

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 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 2018 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</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.)	
	☒ 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>INVENSYS PENSION PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>005</u>
		1c	Effective date of plan <u>01/01/1973</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>SCHNEIDER ELECTRIC HOLDINGS, INC.</u> <u>38 NEPONSET AVE</u> <u>FOXBORO, MA 02035</u>	2b	Employer Identification Number (EIN) <u>36-4141566</u>
		2c	Plan Sponsor's telephone number <u>508-549-6899</u>
		2d	Business code (see instructions) <u>335900</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	03/03/2020	KAREN HANSEN
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2018)
v. 171027

3a Plan administrator's name and address ☐ Same as Plan Sponsor ADMINISTRATIVE COMMITTEE C/O SCHNEIDER ELECTRIC 38 NEPONSET AVE FOXBORO, MA 02035	3b Administrator's EIN 36-4141566 3c Administrator's telephone number 508-549-6899
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
5 Total number of participants at the beginning of the plan year	5 11634
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) 754
a(2) Total number of active participants at the end of the plan year	6a(2) 564
b Retired or separated participants receiving benefits.....	6b 1613
c Other retired or separated participants entitled to future benefits	6c 4715
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 6892
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 440
f Total. Add lines 6d and 6e	6f 7332
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 who 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: 1B 1I 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
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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)** ☒ 1 **A** (Insurance Information)
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2018 Form M-1 annual report. If the plan was not required to file the 2018 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 2018 This Form is Open to Public Inspection
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018	
A Name of plan INVENSYS PENSION PLAN	B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 SCHNEIDER ELECTRIC HOLDINGS, INC.	D Employer Identification Number (EIN) 36-4141566

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 PRINCIPAL LIFE INSURANCE COMPANY
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(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
42-0127290	61271	370656	0	01/01/2018	12/31/2018

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).
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(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	

(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	856446
5 Current value of plan's interest under this contract in separate accounts at year end	5	70992

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	817297
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c Additions: (1) Contributions deposited during the year	7c(1)		
(2) Dividends and credits	7c(2)		
(3) Interest credited during the year	7c(3)		
(4) Transferred from separate account.....	7c(4)		
(5) Other (specify below)	7c(5)		
▶			

(6) Total additions.....	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	817297
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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)	817297	
▶ WITHDRAWAL			

(5) Total deductions.....	7e(5)	817297
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0
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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>2018</div> <div>This Form is Open to Public Inspection</div>
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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 INVENSYS PENSION PLAN	B Three-digit plan number (PN) 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SCHNEIDER ELECTRIC HOLDINGS, INC.	D Employer Identification Number (EIN) 36-4141566
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 2018			
2	Assets:			
a	Market value	2a	1031439735	
b	Actuarial value	2b	1031439735	
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	5844	620146901	620146901
b	For terminated vested participants	5171	189973201	189973201
c	For active participants	754	87593097	88695578
d	Total	11769	897713199	898815680
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	5.56 %	
6	Target normal cost	6	4408198	

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	
STEPHANIE TRAN	09/23/2019
Type or print name of actuary	Date
MERCER	17-07587
Firm name	Most recent enrollment number
99 HIGH STREET BOSTON, MA 02110	617-747-9430
Address of the firm	Telephone number (including area code)

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)	1911434	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	109045	0
9 Amount remaining (line 7 minus line 8)	1802389	0
10 Interest on line 9 using prior year's actual return of <u>5.73</u> %	103277	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		61983121
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>5.71</u> %		3533010
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		6248
c Total available at beginning of current plan year to add to prefunding balance		65522379
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)	1905666	0

Part III Funding Percentages

14 Funding target attainment percentage	14	114.54%
15 Adjusted funding target attainment percentage	15	114.75%
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	111.50%
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
Totals ▶			18(b)	0	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	0

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	(4) 4th

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

21 Discount rate:				
a Segment rates:	1st segment: 3.92%	2nd segment: 5.52%	3rd segment: 6.29%	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 64
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	4408198	
b Excess assets, if applicable, but not greater than line 31a	31b	4408198	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
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	0	
	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	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
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

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	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		
A Name of plan INVENSYS PENSION PLAN	B Three-digit plan number (PN) ▶	005
C Plan sponsor's name as shown on line 2a of Form 5500 SCHNEIDER ELECTRIC HOLDINGS, INC.	D Employer Identification Number (EIN) 36-4141566	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

CITISTREET LLC

ONE HERITAGE DRIVE
NORTH QUINCY, MA 02171

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50	NONE	7627003	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	BERNARD FRIEDMAN	b EIN:	13-2834414
c Position:	ENROLLED ACTUARY		
d Address:	14 TALLY HO LN FRAMINGHAM, MA 01701	e Telephone:	617-747-9639

Explanation: TERMINATION DUE TO THE APPOINTMENT OF A NEW ENROLLED ACTUARY ON THIS PLAN.

a Name:	BOIVIN & ASSOCIATES, CPAS, PLLC	b EIN:	27-1516157
c Position:	ACCOUNTANT		
d Address:	395 DANIEL WEBSTER HWY MERRIMACK, NH 03054	e Telephone:	603-424-0705

Explanation: PERSONAL REASONS

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 <div style="border: 1px solid black; padding: 5px; font-size: 1.2em; font-weight: bold;">2018</div> This Form is Open to Public Inspection.
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan <u>INVENSYS PENSION PLAN</u>	B Three-digit plan number (PN) ►	<u>005</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SCHNEIDER ELECTRIC HOLDINGS, INC.</u>	D Employer Identification Number (EIN) <u>36-4141566</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRIN FIN GRP, INC. STOCK SA-R6</u>		
b Name of sponsor of entity listed in (a): <u>PRINCIPAL LIFE INSURANCE COMPANY</u>		
c EIN-PN <u>42-0127290-086</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>70992</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVENSYS MASTER RETIREMENT TRUST</u>		
b Name of sponsor of entity listed in (a): <u>SCHNEIDER ELECTRIC HOLDINGS INC.</u>		
c EIN-PN <u>36-4141566-001</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>605899415</u>
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 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 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
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
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
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
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
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.	OMB No. 1210-0110 2018 This Form is Open to Public Inspection
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan INVENSYS PENSION PLAN	B Three-digit plan number (PN) ►	005
C Plan sponsor's name as shown on line 2a of Form 5500 SCHNEIDER ELECTRIC HOLDINGS, INC.	D Employer Identification Number (EIN) 36-4141566	

Part I Asset and Liability Statement			
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) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	67047000	0
(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)	108496	70992
(11) Value of interest in master trust investment accounts	1c(11)	964837334	605899415
(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)	837598	856446
(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	1032830428	606826853

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	1032830428	606826853
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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)		
(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)		0
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)	25631	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		25631
(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)	-37504	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-37504

		(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)		155964
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		-35648778
(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		-35504687

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	58661083	
(2) To insurance carriers for the provision of benefits	2e(2)	324210802	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		382871885
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)	7627003	
(3) Investment advisory and management fees.....	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		7627003
j Total expenses. Add all expense amounts in column (b) and enter total	2j		390498888

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-426003575
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(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: ERNST & YOUNG

(2) EIN: 34-6565596

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:

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	Amount
4a		X	
4b		X	

		Yes	No	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.)	4c		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.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	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?	4f		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?	4g		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?	4h		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.)	4i	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.)	4j		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?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
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.	4n			

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

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
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4177459. (See instructions.)

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2018</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan INVENSYS PENSION PLAN		B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 SCHNEIDER ELECTRIC HOLDINGS, INC.		D Employer Identification Number (EIN) 36-4141566
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 0
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): 04-3581074		
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 10
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	
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, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2018 v. 171027		

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

b The plan year immediately preceding the current plan year

c The second preceding plan year

14a**14b****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

b The corresponding number for the second preceding plan year

15a**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

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

16a**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: 31.3% Investment-Grade Debt: 60.0% High-Yield Debt: _____% Real Estate: 0.0% Other: 8.7%

- 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):

FINANCIAL STATEMENTS AND SUPPLEMENTAL
SCHEDULE

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)
Years Ended December 31, 2018 and 2017
With Report of Independent Auditors

Ernst & Young LLP



Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Financial Statements and Supplemental Schedule

Years Ended December 31, 2018 and 2017

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Report of Independent Auditors

The Schneider Electric Benefit Committee
Schneider Electric Holdings, Inc.

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Invensys Pension Plan (Formerly APV and Invensys Pension Plan), which comprise the statement of net assets available for benefits as of December 31, 2018, and the related statement of changes in net assets available for benefits for the year 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 conformity with U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States. 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 Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the certified investment information described in Note 3, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the entities that certified the investment information meet the requirements of 29 CFR 2520.103-8. The plan administrator has obtained certifications as of and for the year ended December 31, 2018, stating that the investment information provided to the plan administrator is complete and accurate.

Disclaimer of Opinion on Financial Statements

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.

