)
FRUTAROM USA INC.

9950 COMMERCE PARK DRIVE
CINCINNATI, OH 45246

2b Employer Identification Number (EIN) 22-3060382

2c Sponsor's telephone number 513-870-4900

2d Business code (see instructions) 311900

3a Plan administrator's name and address [X] Same as Plan Sponsor.

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.
a Sponsor's name
c Plan Name

4b EIN

4d PN

5a Total number of participants at the beginning of the plan year	**5a**	70
b Total number of participants at the end of the plan year	**5b**	69
c Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**5c**	
d(1) Total number of active participants at the beginning of the plan year	**5d(1)**	0
d(2) Total number of active participants at the end of the plan year	**5d(2)**	0
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/17/2019	MONICA GOMES
	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

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) [X] Yes [ ] No

b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) [X] Yes [ ] No

If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4137119. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	2467130	2185266
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	2467130	2185266
8 Income, Expenses, and Transfers for this Plan Year		**(a) Amount**	**(b) Total**
a Contributions received or receivable from: (1) Employers	8a(1)	82000	
(2) Participants	8a(2)	0	
(3) Others (including rollovers)	8a(3)	0	
b Other income (loss)	8b	-111582	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		-29582
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	252282	
e Certain deemed and/or corrective distributions (see instructions)	8e	0	
f Administrative service providers (salaries, fees, commissions)	8f	0	
g Other expenses	8g	0	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		252282
i Net income (loss) (subtract line 8h from line 8c)	8i		-281864
j Transfers to (from) the plan (see instructions)	8j	0	

Part IV Plan Characteristics

9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1B 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions

10 During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c	X		500000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		X	
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i			

Part VI Pension Funding Compliance

11	Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and line 11a below)	[X] Yes [ ] No
11a	Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40	**11a** 0
12	Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)	[ ] Yes [X] No
a	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 letter ruling granting the waiver. Month _____ Day _____ Year _____	

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b	Enter the minimum required contribution for this plan year	**12b**	
c	Enter the amount contributed by the employer to the plan for this plan year	**12c**	
d	Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	**12d**	
e	Will the minimum funding amount reported on line 12d be met by the funding deadline?		[ ] Yes [ ] No [ ] N/A

Part VII Plan Terminations and Transfers of Assets

13a	Has a resolution to terminate the plan been adopted in any plan year?		[ ] Yes [X] No
	If "Yes," enter the amount of any plan assets that reverted to the employer this year	**13a**	
b	Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		[ ] Yes [X] No

c 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.)

13c(1) Name of plan(s):	**13c(2)** EIN(s)	**13c(3)** PN(s)

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

2018

This Form is Open to Public Inspection

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

▶ **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
FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
FRUTAROM USA INC.

D Employer Identification Number (EIN)
22-3060382

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [X] 100 or fewer [ ] 101-500 [ ] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2018

2 Assets:

a Market value	**2a**	2465919
b Actuarial value	**2b**	2465919

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	48	2297636	2297636
b For terminated vested participants	22	553514	553514
c For active participants	0	0	0
d Total	70	2851150	2851150

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**	5.52 %
6 Target normal cost	**6**	0

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

	07/10/2019
Signature of actuary	Date
LARRY N. ROTHWEILER, JR.	17-05095
Type or print name of actuary	Most recent enrollment number
INTAC ACTUARIAL SERVICES, INC.	201-447-2525
Firm name	Telephone number (including area code)
50 TICE BLVD., SUITE 151 WOODCLIFF LAKE, NJ 07677	
Address of the firm	

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 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	36433
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	35408
9	Amount remaining (line 7 minus line 8)	0	1025
10	Interest on line 9 using prior year's actual return of 13.18 %	0	135
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 5.71%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	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		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1160

Part III Funding Percentages

14	Funding target attainment percentage	14	86.44%
15	Adjusted funding target attainment percentage	15	86.44%
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	87.93%
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
04/26/2019	82000				
			Totals ► 18(b)	82000	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	75188

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [ ] Yes [X] 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	(4) 4th

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
3.92%	5.52%	6.29%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions)

Prior regulation: ☐ Prescribed - combined ☐ Prescribed - separate ☐ Substitute

Current regulation: ☒ 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**	0
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	386391	48431
b Waiver amortization installment		

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**	48431

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	48431
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	75188

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	26757
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
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

Frutarom USA Inc. Pension Plan for Local 560

Shortfall Amortization
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2012	7-year	1	$(60,704)	$(60,704)
01/01/2013	7-year	2	$35,421	$69,507
01/01/2014	7-year	3	$8,401	$24,264
01/01/2015	7-year	4	$4,306	$16,274
01/01/2016	7-year	5	$7,257	$33,649
01/01/2017	7-year	6	$35,677	$192,698
01/01/2018	7-year	7	$18,073	$110,703
Total			$48,431	$386,391