Disclaimer of Opinion on Supplemental Schedule

The accompanying supplemental schedule of assets (held at end of year) as of December 31, 2018, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule referred to above.

Disclaimer of Opinion of Other Auditors on 2017 Financial Statements

Other auditors disclaimed an opinion on the 2017 financial statements of Invensys Pension Plan (Formerly APV and Invensys Pension Plan) on October 12, 2018, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosures under the Employee Retirement Income Security Act of 1974. The report indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and (b) the form and content of the information included in the 2017 financial statements other than that derived from the certified investment information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Report on Compliance of Form and Content With Department of Labor's Rules and Regulations

The form and content of the information included in the 2018 financial statements and supplemental schedule, other than that derived from the certified investment information, have been audited by us in accordance with auditing standards generally accepted in the United States. The information presented in the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2018, does not disclose the historical cost of investments. Disclosure of this information is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. In our opinion, except for the omitted information described above, the supplemental schedule is presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Ernst & Young LLP

March 5, 2020

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Statements of Net Assets Available for Benefits

	December 31	
	2018	2017
Assets		
Interest in Schneider Electric Holdings, Inc. DB Master Trust, at fair value	\$ 605,899,415	\$ –
Investments in Invensys Inc. Master Retirement Trust, at fair value	–	964,837,334
Immediate participation guarantee contract	856,446	837,598
Separate account	70,992	108,496
Employer contribution receivable	–	67,047,000
Net assets available for benefits	<u>\$ 606,826,853</u>	<u>\$ 1,032,830,428</u>

See accompanying notes.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2018	2017
Additions		
Employer contributions	\$ —	\$ 67,047,000
Unrealized (depreciation)/appreciation in fair value of immediate participation guarantee contract	(37,504)	14,785
Other investment gain	155,964	—
Interest	25,631	26,819
Total additions	144,091	67,088,604
Deductions		
Benefits paid to participants	58,661,083	7,090,263
Purchase of annuity contracts	324,210,802	—
Administrative expenses	7,627,003	55,574
Total deductions	390,498,888	7,145,837
Net investment (loss) from Schneider Electric Holdings, Inc. DB Master Trust	(12,339,028)	—
Net investment (loss) gain from Invensys Inc. Master Retirement Trust	(23,309,750)	15,031,217
Net (decrease) increase before transfer	(426,003,575)	74,973,984
Transfers from other plans	—	936,622,571
Net assets available for benefits at beginning of year	1,032,830,428	21,233,873
Net assets available for benefits at end of year	<u>\$ 606,826,853</u>	<u>\$ 1,032,830,428</u>

See accompanying notes.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements

December 31, 2018

1. Plan Description

The following description of the Invensys Pension Plan (Formerly APV and Invensys Pension Plan) (the Plan) is provided for general information purposes only. Effective May 31, 2018, the Plan's name was changed to the Invensys Pension Plan. Participants should refer to the plan document for more complete information.

General

The Plan is a noncontributory defined benefit pension plan. Employees with five years of vesting service, as defined by the Plan, are entitled to pension benefits upon retirement. The Plan provides for normal retirement benefits upon reaching 65, and has provisions for death, early retirement and disability benefits. Pension benefits are provided to participants under several retirement options based on years of service and age. Information concerning the Plan Agreement is available from the Human Resources Department.

The Schneider Electric Benefits Committee of Schneider Electric Holdings, Inc. (the Company) controls and manages the operation and administration of the Plan. State Street Bank and Trust Company served as trustee of the Plan until July 1, 2018, and Bank of New York/Mellon served as the trustee beginning on July 1, 2018 (collectively referred to as the Trustees). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

As of July 1, 2018, the Plan's investment assets are held in the Schneider Electric Holdings, Inc. DB Master Trust (the Schneider Electric Master Trust), a master trust established by the Company and administered by the Trustees, and prior to July 1, 2018, the Plan investment assets were held in the Invensys Inc. Master Retirement Trust (the Invensys Master Trust), collectively referred to as the Master Trusts.

On September 12, 2018, the Plan entered into a binding agreement to purchase a group annuity contract from Massachusetts Mutual Life Insurance Company (Mass Mutual), irrevocably transferring the future benefit obligation and annuity administration for approximately 4,728 retirees from the Plan to Mass Mutual. The purchase of the group annuity contract which was funded directly by Plan assets of \$324,210,802 was completed on September 18, 2018.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

1. Plan Description (continued)

Plan Sponsor

On January 17, 2014, Schneider Electric announced that it had completed the acquisition of the Company. The Company is now a wholly owned subsidiary of Schneider Electric Holdings, Inc. Effective May 31, 2018, the Plan transferred sponsorship to Schneider Electric Holdings, Inc. (the Company).

Plan Freeze

The Plan does not allow new participants and no future benefit accruals for employees, as follows: effective April 1, 1998, for Lake Mills, Wisconsin employees; effective April 1, 2002, for participants of the former APV Crepaco, Inc. Pension Plan for Shop Hourly Employees at Tonawanda, New York; and effective October 31, 1993, for participants of the former Gaulin Corporation Retirement Plan for Members of Local 1596 UAW Production and Maintenance Workers.

Plan Amendment

The Plan was amended September 1, 2017, to accept the spin-off of certain liabilities and related assets from the Invensys Pension Plan (IPP) as of September 1, 2017 (the spin-off date). The Plan will then consist of two parts. Part A shall consist of the plan document for the Plan in effect immediately prior to the spin-off date. Part B shall consist of the plan document for the APV and Invensys Pension Plan in effect immediately prior to the spin-off date and shall govern the IPP benefits.

Funding Policy

The Plan is funded annually by the Company in an amount based on actuarial determinations. The contributions are at least equal to the minimum funding standards required by the ERISA. The Plan has met the ERISA minimum funding requirements. The Company made no contributions for the year ended December 31, 2018.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

1. Plan Description (continued)

Plan Termination

Should the Plan terminate at some future time, its net assets will generally not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

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

2. Significant Accounting Policies

Basis of Accounting

The financial statements have been prepared on the accrual basis of accounting.

Valuation of Investments and Income Recognition

The Plan's investments are held in the Master Trusts and are stated at fair value. Fair value is defined as 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 (exit price). See Note 4 for further discussion of fair value measurements.

Prior to July 1, 2018, the Invensys Master Trust invested in futures contracts. A futures contract is a contractual agreement to make or take delivery of a standardized quantity of a specified grade or type of financial instrument at a specified future date in accordance with terms specified by a regulated futures exchange. The Master Trust may use futures contracts to manage exposure to certain markets. Buying futures increases the Master Trust's exposure to the underlying instrument and selling futures decreases the Master Trust's exposure to the underlying instrument held or hedge the fair value of other investments held. Future contracts are valued at the last settlement price at the end of each day on the exchange upon which they are traded. At December 31, 2017, the US Treasury Strip valued at \$693,220 was pledged as collateral for open

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

2. Significant Accounting Policies (continued)

fixed income future positions. In addition, a cash balance of \$419,128 was pledged to cover margin requirements for open futures contracts. At December 31, 2017 there are 336 open future contracts with a notional value of \$42,768,821.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (Note 5) are those estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to services rendered by the employees to the freeze date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries. Benefits for retired or terminated employees or their beneficiaries are based on various formula depending on employees location group as described in the plan document. The accumulated plan benefits for active employees are based on years of service and the annual earnings factor as described in the plan document. Benefits payable under all circumstances — retirement, death, disability, and termination of employment — are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

Administrative Expenses

Administrative expenses are paid by the Plan.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and supplemental schedule. Actual results could differ from those estimates.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

2. Significant Accounting Policies (continued)

New Accounting Pronouncements

In February 2017, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update No. (ASU) 2017-06, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): Employee Benefit Plan Master Trust Reporting*. ASU 2017-06 requires a plan to present its interest in a master trust and the change in that interest in separate line items on the statement of net assets available for benefits and on the statement of changes in net assets available for benefits, respectively. It also requires a plan to disclose the master trust's investments and other assets and liabilities, as well as the dollar amount of its interest in these balances. ASU 2017-06 is effective for entities for fiscal years beginning after December 15, 2018, with retrospective application to all periods presented. Early application is permitted. Management has elected to adopt ASU 2017-06 early.

In July 2018, the FASB issued ASU 2018-09, *Codification Improvements*, which, among other things, amends an illustrative example of a fair value hierarchy disclosure to indicate that a certain type of investment should not always be considered to be eligible to use the net asset value per share practical expedient. Also, it further clarifies that an entity should evaluate whether a readily determinable fair value exists or whether its investments qualify for the net asset value per share practical expedient in accordance with Accounting Standards Codification 820, *Fair Value Measurement*. Adoption of the amended guidance, which is to be applied prospectively, affects the fair value disclosures, but does not change the fair value measurement of the investments. ASU 2018-09 is effective for entities for fiscal years beginning after December 15, 2019. Early application is permitted. Management has elected not to early adopt ASU 2018-09.

3. Master Trust

Substantially all of the Plan's investments are in the Master Trusts, which invests in a variety of investments and were established for the investment of the assets of the Plan and other Company-sponsored pension plans. The Schneider Electric Master Trust includes several Master Trust Investment Accounts (MTIAs). Each participating retirement plan has a divided interest in the MTIAs selected by the respective plan. The MTIAs in which the Plan invests are disclosed separately. Investment income (loss) and expenses are allocated to the Plan based upon each plan's share of elected investments and the income (loss) earned/charged and expenses charged on those investments.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

3. Master Trust (continued)

Prior to July 1, 2018, the investment in the Invensys Master Trust represents the Plan's undivided ownership of the net assets of the Invensys Master Trust, which have been accumulated through the Company's contributions and investment activity of the Invensys Master Trust, less benefit payments. Use of the Invensys Master Trust permits the commingling of trust assets with the assets of other defined benefit pension plans sponsored by the Company. Although assets of all plans are commingled in the Invensys Master Trust, the State Street Bank and Trust Company maintain supporting records for the purpose of allocating the net gain or loss of the investment account to the participating plans. The net investment income of the investment assets is allocated by the State Street Bank and Trust Company to each participating plan based on the relationship of the interest of each plan to the total of the interests of the participating plans. At December 31, 2017, the Plan's interest in the net assets of the Master Trust was approximately 97%.

Certain investment information disclosed in the accompanying financial statements, including investments held at December 31, 2018 and 2017, and net appreciation (depreciation) in fair value of investments, interest, dividends, and investment expenses for the years then ended, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by the Trustees.

The following table presents the net assets of the Master Trusts at December 31, 2018:

2018	Schneider Electric Master Trust	Invensys Pension Plan
Investments, at fair value:		
Cash and short-term investment funds	\$ 47,099,784	\$ 40,077,934
Mutual funds	151,385,510	151,385,510
Corporate debt securities	618,077,505	51,183,944
U.S. government and agency debt securities	164,478,241	102,265,933
Other debt securities	3,746,828	2,795,319
Private equity investment funds	50,384,867	—
Fixed-income common/collective trust funds	124,153,015	62,585,023
U.S. equity common/collective trust funds	129,479,426	2
International equity common/collective trust funds	254,240,171	195,605,750
Total investments	<u>\$ 1,543,045,347</u>	<u>\$ 605,899,415</u>

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

3. Master Trust (continued)

At December 31, 2017, the assets of the Master Trusts are summarized as follows:

2017	Invensys Master Trust	Invensys Pension Plan
Investments, at fair value:		
Money market and interest-bearing cash	\$ 50,393,101	\$ 49,043,294
Common stocks	185,468	180,500
Common/collective trust funds	475,762,369	463,018,815
Registered investment companies	191,969,710	186,827,697
Corporate obligations	72,073,861	70,143,323
Other fixed-income investments	11,831,497	11,514,584
Government obligations	185,845,267	180,867,300
Total investments	988,061,273	961,595,513
Accrued investment income and pending security transactions	3,950,368	3,844,555
Net payables for pending security transactions and other, including broker owned collateral	(3,405,050)	(3,313,844)
Margin variation payable on open futures contracts	(122,223)	(118,949)
Non-interest-bearing cash	2,907,949	2,830,059
	3,331,044	3,241,821
Net assets of the Master Trust	\$ 991,392,317	\$ 964,837,334

The following is a summary of the investment loss of the Schneider Electric Master Trust for the year ended December 31, 2018:

	2018
Dividend and interest income	\$ 33,755,127
Net depreciation in fair value of investments	(75,732,073)
Other income	624,453
Net investment loss	\$ (41,352,493)

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

3. Master Trust (continued)

The following is a summary of the investment (loss) gain of the Invensys Master Trust for the period January 1 through June 30, 2018, and year ended December 31, 2017:

	2018	2017
Net (depreciation) appreciation in investments	\$ (31,374,210)	\$ 114,677,631
Interest and dividends	7,410,129	20,428,379
Other income	16,175	—
Net investment (loss) gain	<u>\$ (23,947,906)</u>	<u>\$ 135,106,010</u>

4. Fair Value Measurements

Fair value is defined as 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 (i.e., an exit price). The fair value hierarchy 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 and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below.

Level 1 – Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:

- Quoted prices for similar assets and liabilities in active markets
- Quoted prices for identical or similar assets or liabilities in markets that are not active
- Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

Level 3 – Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management’s own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

The following is a description of the valuation techniques and inputs used for each general type of investment measured at fair value.:

Cash: Valued at original cost plus accrued interest.

Mutual funds: Valued at the closing price reported on the active market where the individual fund is traded.

U.S. government agency, state, and local government bonds: U.S. government agency obligations and state and municipal debt securities are valued using third-party pricing services and are classified within Level 2 of the valuation hierarchy.

Corporate debt instruments: Corporate debt instruments are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available for comparable securities of issuers with similar credit ratings. These debt instruments are classified within Level 2 of the valuation hierarchy.

Common/collective trust funds: Valued at the net asset value (NAV) provided by the administrators of the funds. The NAV is based on underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding.

Private equity investment funds: Valued at the NAV provided by the investment fund managers. The NAV is calculated using valuation models developed by the investment fund managers and independent third-party appraisals.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

Short-term investment fund: Valued at cost, which represents fair value.

Common stock: Valued at the last reported sales price on the last business day of the plan year.

The following table sets forth, by level within the fair value hierarchy, the Schneider Electric Master Trust's assets at fair value as of December 31, 2018:

	Level 1	Level 2	Total
Cash and short-term investment funds	\$ 47,099,784	\$ —	\$ 47,099,784
Mutual funds	151,385,510	—	151,385,510
Fixed-income securities:			
Corporate debt securities	—	618,077,505	618,077,505
U.S. government and agencies	—	164,478,241	164,478,241
Other	—	3,746,828	3,746,828
	<u>\$ 198,485,294</u>	<u>\$ 786,302,574</u>	<u>984,787,868</u>
Investments valued at NAV:			
Common/collective trust funds:			
Fixed income ^(a)			124,153,015
U.S. equities ^(b)			129,479,426
International equities ^(b)			254,240,171
Private equity investment funds ^(c)			50,384,867
Total assets at fair value			<u><u>\$ 1,543,045,347</u></u>

^(a) This category includes common/collective trust funds that are designed to provide total return through investments in a diversified portfolio of investment-grade, fixed-income securities. This category also includes common/collective trust funds that are designed to provide total return through investments in a diversified portfolio of debt securities that are rated below investment grade or unrated. The redemption notice period is 15 business days (or such shorter period agreed to by the issuer) for these funds. In normal functioning capital markets, generally there are no redemption restrictions to liquidate these funds.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

- (b) This category includes common/collective trust funds that are designed to provide a diversified profile of equity securities and emphasis on capital appreciation over an extended period of time. The redemption notice period is 15 business days (or such shorter period agreed to by the issuers) for these funds. In normal functioning capital markets, generally there are no redemption restrictions to liquidate these funds.
- (c) This category includes limited partnership investments, which offer portfolio diversification along with higher expected long-term market returns. These investments are 7 to 19 years old. The private equity investments generally cannot be liquidated until the funds are fully terminated and distributed.

The following table sets forth, by level within the fair value hierarchy, the Invensys Master Trust's assets at fair value as of December 31, 2017:

	Level 1	Level 2	Total
Money market and interest-bearing cash	\$ —	\$ 50,393,101	\$ 50,393,101
Common stocks	185,468	—	185,468
Mutual funds	191,969,710	—	191,969,710
Corporate obligations	—	72,073,861	72,073,861
Other fixed-income investments	—	11,831,497	11,831,497
Government obligations	—	185,845,267	185,845,267
	<u>\$ 192,155,178</u>	<u>\$ 320,143,726</u>	512,298,904
Investments valued at NAV:			
Common/collective trust funds ^(d)			475,762,369
Total assets at fair value			<u>\$ 988,061,273</u>

(d) The commingled trust funds include:

- The Wellington Trust-CTF DAS Plus Beta-10 Year Portfolio is a commingled trust fund with an investment objective to provide long-term total return in excess of a basket of zero-coupon interest rate instruments that, in aggregate, approximate a 10-year duration over time by investing principally in the Wellington Trust CTF Diversified Alpha Strategies Master Portfolio. The redemption terms are the first day of each month upon written notice by the 22nd day of the prior month.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

- The Wellington Trust-CTF DAS Plus Beta-20 Year Portfolio is a commingled trust fund with an investment objective to provide long-term total return in excess of a basket of zero-coupon interest rate instruments that, in aggregate, approximate a 20-year duration over time by investing principally in the Wellington Trust CTF Diversified Alpha Strategies Master Portfolio. The redemption terms are the first day of each month upon written notice by the 22nd day of the prior month.
- The EB DV ACWI Fund of The Bank of New York Mellon is a commingled trust fund with an investment objective to track the performance of the MSCI All Country Work Index. The redemption terms are semi-monthly on the 15th and 30th upon written notice two days prior to the trade date.
- The EB U.S. Long Duration Alpha Plus Fund of The Bank of New York Mellon is a commingled trust fund with an investment objective to exceed the performance of the Bloomberg Barclays U.S. 20+ year treasury index with a long-run average ex-ante active risk target of 5%. The redemption terms are semi-monthly on the 15th and 30th upon written notice two days prior to the trade date.