Shortfall Amortization Charge (sum of installments, no less than zero): $48,431

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 3.92%	1.81%	Seg 1: 2.33%	Pre-Retirement: 8.00%
	Seg 2: 5.52%	3.68%	Seg 2: 3.55%	Post-Retirement: 8.00%
	Seg 3: 6.29%	4.53%	Seg 3: 4.11%	
Applicable Date	01/2018	01/2018	12/2017	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation		Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation
Early Ret Rates	Percentage of remaining lives that retire early at the indicated number of years before NRA			

Years to Retire	Pct Retire
1	10.00%
2	10.00%
3	10.00%
4	10.00%
5	50.00%
6	10.00%
7	10.00%
8	10.00%
9	10.00%
10	20.00%

Post-Retirement			
Mortality	Male-2018 Default Static Table - Combined Male Female-2018 Default Static Table - Combined Female	2018 Applicable Mortality Table from Notice 2017-60	UP-84 UNADJUSTED

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Assumed Benefit Form For Funding	Normal Form		
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate	5.52%		
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.		

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Plan Effective Date	July 1, 1964
Plan Year	From January 1, 2018 to December 31, 2018
Eligibility	All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements: 1 year of service Minimum age 21
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on the later of the following: Attainment of age 65 Completion of 30 plan years of service Completion of 5 years of participation from entry date Or if earlier, the later of the following: Attainment of age 70 Completion of 5 years of participation from entry date But in no event later than age 65 and 10 years of participation
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: The accrued benefit as of October 31, 2000. The maximum monthly benefit is the lesser of $18,333.33 and 100% of the highest 3-year average salary, subject to service requirements. The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.
Early Retirement Age	Attainment of age 60 Completion of 5 years of participation from entry date
Early Retirement Benefit	Accrued Benefit
Normal Form of Benefit	A benefit payable for the life of the participant and payments guaranteed for 10 years
Accrued Benefit	The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date. Credited years are plan years from date of hire excluding the following: Years after October 31, 2000 Years with less than 1,000 hours

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Frutarom USA Inc. Pension Plan for Local 560

Schedule of Active Participant Data
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0 Average Service: 0

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

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Schedule SB, line 25 – Change in Method

FRUTAROM USA, INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 25: With this valuation the asset valuation method has been changed from an asset averaging method over 25 months to an asset valuation method where the actuarial value of assets equals the market value of assets. This change is granted automatic approval pursuant to Revenue Procedure 2017-56.

Frutarom USA Inc. Pension Plan for Local 560

Shortfall Amortization
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

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01/01/2016	7-year	5	$7,257	$33,649
01/01/2017	7-year	6	$35,677	$192,698
01/01/2018	7-year	7	$18,073	$110,703
Total			$48,431	$386,391

Shortfall Amortization Charge (sum of installments, no less than zero): $48,431

Frutarom USA Inc. Pension Plan for Local 560

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Valuation Date: 1/1/2018

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	Seg 2: 5.52%	3.68%	Seg 2: 3.55%	Post-Retirement: 8.00%
	Seg 3: 6.29%	4.53%	Seg 3: 4.11%	
Applicable Date	01/2018	01/2018	12/2017	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation		Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation
Early Ret Rates	Percentage of remaining lives that retire early at the indicated number of years before NRA			

Years to Retire	Pct Retire
1	10.00%
2	10.00%
3	10.00%
4	10.00%
5	50.00%
6	10.00%
7	10.00%
8	10.00%
9	10.00%
10	20.00%

Post-Retirement			
Mortality	Male-2018 Default Static Table - Combined Male Female-2018 Default Static Table - Combined Female	2018 Applicable Mortality Table from Notice 2017-60	UP-84 UNADJUSTED

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Assumed Benefit Form For Funding	Normal Form		
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate	5.52%		
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.		