5. Accumulated Plan Benefits

An independent actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants 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.

The accumulated plan benefit information as of December 31 is as follows:

	<u>2017</u>
Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Retired employees and beneficiaries currently receiving benefits	\$ 628,821,024
Inactive participants with deferred benefits	192,034,260
Active participants	<u>86,169,339</u>
	907,024,623
Nonvested benefits	<u>1,108,258</u>
	<u><u>\$ 908,132,881</u></u>

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

5. Accumulated Plan Benefits (continued)

The changes in accumulated plan benefits are as follows:

Accumulated plan benefits at January 1, 2017	\$ 19,342,860
Changes during the year attributable to:	
Assumption changes	8,179,799
Benefits accumulated and actuarial gains	(5,013,345)
Benefits paid	(23,095,572)
Increase for interest	18,639,175
Plan transfer in as of September 1, 2017	890,079,964
Net increase	<u>888,790,021</u>
Accumulated plan benefits at December 31, 2017	<u>\$ 908,132,881</u>

Significant assumptions underlying the actuarial computations are as follows:

Assumed rate of return	6.0%
Retirement	Age-related retirement rates from age 55 to age 65, with terminated vested participants assumed to retire at age 62
Mortality	2018: PRI-2012 base tables with MP-2019 projection scale 2017: MRP-2007 base tables (sex distinct, no collar, separate annuitant, and non-annuitant) projected with scale MMP-2007

In connection with the transfer in on September 1, 2017, liabilities of \$890,079,964 were assumed by the Plan from the Invensys Pension Plan.

These 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.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

6. Risks and Uncertainties

The Master Trusts invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, 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 on the statements of net assets available for benefits.

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 estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

7. Parties-in-Interest Transactions

The Master Trusts holds units of common/collective trust funds in which State Street Bank and Trust Company and Bank of New York/Mellon, the Trustees, are a subadvisor or manager of these funds. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

8. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS), dated September 13, 2017, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this determination letter by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States require plan 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 management has analyzed the tax positions taken by the Plan and has concluded there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

Notes to Financial Statements (continued)

9. Subsequent Events

The Company has evaluated all subsequent events through March 5, 2020, the date the accompanying financial statements were available to be issued. During this period, there have been no other material events that would require recognition in the financial statements or disclosures to the financial statements.

Supplemental Schedule

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

EIN: 36-04141566 Plan: 005

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

December 31, 2018

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(3) Current Value
**	Principal Life Insurance Company	General Investment Fund	*	<u>\$ 856,446</u>
**	Principal Life Insurance Company	Group Stock Separate Account	*	<u>\$ 70,992</u>

* Investment cost information is not available.

** Party-in-interest to the Plan.

About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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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									1
35-39	1	6	10								17
40-44	2	13	18	9							42
45-49	7	11	25	15	7						65
50-54	8	18	30	29	16	31					132
55-59	2	10	44	24	18	27	60	7			192
60-64	1	6	23	22	13	27	35	64	5		196
65-69	1	3	22	16	4	11	16	14	11		98
70 & up			4	3			2		2		11
Total	22	68	176	118	58	96	113	85	18		754

In each cell, the number is the count of active participants for each age/credited service. Average annual frozen benefit 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, 2018 FUNDING VALUATION

DISCOUNT RATE SPONSOR ELECTIONS			
Discount rate sponsor elections			
Segment rates or full yield curve	Segment		
Look-back months	4		
	<u>Stabilized rates</u>	<u>Nonstabilized rates</u>	
• First 5 years	3.92%	1.75%	
• Next 15 years	5.52%	3.76%	
• Over 20 years	6.29%	4.66%	
Mortality sponsor elections			
• Healthy and disabled 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.		
Other economic assumptions			
• Salary increases	N/A		
• Flat-dollar benefit increases	N/A		
• Social Security wage base	N/A		
• Inflation	N/A		
• Expected investment return	N/A		
• Expenses	\$4,400,000 added to current year normal cost		
Demographic assumptions			
Withdrawal	See table of sample rates.		
Disability incidence	Sex-Distinct 1985 Pension Disability Table Class 2. See table of sample rates.		
Retirement age	<u>Attained age</u>	<u>Rate</u>	
	55 – 61	2%	
	62 – 63	10%	
	64	20%	
	65	40%	
	66	60%	
	67 – 69	75%	
	70	100%	

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

Benefit commencement age for			
• Future vested deferred	62		
• Current vested deferred	62, except 61 for BTR		
• Foxboro terminated vested participants	Death benefit coverage is not valued as it is assumed that participants will waive coverage		
Spouse assumptions	Male participants	Female participants	
• Percentage married	85%	55%	
• Spouse age difference	3 years younger	3 years older	
Form of payment	Single life	50% J&S¹	100% J&S
• Active retirements ²	45%	20%	35%
• Future vested deferreds ²	45%	20%	35%
• Future disabilities	45%	20%	35%
• Future deaths	0%	100%	0%
• Current vested deferreds ²	45%	20%	35%
Unpredictable contingent event assumptions	N/A for any open facilities		

Table of Sample Rates

ATTAINED AGE	WITHDRAWAL		DISABILITY	
	FOXBORO	CONTROLS	MALES	FEMALES
25	11.62%	6.00%	0.093%	0.096%
30	11.21%	6.00%	0.134%	0.165%
35	10.55%	6.00%	0.199%	0.252%
40	9.40%	5.00%	0.314%	0.357%
45	7.54%	5.00%	0.505%	0.522%
50	4.83%	4.00%	0.830%	0.854%
55	-	-	1.502%	1.490%
60	-	-	2.266%	1.793%

RATIONALE FOR ECONOMIC ASSUMPTIONS

- The expense assumption is based on prior year actual expenses, adjusted for expected changes in the coming year.

¹ Foxboro – joint & last survivor 66 ⅔% annuity

² Safetran – 50% assumed to elect a single life annuity, 20% a 10 year certain & continuous annuity and 30% a joint & 50% survivor annuity. APVH – 35% assumed to elect a single life annuity, 20% a joint & 50% survivor annuity, and 45% a joint & 100% survivor annuity.

*Schedule SB, Part V — Statement of Actuarial Assumptions/Methods***RATIONALE FOR DEMOGRAPHIC ASSUMPTIONS**

- Withdrawal rates, retirement rates, benefit commencement age for terminated vested participants, and the form of payment assumptions were developed based on an experience study undertaken in 2011 covering the four-year period ending December 31, 2009. The plan sponsor believes these assumptions continue to be representative of anticipated future experience. The assumptions are reviewed annually for reasonability.
- Because the employer does not have enough credible experience to analyze disability incidence, the assumption used is based on industry standards that reflect the nature of the plan's population.
- Because the employer does not have enough credible experience to analyze spousal demographics, the assumptions regarding percent married/spouse age difference at benefit commencement age are based on the actuary's experience with many plans and discussions with employer representatives.

ACTUARIAL METHODS FOR FUNDING**Asset Methods**

The asset valuation method is the fair market value.

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but 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 under which benefits are paid to plan participants.
- **Transferred participants:** The liabilities for employees who have transferred into another plan of the plan sponsor have been included with the liabilities for terminated vested participants.
- **Disabled participants:** Disabled participants are included in the active employee count since they continue to earn vesting service for early retirement eligibility.

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

The following estimates were incorporated into the valuation. The estimates were not expected to have a material impact on the valuation results.

FORMER PLAN	MISSING ITEM	NUMBER	ESTIMATION METHODOLOGY
APVS/Controls/Foxboro	Retired or deferred vested benefit	234	Based on last year's data
APVH/APVS/BTR/Foxboro/Safetran	Missing beneficiary gender	105	Assumed the opposite gender of the related participant
APVH/APVS/BTR/Foxboro/Safetran	Missing beneficiary date of birth	108	Based on spouse assumption
Controls/Foxboro	Vesting Service	26	Assumed last year service plus one

Minimum Funding Methods

Target liability 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 certain death benefits that are not based a participant's years of service. These benefits are allocated to funding target by multiplying the benefit by the ratio of service on the valuation date to service at each decrement age. These benefits are allocated to target normal cost based on the proportionate benefits attributable to the increase in the participant's service 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.