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Plan Effective Date	July 1, 1964
Plan Year	From January 1, 2018 to December 31, 2018
Eligibility	All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements: 1 year of service Minimum age 21
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on the later of the following: Attainment of age 65 Completion of 30 plan years of service Completion of 5 years of participation from entry date Or if earlier, the later of the following: Attainment of age 70 Completion of 5 years of participation from entry date But in no event later than age 65 and 10 years of participation
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: The accrued benefit as of October 31, 2000. The maximum monthly benefit is the lesser of $18,333.33 and 100% of the highest 3-year average salary, subject to service requirements. The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.
Early Retirement Age	Attainment of age 60 Completion of 5 years of participation from entry date
Early Retirement Benefit	Accrued Benefit
Normal Form of Benefit	A benefit payable for the life of the participant and payments guaranteed for 10 years
Accrued Benefit	The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date. Credited years are plan years from date of hire excluding the following: Years after October 31, 2000 Years with less than 1,000 hours

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Frutarom USA Inc. Pension Plan for Local 560

Schedule of Active Participant Data
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0 Average Service: 0

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

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Schedule SB, line 25 – Change in Method

FRUTAROM USA, INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 25: With this valuation the asset valuation method has been changed from an asset averaging method over 25 months to an asset valuation method where the actuarial value of assets equals the market value of assets. This change is granted automatic approval pursuant to Revenue Procedure 2017-56.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

2018

This Form is Open to Public Inspection

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

▶ **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
Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Frutarom USA Inc.

D Employer Identification Number (EIN)
22-3060382

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [X] 100 or fewer [ ] 101-500 [ ] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2018

2 Assets:

a Market value	**2a**	2465919
b Actuarial value	**2b**	2465919

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	48	2297636	2297636
b For terminated vested participants	22	553514	553514
c For active participants	0	0	0
d Total	70	2851150	2851150

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**	5.52 %
6 Target normal cost	**6**	0

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

Signature of actuary
Larry N. Rothweiler, Jr.

Date
7/10/19

Type or print name of actuary
Larry N. Rothweiler, Jr.

Most recent enrollment number
17-05095

Firm name
Intac Actuarial Services, Inc.

Telephone number (including area code)
(201) 447-2525

Address of the firm
50 Tice Blvd., Suite 151
Woodcliff Lake, NJ 07677

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 [ ]

Frutarom USA Inc. Pension Plan for Local 560
Employer ID# 22-3060382: Plan No. 001

Quarterly Installment Payment: $10,897.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Date	Amount	Year	Rate	Period	Adj Ctb
04-26-2019	10,897.00	2018	10.52%	04-26-2019 to 04-15-2018	
			5.52%	04-15-2018 to 01-01-2018	9,679.87
	10,897.00	2018	10.52%	04-26-2019 to 07-15-2018	
			5.52%	07-15-2018 to 01-01-2018	9,792.56
	10,897.00	2018	10.52%	04-26-2019 to 10-15-2018	
			5.52%	10-15-2018 to 01-01-2018	9,906.56
	10,897.00	2018	10.52%	04-26-2019 to 01-15-2019	
			5.52%	01-15-2019 to 01-01-2018	10,021.88
	38,412.00	2018	5.52%	04-26-2019 to 01-01-2018	35,787.41
Totals:	**82,000.00**				**75,188.28**

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 contribution from prior years	**19a**	0.00
b	Contributions made to avoid benefit restrictions adjusted to valuation date	**19b**	0.00
c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	**19c**	75,188.28

Frutarom USA Inc. Pension Plan for Local 560

Shortfall Amortization
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2012	7-year	1	$(60,704)	$(60,704)
01/01/2013	7-year	2	$35,421	$69,507
01/01/2014	7-year	3	$8,401	$24,264
01/01/2015	7-year	4	$4,306	$16,274
01/01/2016	7-year	5	$7,257	$33,649
01/01/2017	7-year	6	$35,677	$192,698
01/01/2018	7-year	7	$18,073	$110,703
Total			$48,431	$386,391

Shortfall Amortization Charge (sum of installments, no less than zero): $48,431

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 3.92%	1.81%	Seg 1: 2.33%	Pre-Retirement: 8.00%
	Seg 2: 5.52%	3.68%	Seg 2: 3.55%	Post-Retirement: 8.00%
	Seg 3: 6.29%	4.53%	Seg 3: 4.11%	
Applicable Date	01/2018	01/2018	12/2017	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation		Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation
Early Ret Rates	Percentage of remaining lives that retire early at the indicated number of years before NRA			

Years to Retire	Pct Retire
1	10.00%
2	10.00%
3	10.00%
4	10.00%
5	50.00%
6	10.00%
7	10.00%
8	10.00%
9	10.00%
10	20.00%

Post-Retirement			
Mortality	Male-2018 Default Static Table - Combined Male Female-2018 Default Static Table - Combined Female	2018 Applicable Mortality Table from Notice 2017-60	UP-84 UNADJUSTED

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Assumed Benefit Form For Funding	Normal Form		
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate	5.52%		
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.		