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment 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 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**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: ☐ 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.)
- ☒ 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
INVENSYS PENSION PLAN**1b** Three-digit plan number (PN) ▶ 005**1c** Effective date of plan
01/01/1973**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)
SCHNEIDER ELECTRIC HOLDINGS, INC.**2b** Employer Identification Number (EIN)
36-4141566**2c** Plan Sponsor's telephone number
508-549-6899**2d** Business code (see instructions)
33590038 NEPONSET AVEFOXBOROMA 02035**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>3/5/2020</u>	KAREN HANSEN
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2018)
v. 171027

3a Plan administrator's name and address ☐ Same as Plan Sponsor
 ADMINISTRATIVE COMMITTEE C/O SCHNEIDER ELECTRIC
 38 NEPONSET AVE
 FOXBORO MA 02035

3b Administrator's EIN
 36-4141566

3c Administrator's telephone number
 508-549-6899

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

5 Total number of participants at the beginning of the plan year

5 11,634

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) 754

a(2) Total number of active participants at the end of the plan year

6a(2) 564

b Retired or separated participants receiving benefits

6b 1,613

c Other retired or separated participants entitled to future benefits

6c 4,715

d Subtotal. Add lines **6a(2)**, **6b**, and **6c**

6d 6,892

e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits

6e 440

f Total. Add lines **6d** and **6e**

6f 7,332

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 who 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:
 1B 1I 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) ☒ 1 **A** (Insurance Information)
 (4) ☒ **C** (Service Provider Information)
 (5) ☒ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2018 Form M-1 annual report. If the plan was not required to file the 2018 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 SB (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>	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
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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 INVENSYS PENSION PLAN	B Three-digit plan number (PN) ►	005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SCHNEIDER ELECTRIC HOLDINGS, INC.	D Employer Identification Number (EIN) 36-4141566	
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>2018</u>			
2 Assets:			
a Market value.....	2a	1,031,439,735	
b Actuarial value.....	2b	1,031,439,735	
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	5,844	620,146,901	620,146,901
b For terminated vested participants	5,171	189,973,201	189,973,201
c For active participants	754	87,593,097	88,695,578
d Total	11,769	897,713,199	898,815,680
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	5.56%	
6 Target normal cost	6	4,408,198	

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	<u>STEPHANIE TRAN</u> Signature of actuary	<u>9/23/2019</u> Date
	STEPHANIE TRAN Type or print name of actuary	1707587 Most recent enrollment number
	MERCER Firm name	617-747-9430 Telephone number (including area code)
	99 HIGH STREET BOSTON MA 02110 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 ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2018
v. 171027

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).....	1,911,434	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year).....	109,045	0
9	Amount remaining (line 7 minus line 8).....	1,802,389	0
10	Interest on line 9 using prior year's actual return of <u>5.73%</u>	103,277	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year).....		61,983,121
	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>5.71%</u>		3,533,010
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		6,248
	c Total available at beginning of current plan year to add to prefunding balance.....		65,522,379
	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).....	1,905,666	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	114.54%
15	Adjusted funding target attainment percentage.....	15	114.75%
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	111.50%
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
Totals ▶			18(b)	0	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 0
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	(4) 4th

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

21 Discount rate:				
a Segment rates:	1st segment: 3.92 %	2nd segment: 5.52 %	3rd segment: 6.29 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 64
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	4,408,198	
b Excess assets, if applicable, but not greater than line 31a	31b	4,408,198	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	Installment	
	0	0	
b Waiver amortization installment	0	0	
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	0	
	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	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
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

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 64.

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	2%	10,000	200	11,000
56	2%	9,800	196	10,976
57	2%	9,604	192	10,949
58	2%	9,412	188	10,918
59	2%	9,224	184	10,884
60	2%	9,039	181	10,847
61	2%	8,858	177	10,807
62	10%	8,681	868	53,824
63	10%	7,813	781	49,223
64	20%	7,032	1,406	90,007
65	40%	5,625	2,250	146,262
66	60%	3,375	2,025	133,661
67	75%	1,350	1,013	67,843
68	75%	338	253	17,214
69	75%	84	63	4,367
70	100%	21	21	1,477
Total			10,000	640,257
Average				64

Schedule SB, line 24 — Change in Actuarial Assumptions

ACTUARIAL ASSUMPTION CHANGES SINCE PRIOR VALUATION

Expense normal cost increased from \$3,380,000 to \$4,400,000 to reflect our expectations for the current plan year.

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									1
35-39	1	6	10								17
40-44	2	13	18	9							42
45-49	7	11	25	15	7						65
50-54	8	18	30	29	16	31					132
55-59	2	10	44	24	18	27	60	7			192
60-64	1	6	23	22	13	27	35	64	5		196
65-69	1	3	22	16	4	11	16	14	11		98
70 & up			4	3			2		2		11
Total	22	68	176	118	58	96	113	85	18		754

In each cell, the number is the count of active participants for each age/credited service. Average annual frozen benefit 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, 2018 FUNDING VALUATION

DISCOUNT RATE SPONSOR ELECTIONS			
Discount rate sponsor elections			
Segment rates or full yield curve	Segment		
Look-back months	4		
	<u>Stabilized rates</u>	<u>Nonstabilized rates</u>	
• First 5 years	3.92%	1.75%	
• Next 15 years	5.52%	3.76%	
• Over 20 years	6.29%	4.66%	
Mortality sponsor elections			
• Healthy and disabled 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.		
Other economic assumptions			
• Salary increases	N/A		
• Flat-dollar benefit increases	N/A		
• Social Security wage base	N/A		
• Inflation	N/A		
• Expected investment return	N/A		
• Expenses	\$4,400,000 added to current year normal cost		
Demographic assumptions			
Withdrawal	See table of sample rates.		
Disability incidence	Sex-Distinct 1985 Pension Disability Table Class 2. See table of sample rates.		
Retirement age	<u>Attained age</u>	<u>Rate</u>	
	55 – 61	2%	
	62 – 63	10%	
	64	20%	
	65	40%	
	66	60%	
	67 – 69	75%	
	70	100%	

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

Benefit commencement age for			
• Future vested deferred	62		
• Current vested deferred	62, except 61 for BTR		
• Foxboro terminated vested participants	Death benefit coverage is not valued as it is assumed that participants will waive coverage		
Spouse assumptions	Male participants	Female participants	
• Percentage married	85%	55%	
• Spouse age difference	3 years younger	3 years older	
Form of payment	Single life	50% J&S¹	100% J&S
• Active retirements ²	45%	20%	35%
• Future vested deferreds ²	45%	20%	35%
• Future disabilities	45%	20%	35%
• Future deaths	0%	100%	0%
• Current vested deferreds ²	45%	20%	35%
Unpredictable contingent event assumptions	N/A for any open facilities		

Table of Sample Rates

ATTAINED AGE	WITHDRAWAL		DISABILITY	
	FOXBORO	CONTROLS	MALES	FEMALES
25	11.62%	6.00%	0.093%	0.096%
30	11.21%	6.00%	0.134%	0.165%
35	10.55%	6.00%	0.199%	0.252%
40	9.40%	5.00%	0.314%	0.357%
45	7.54%	5.00%	0.505%	0.522%
50	4.83%	4.00%	0.830%	0.854%
55	-	-	1.502%	1.490%
60	-	-	2.266%	1.793%

RATIONALE FOR ECONOMIC ASSUMPTIONS

- The expense assumption is based on prior year actual expenses, adjusted for expected changes in the coming year.

¹ Foxboro – joint & last survivor 66 ⅔% annuity

² Safetran – 50% assumed to elect a single life annuity, 20% a 10 year certain & continuous annuity and 30% a joint & 50% survivor annuity. APVH – 35% assumed to elect a single life annuity, 20% a joint & 50% survivor annuity, and 45% a joint & 100% survivor annuity.

*Schedule SB, Part V — Statement of Actuarial Assumptions/Methods***RATIONALE FOR DEMOGRAPHIC ASSUMPTIONS**

- Withdrawal rates, retirement rates, benefit commencement age for terminated vested participants, and the form of payment assumptions were developed based on an experience study undertaken in 2011 covering the four-year period ending December 31, 2009. The plan sponsor believes these assumptions continue to be representative of anticipated future experience. The assumptions are reviewed annually for reasonability.
- Because the employer does not have enough credible experience to analyze disability incidence, the assumption used is based on industry standards that reflect the nature of the plan's population.
- Because the employer does not have enough credible experience to analyze spousal demographics, the assumptions regarding percent married/spouse age difference at benefit commencement age are based on the actuary's experience with many plans and discussions with employer representatives.

ACTUARIAL METHODS FOR FUNDING**Asset Methods**

The asset valuation method is the fair market value.

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but 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 under which benefits are paid to plan participants.
- **Transferred participants:** The liabilities for employees who have transferred into another plan of the plan sponsor have been included with the liabilities for terminated vested participants.
- **Disabled participants:** Disabled participants are included in the active employee count since they continue to earn vesting service for early retirement eligibility.

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

The following estimates were incorporated into the valuation. The estimates were not expected to have a material impact on the valuation results.

FORMER PLAN	MISSING ITEM	NUMBER	ESTIMATION METHODOLOGY
APVS/Controls/Foxboro	Retired or deferred vested benefit	234	Based on last year's data
APVH/APVS/BTR/Foxboro/Safetran	Missing beneficiary gender	105	Assumed the opposite gender of the related participant
APVH/APVS/BTR/Foxboro/Safetran	Missing beneficiary date of birth	108	Based on spouse assumption
Controls/Foxboro	Vesting Service	26	Assumed last year service plus one

Minimum Funding Methods

Target liability 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 certain death benefits that are not based a participant's years of service. These benefits are allocated to funding target by multiplying the benefit by the ratio of service on the valuation date to service at each decrement age. These benefits are allocated to target normal cost based on the proportionate benefits attributable to the increase in the participant's service 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, Part V — Summary of Plan Provisions***SUMMARY OF MAJOR PLAN PROVISIONS**

EIN/PN	36-4141566/005
Maximum benefits:	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2018, the limit is \$220,000.
Significant events that occurred during the year	<p>Effective September 1, 2017, all portions of the Invensys Pension Plan (IPP) were spun-off to the APV Pension Plan for Certain Hourly Employees except for benefits (and associated assets) with respect to participants and beneficiaries who are currently in pay status under the IPP receiving monthly benefits less than \$550 per month and who commenced payments prior to August 2, 2014.</p> <p>The Plan was renamed the APV and Invensys Pension Plan.</p> <p>Effective November 17, 2017, the IPP was terminated.</p>

BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2002

Effective Date	January 1, 2002
Eligibility	<p>An eligible employee is any non-union hourly employee of BTR Controls hired on or after January 1, 2002.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer. <p>The plan has been closed to new entrants hired on or after January 1, 2005.</p>
Participation Date	A new employee will become a participant in the plan on January 1 or July 1 coincident with or following the date he or she became an eligible employee if full-time and January 1 or July 1 following completion of 1,000 hours if part-time.
Credited Service	Credited Service is granted for employment with an employer as an eligible employee or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
Vesting Service	Years of vesting service are measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.

Schedule SB, Part V — Summary of Plan Provisions

**BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

Normal Retirement				
Eligibility	Age 65			
Benefit	\$17.25 per month per year of Credited Service.			
Commencement	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.			
Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.			
Late Retirement	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.			
Early Retirement				
Eligibility	Age 55 with at least 10 years of Vesting Service			
Benefit	Accrued normal retirement benefit reduced by 0.25% per month if retirement is in the first 60 months and 0.333% per month if retirement is between 60 and 120 months prior to Normal Retirement Date. The early retirement reductions at each age are as follows:			
		<u>Age</u>	<u>Reduction Factor</u>	
		55	0.60	
		56	0.64	
		57	0.68	
		58	0.72	
		59	0.76	
		60	0.85	
		61	0.88	
		62	0.91	
		63	0.94	
		64	0.97	
		65	1.00	
Commencement	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.			
Form of Payment	Same as for normal retirement.			

Schedule SB, Part V — Summary of Plan Provisions

**BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee, who has at least 5 but less than 10 years of Vesting Service and is aged at least 55, can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Totally and permanently disabled. Participant has to apply for Social Security Disability and complete 15 years of Credited Service, and receive Social Security between age 40 and age 65.
<i>Benefit</i>	Unreduced accrued normal retirement benefit.
<i>Commencement</i>	Payable on the 7th month following disability.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected. \$5,000 lump sum death benefit payable if a person terminates employment, is retirement eligible and receives his/her benefits as an annuity.
<i>Actuarial Equivalent Except as Noted Below</i>	An amount having equal value when computed on the basis of a 5% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Schedule SB, Part V — Summary of Plan Provisions

**BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

BTR NON-CONTROLS EMPLOYEES

<i>Effective Date</i>	May 31, 1970
<i>Eligibility</i>	<p>An eligible employee is any non-union employee of BTR, Inc. (or an affiliated company that has adopted the Plan) who has completed one year of service.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer.
<i>Participation Date</i>	<p>A new employee will become a participant in the plan on the first of the month coincident with or following the date he or she became an eligible employee.</p> <p>Employees hired on or after January 1, 2005 are eligible to forego participation in the plan in exchange for enhanced defined contribution plan benefits.</p> <p>As a result of the merger of a number of prior plans, the Participation Date of participants of those plans was January 1, 1996. The following table illustrates Participation Dates of employees whose employer became a participating employer after this plan merger.</p>

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

	Subsidiary, Operating Unit or Location	Effective Participation Date
	BTR Sealing Systems – West	January 1, 1996
	BTR Anti Vibration Systems	February 15, 1996
	Fenwal Electronics	April 1, 1996
	Taabs, Inc.	May 1, 1996
	Vogt Valves, Inc.	July 12, 1996
	Burco	February 28, 1997
	EMC Motor Co., Inc.	January 1, 1998
	Limitorque	January 1, 1998
	Precision Meters, Inc.	January 1, 1998
	Alliance Engines, LLC	January 1, 1998
	Addax, Inc	July 1, 1998
	Exide Electronics Corporation	January 1, 1999
	MB Manufacturing, Inc.	January 1, 1999
	PMV-USA, Inc.	January 1, 2000
	Best Power	January 1, 2000
	Hawker Trojan Alliance	May 1, 2000
	IM Serve North America	May 1, 2000
	Rexnord Coupling Deer Park	June 1, 2000
	Cactus Integration Group	January 1, 2001
<i>Credited Service</i>	<p>Credited Service is granted for employment with an employer as an eligible employee on or after January 1, 1996 or, if later, after the employer became an affiliated employer.</p> <p>Years of Credited Service is measured on the basis that:</p> <ul style="list-style-type: none"> • 12 months of service (or 365 days of service) equals one year of service, and • 30 days of service equals one month of service with respect to the aggregation of fractional months. <p>Credited service was frozen as of November 1, 2009.</p>	

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

<i>Vesting Service</i>	<p>One year of Vesting Service is earned for each twelve month period of employment for employment after December 31, 1995. However, in the case of a participant who on December 31, 1995 was participating in a prior plan, Vesting Service under this Plan as of January 1, 1996 shall be equal to vesting service determined as of December 31, 1995 under the provisions of the prior plan. In addition, Vesting Service shall include Vesting Service with the following acquired companies:</p> <ul style="list-style-type: none"> • GenCorp (acquired February 16, 1996) • Henry Vogt Machine Company (acquired July 12, 1996) • Burco Utility Railroad and Supply Corporation (acquired February 28, 1997) • ECM Motor Company (acquired June 6, 1997) • Limitorque Corporation (acquired August 1, 1997) • Precision Meters, Inc. (acquired February 6, 1997) • Alliance Engines, L.L.C. (acquired August 1, 1997) • Addax, Inc. (acquired February 27, 1998) • PMV USA, Inc. (acquired May 9, 1998) • Best Power Division (acquired January 1, 2000) • Hawker Trojan Alliance (acquired May 1, 2000) • IM Serve North America (acquired May 1, 2000) • Rexnord Coupling Deer Park (acquired June 1, 2000) • Lambda EM1 (acquired October 1, 2000) • Cactus Integration Group (acquired January 1, 2001)
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, excluding severance, any amount attributable to any stock plan and taxable fringe benefits earned during the plan year. Annual Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Average Annual Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Index Fraction</i>	Average Annual Compensation for the participant as of the day of determination divided by the participant's Average Annual Compensation as of December 31, 1995, where the fraction is not less than one.
<i>Integration Level</i>	As of specific determination date, a dollar amount equal to the Social Security Taxable Wage Base for the calendar year containing the determination date multiplied by 40%. This amount shall be rounded to the nearest multiple of \$100.
<i>Social Security Taxable Wage Base</i>	The amount of wages from which Social Security Taxes are required to be withheld in accordance with the Federal Insurance Contributions Act, or any successor act, which in effect at the beginning of the plan year.