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Plan Effective Date	July 1, 1964
Plan Year	From January 1, 2018 to December 31, 2018
Eligibility	All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements: 1 year of service Minimum age 21
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on the later of the following: Attainment of age 65 Completion of 30 plan years of service Completion of 5 years of participation from entry date Or if earlier, the later of the following: Attainment of age 70 Completion of 5 years of participation from entry date But in no event later than age 65 and 10 years of participation
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: The accrued benefit as of October 31, 2000. The maximum monthly benefit is the lesser of $18,333.33 and 100% of the highest 3-year average salary, subject to service requirements. The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.
Early Retirement Age	Attainment of age 60 Completion of 5 years of participation from entry date
Early Retirement Benefit	Accrued Benefit
Normal Form of Benefit	A benefit payable for the life of the participant and payments guaranteed for 10 years
Accrued Benefit	The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date. Credited years are plan years from date of hire excluding the following: Years after October 31, 2000 Years with less than 1,000 hours

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Frutarom USA Inc. Pension Plan for Local 560

Schedule of Active Participant Data
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0 Average Service: 0

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

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Schedule SB, line 25 – Change in Method

FRUTAROM USA, INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 25: With this valuation the asset valuation method has been changed from an asset averaging method over 25 months to an asset valuation method where the actuarial value of assets equals the market value of assets. This change is granted automatic approval pursuant to Revenue Procedure 2017-56.

Frutarom USA Inc. Pension Plan for Local 560

Shortfall Amortization
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
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01/01/2016	7-year	5	$7,257	$33,649
01/01/2017	7-year	6	$35,677	$192,698
01/01/2018	7-year	7	$18,073	$110,703
Total			$48,431	$386,391

Shortfall Amortization Charge (sum of installments, no less than zero): $48,431

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
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Applicable Date	01/2018	01/2018	12/2017	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation		Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation	Normal retirement age earlier of 65 and the later of completion of 30 years of service and 5 years of participation or 70 and 5 years of participation
Early Ret Rates	Percentage of remaining lives that retire early at the indicated number of years before NRA			

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2	10.00%
3	10.00%
4	10.00%
5	50.00%
6	10.00%
7	10.00%
8	10.00%
9	10.00%
10	20.00%

Post-Retirement			
Mortality	Male-2018 Default Static Table - Combined Male Female-2018 Default Static Table - Combined Female	2018 Applicable Mortality Table from Notice 2017-60	UP-84 UNADJUSTED

Frutarom USA Inc. Pension Plan for Local 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Assumed Benefit Form For Funding	Normal Form		
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate	5.52%		
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.		

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Plan Effective Date	July 1, 1964
Plan Year	From January 1, 2018 to December 31, 2018
Eligibility	All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements: 1 year of service Minimum age 21
Normal Retirement Age	All participants are eligible to retire with their full retirement benefit on the later of the following: Attainment of age 65 Completion of 30 plan years of service Completion of 5 years of participation from entry date Or if earlier, the later of the following: Attainment of age 70 Completion of 5 years of participation from entry date But in no event later than age 65 and 10 years of participation
Normal Retirement Benefit	Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following: The accrued benefit as of October 31, 2000. The maximum monthly benefit is the lesser of $18,333.33 and 100% of the highest 3-year average salary, subject to service requirements. The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.
Early Retirement Age	Attainment of age 60 Completion of 5 years of participation from entry date
Early Retirement Benefit	Accrued Benefit
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Accrued Benefit	The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date. Credited years are plan years from date of hire excluding the following: Years after October 31, 2000 Years with less than 1,000 hours

Frutarom USA Inc. Pension Plan for Local 560

Summary of Plan Provisions
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

Top-Heavy Normal Form

A benefit payable for the life of the participant

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

Frutarom USA Inc. Pension Plan for Local 560

Schedule of Active Participant Data
Plan Year: 1/1/2018 to 12/31/2018
Valuation Date: 1/1/2018

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0 Average Service: 0

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

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Schedule SB, line 25 – Change in Method

FRUTAROM USA, INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 25: With this valuation the asset valuation method has been changed from an asset averaging method over 25 months to an asset valuation method where the actuarial value of assets equals the market value of assets. This change is granted automatic approval pursuant to Revenue Procedure 2017-56.

Schedule SB, line 25 – Change in Method

FRUTAROM USA, INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2018

EIN: 22-3060382
PN: 001

Note to line 25: With this valuation the asset valuation method has been changed from an asset averaging method over 25 months to an asset valuation method where the actuarial value of assets equals the market value of assets. This change is granted automatic approval pursuant to Revenue Procedure 2017-56.