Schedule SB, Part V — Summary of Plan Provisions

BTR NON-CONTROLS EMPLOYEES (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>The sum of A. and B. as below:</p> <p>A. The sum of a. and b. multiplied by c. below:</p> <ul style="list-style-type: none"> a. 0.9% multiplied by participant's Average Annual Compensation up to the Integration Level b. 1.4% of the participant's Average Annual Compensation in excess of the Integration Level c. Participant's years of Credited Service, not to exceed 30 years, earned after December 31, 1995. <p>B. The participant's accrued benefit determined under the prior plan as of December 31, 1995.</p> <ul style="list-style-type: none"> • For the participants who were active participants under the plans as listed below, B. is multiplied by the Index Fraction: <ul style="list-style-type: none"> - BTR Inc, Pension Plan for Salaried Employees - Niagra Lockport Salaried Plan - Clarkson Salaried Plan - Schlegel General Plan - DCE Plan - Stewart-Warner Corporation Retirement Income Plan (Part A) - Lister-Petter Prior Plan - M&F Salaried Plan - Power Conversion Inc. Plan - Stewart-Warner Corporation Plan - Hawker Pacific Plan - GenCorp Inc. Pension Plan (accrued benefit determined February 15, 1996) • For the participants who were participants in the Link-Belt Employees' Retirement Plan, the normal retirement benefit calculated above shall be reduced by the amount of any benefit payable to the participant under the FMC Plan.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis. Additional payment options may be available to participants subject to prior plan provisions.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

<i>Early Retirement</i>	
<i>Eligibility</i>	<p>Age 55 with at least 10 years of Vesting Service</p> <p>For participants in the Dranetz Technologies, Inc. Employees Retirement Plan as of December 31, 1993, the eligibility is age 55 with at least 8 years of Vesting Service.</p> <p>For participants in the F.H. Maloney Plan on August 14, 1993 or in the Part B of the M&FC Salaried Prior Plan on or in Part A of the SW/WCC Prior Plan or in the Lister-Petter Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 5 years of Vesting Service.</p> <p>For participants in the Safetran Prior Plan as on December 31, 1995, the eligibility is age 55 with at least 9 years of Vesting Service, or age 56 with at least 8 years of Vesting Service, or age 57 with at least 7 years of Vesting Service, or age 58 with at least 6 years of Vesting Service, or age 59 with at least 5 years of Vesting Service, or age 60 with at least 4 years of Vesting Service.</p> <p>For participants in the Weavexx Non-Exempt Prior Plan as of December 31, 1995, the eligibility is the earlier of (i) age 50 with at least 20 years of Vesting Service or (ii) age 55.</p> <p>For participants in the Stewart-Warner Prior Plan as of December 31, 1995 who became employees under the Stewart-Warner Prior Plan prior to January 1, 1976, the eligibility is age 55 regardless of the number of years of Vesting Service.</p>
<i>Benefit</i>	<p>Accrued normal retirement benefit reduced by 5/9ths of 1% for each of the first 60 months and 5/18ths of 1% for each additional month by which the participant's benefit commencement date precedes his normal retirement date.</p> <p>In no circumstance, will the early retirement benefit for any participant in a prior plan on December 31, 1995 be less than the early retirement benefit determined as of December 31, 1995 under the terms of the prior plan.</p>
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

BTR NON-CONTROLS EMPLOYEES (CONTINUED)

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	If the active participant is eligible for a company-sponsored long-term disability benefit, he or she will continue to accrue Credited and Vesting Service under the plan during periods of disability, but Average Annual Compensation is determined as of the date disability commenced. If the participant is not eligible for a company-sponsored long-term disability benefit, the participant will be eligible to receive a temporary benefit equal to the participant's accrued benefit which will be payable until the earlier of the participant's death, cessation of disability, or attainment of age 65.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	As described under eligibility.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Average Annual Compensation and Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent</i>	For determination dates occurring on or after January 1, 1996, means an amount having equal value when computed on the basis of a 7% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002

<i>Effective Date</i>	May 31, 1970	
<i>Eligibility</i>	<p>An eligible employee is any non-union salaried employee of BTR Controls, or any non-union hourly employee of BTR Controls hired before January 1, 2002.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer. <p>The plan has been closed to new entrants hired on or after January 1, 2005.</p>	
<i>Participation Date</i>	<p>A new employee will become a participant in the plan on January 1 or July 1 coincident with or following the date he or she became an eligible employee, if full-time on January 1 or July 1 following completion of 1,000 hours, if part-time.</p> <p>As a result of the merger of a number of prior plans, the Participation Date of participants of those plans was January 1, 1996. The table following illustrates Participation Dates of employees whose employer became a participating employer after this plan merger and who are employees of BTR Controls.</p>	
	Subsidiary, Operating Unit or Location	Effective Participation Date
	Fenwal Electronics	April 1, 1996
	Taabs, Inc.	May 1, 1996
	ECM Motor Co., Inc.	January 1, 1998
	Precision Meters, Inc.	January 1, 1998
	IM Serve North America	May 1, 2000
<i>Credited Service</i>	<p>Credited Service is granted for employment with an employer as an eligible employee on or after January 1, 1996 or, if later, after the employer became an affiliated employer.</p> <p>Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.</p>	

*Schedule SB, Part V — Summary of Plan Provisions***BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)**

<i>Vesting Service</i>	<p>Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.</p> <p>One year of Vesting Service is earned for each twelve month period of employment for employment after December 31, 1995. However, in the case of a participant who on December 31, 1995 was participating in a prior plan, Vesting Service under this Plan as of January 1, 1996 shall be equal to vesting service determined as of December 31, 1995 under the provisions of the prior plan. In addition, Vesting Service shall include Vesting Service with the following acquired companies:</p> <ul style="list-style-type: none"> • ECM Motor Company (acquired June 6, 1997) • Precision Meters, Inc. (acquired February 6, 1997) • IM Serve North America (acquired May 1, 2000)
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	Average of the 35 years of Social Security Taxable Wage Base ending with year the participant attains Social Security Retirement Age.
<i>Average Annual Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Index Fraction</i>	Average Annual Compensation for the participant as of the day of determination divided by the participant's Average Annual Compensation as of December 31, 1995, where the fraction is not less than one.
<i>Integration Level</i>	As of a specific determination date, a dollar amount equal to the Social Security Taxable Wage Base for the calendar year containing the determination date multiplied by 40%. This amount shall be rounded to the nearest multiple of \$100.
<i>Social Security Taxable Wage Base</i>	The amount of wages from which Social Security Taxes are required to be withheld in accordance with the Federal Insurance Contributions Act, or any successor act, which in effect at the beginning of the plan year.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>The greater of A. and B. as below.</p> <p>A. The sum of (i) and (ii) below.</p> <p>(i) The sum of a. and b. below:</p> <p>a) 0.95% multiplied by participant's Average Annual Compensation times years of Credited Service earned after December 31, 1995</p> <p>b) 0.65% of the participant's Average Annual Compensation in excess of Covered Compensation times years of Credited Service earned after December 31, 1995, where the number of years of Credited Service is limited to 35 years.</p> <p>(ii) The participant's accrued benefit determined under the prior plan as of December 31, 1995.</p> <ul style="list-style-type: none"> • For the participants who were active participants under the plans as listed below, A(ii). is multiplied by the Index Fraction: <ul style="list-style-type: none"> - BTR Inc, Pension Plan for Salaried Employees - Niagra Lockport Salaried Plan - Clarkson Salaried Plan - Schlegel General Plan - DCE Plan - Stewart-Warner Corporation Retirement Income Plan (Part A) - Lister-Petter Prior Plan - M&F Salaried Plan - Power Conversion Inc. Plan - Stewart-Warner Corporation Plan - Hawker Pacific Plan - GenCorp Inc. Pension Plan (accrued benefit determined February 15, 1996)
	<p>B. The sum of (i) and (ii) as below:</p> <p>(i) The sum of a. and b. multiplied by c. plus d. below:</p> <p>a. 0.9% multiplied by participant's Average Annual Compensation up to the Integration Level determined at December 31, 2001.</p> <p>b. 1.4% of the participant's Average Annual Compensation in excess of the Integration Level determined at December 31, 2001.</p> <p>c. Participant's years of Credited Service, not to exceed 30 years, earned after December 31, 1995 but before December 31, 2001.</p> <p>d. The participant's accrued benefit determined under the prior plan as of December 31, 1995 indexed for increases in final average pay through December 31, 2001 as applicable.</p> <p>(ii) The benefit provided in A(i) based on Credited Service earned after December 31, 2001.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.

*Schedule SB, Part V — Summary of Plan Provisions***BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)**

<i>Form of Payment</i>	<p>Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.</p> <p>Additional payment options may be available to participants subject to prior plan provisions.</p>
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	<p>Age 55 with at least 10 years of Vesting Service</p> <p>For participants in the Dranetz Technologies, Inc. Employees Retirement Plan as of December 31, 1993, the eligibility is age 55 with at least 8 years of Vesting Service.</p> <p>For participants in the F.H. Maloney Plan on August 14, 1993 or in the Part B of the M&FC Salaried Prior Plan on or in Part A of the SW/WCC Prior Plan or in the Lister-Petter Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 5 years of Vesting Service.</p> <p>For participants in the Safetran Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 9 years of Vesting Service, or age 56 with at least 8 years of Vesting Service, or age 57 with at least 7 years of Vesting Service, or age 58 with at least 6 years of Vesting Service, or age 59 with at least 5 years of Vesting Service, or age 60 with at least 4 years of Vesting Service.</p> <p>For participants in the Weavexx Non-Exempt Prior Plan as of December 31, 1995, the eligibility is the earlier of (i) age 50 with at least 20 years of Vesting Service or (ii) age 55.</p> <p>For participants in the Stewart-Warner Prior Plan as of December 31, 1995 who became employees under the Stewart-Warner Prior Plan prior to January 1, 1976, the eligibility is age 55 regardless of the number of years of Vesting Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)*Early Retirement (continued)**Benefit*

Accrued normal retirement benefit reduced by 0.333% for each month by which the participant's benefit commencement date precedes his normal retirement date. This reduction applies to A(i)(a) and the corresponding benefit derived in B(ii).

The excess piece, i.e., A(i)(b) and the corresponding excess benefit in B(ii) is reduced based on the following table:

<u>Age</u>	<u>Excess Reduction Factor</u>
65	1.000
64	0.923
63	0.846
62	0.769
61	0.730
60	0.692
59	0.653
58	0.615
57	0.577
56	0.529
55	0.486

In no circumstance, will the early retirement benefit for any participant in a prior plan on December 31, 1995 be less than the early retirement benefit determined as of December 31, 1995 under the terms of the prior plan.

The BTR early retirement reduction factors will continue to apply to any pieces of the benefit due to the BTR formula, i.e., A(ii) and B(i). Refer to the BTR Non-Controls Employees provision summary for these factors.

Commencement

Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.

Form of Payment

Same as for normal retirement.

*Deferred Vested Benefit**Eligibility*

If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.

Benefit

Accrued normal retirement benefit payable at age 65.

Commencement

An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Form of Payment

Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)

<i>Disability Benefit</i>	
<i>Eligibility</i>	If the active participant is eligible for a company-sponsored long-term disability (LTD) benefit, he or she will continue to accrue Credited and Vesting Service under the plan during periods of disability, but Average Annual Compensation is determined as of the date disability commenced. Pre-2002 LTD employees stay in the terms of the plan at the time of disability. Effective January 1, 2002, no new participants are eligible for disability benefits unless they are covered under an LTD plan.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	As described under eligibility.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Average Annual Compensation and Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected. \$5,000 lump sum death benefit payable if a participant terminates employment, is eligible to retire and receives his/her benefits as an annuity.
<i>Actuarial Equivalent Except as Noted Below</i>	An amount having equal value when computed on the basis of a 5% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***FOXBORO**

<i>Effective Date</i>	September 1, 1976
<i>Eligibility</i>	<p>The first of the month following age 21 and completion of one Employment Year during which he/she was credited with at least 1,000 Hours of Service.</p> <p>The plan has been closed to new entrants hired on or after January 1, 2005. In addition, employees hired before January 1, 2005 were eligible to forego future defined benefit accruals in return for enhanced defined contribution plan benefits.</p>
<i>Hours of Service</i>	Each employee will be credited with 190 hours of service for each calendar month if he/she completed at least one hour of service during said calendar month. For employment less than full time, employee will be credited with one year of service for each year of service actually completed.
<i>Employment Year</i>	A consecutive 12 month period computed from the day employee first completed an Hour of Service with the employer, and any anniversaries of such day.
<i>Credited Service</i>	<p>One year of Credited Service is granted for each Employment Year on or after September 1, 1985 in which an employee is a participant and has been credited with 2,280 or more Hours of Service. A participant who is credited with less than 2,280 Hours of Service in an Employment Year shall be credited with a ratable fraction of a Year of Credited Service.</p> <p>Prior to September 1, 1985, Credited Service is provided for periods of employment during which the participant would have been a participant had the eligibility provisions always been in effect.</p> <p>Credited service was frozen as of November 1, 2009.</p>
<i>Vesting Service</i>	For employment prior to September 1, 1976, all service under the provisions of the plan in effect prior to September 1, 1976 is counted except for service preceding attainment of age 18. On or after September 1, 1976, an employee shall be credited with one year of Vesting Service for each year in which he or she is credited with 1,000 or more Hours of Service, except that Employment Years preceding the Employment Year in which he or she attains 18 are disregarded.
<i>Actual Monthly Compensation</i>	Monthly equivalent of the basic rate of wage or salary including shift premiums and sales incentive payments. Overtime, commissions, bonus, profit-sharing allocations and certain other forms of extra compensation are excluded from this definition. Compensation includes deferrals made pursuant to Code Section 401(k) and Code Section 125.
<i>Base Monthly Compensation</i>	Average of the highest 60 consecutive Actual Monthly Compensation amounts.
<i>Primary Social Security Benefit</i>	“Primary Insurance Amount” under the terms of Federal Social Security Act in effect as of the applicable date.
<i>Normal Retirement</i>	
<i>Eligibility</i>	A participant is eligible for a normal retirement pension as of the first day of the month coinciding with or next following his 65th birthday.

Schedule SB, Part V — Summary of Plan Provisions

FOXBORO (CONTINUED)

<i>Benefit</i>	<p>A participant retiring on or after his Normal Retirement Date is entitled to a monthly pension determined as follows:</p> <p>One and one-half percent (1.5%) of his Base Monthly Compensation less 1.5% of the participant's Primary Social Security Benefit, multiplied by his Credited Service (up to a maximum of 40 years).</p> <p>Participants who met the "rule of 75" on October 31, 1998 have a frozen minimum accrued benefit equal to their accrued benefit as of October 31, 1998 based on an additional five years of Credited Service. The "rule of 75" is satisfied if the sum of age and years of employment equals or exceeds 75.</p> <p>Employees of Triconex Corporation ceased to accrue benefits under the plan as of May 31, 1999.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	For married participants the normal form of payment is a reduced 66-2/3% qualified joint and past survivor benefit. For unmarried participants, benefits are normally paid in a single life annuity form. Other forms of payments are available on an Actuarially Equivalent basis.
<i>Early Retirement</i>	
<i>Eligibility</i>	Early retirement is permitted after attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	<p>A participant who retires early is entitled to receive either:</p> <p>(a) the benefit accrued at Early Retirement Date commencing on his/her Normal Retirement Date, or</p> <p>(b) an immediate benefit reduced at the rate of 4/12 of one percent for each full month by which his/her retirement pension starting date precedes his/her Normal Retirement Date. For a participant age 62 or over with 25 years of service or more, 2/12 of one percent. Unreduced for a participant age 62 or over with 40 years of service or more.</p> <p>Participants who met the "rule of 75" on October 31, 1998 will receive a minimum benefit equal to their accrued benefit determined as of October 31, 1998 based on an additional five years of Credited Service and reduced as above, but based on an additional five years of age at October 31, 1998.</p>
<i>Commencement</i>	Anytime between early retirement date and normal retirement date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement

Schedule SB, Part V — Summary of Plan Provisions

FOXBORO (CONTINUED)

Disability Benefits (Not Covered by LTD Plan)

<i>Eligibility</i>	Any participant who elected not to be covered by any Long-Term Disability Plan of the employer and who suffers a disability after he or she has completed 5 or more years of Vesting Service shall be entitled to a disability retirement pension.
<i>Benefit</i>	Accrued normal retirement benefit at date of disability payable at age 65
<i>Commencement</i>	Same as for deferred benefit
<i>Form of Payment</i>	Same as for normal retirement

Disability Benefits (Covered by LTD Plan)

<i>Eligibility</i>	Any participant who elected to be covered by any Long-Term Disability Plan of the employer and who suffers a disability after he or she has completed 5 or more years of Vesting Service shall be considered for all purposes of this plan as if such employee had continued to complete Hours of Service and to receive his/her Actual Monthly Compensation during such absence at the same rate as he/she was just prior to such leave and shall not be deemed to have terminated his/her employment.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	Same as for normal retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his normal retirement date or, at his option, in a reduced amount prior to his normal retirement date, but after eligibility for early retirement.
<i>Form of Payment</i>	Same as for normal retirement

Late Retirement

Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.

*Schedule SB, Part V — Summary of Plan Provisions***FOXBORO (CONTINUED)***Death benefit*

<i>Before Retirement</i>	<p>A married participant continuing in employment after becoming vested is covered by a pre-retirement joint and survivor benefit. Such benefit provides for payment of the 66-2/3% surviving spouse's retirement benefit during the life of the deceased participant's spouse from the time the participant would have been eligible for early retirement.</p> <p>Coverage for a terminated vested participant is borne by the participant via a reduction to the participant's accrued benefit while coverage is in effect.</p>
<i>After Retirement</i>	<p>Upon the death of a retired participant a lump sum payment of \$2,000 is paid in addition to such amount as may be payable under any form of annuity elected.</p> <p>Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.</p>
<i>Actuarial Equivalent Except as Noted Below</i>	Means an amount having equal value when computed on the basis of a 5% interest rate and Pentad-90 mortality.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***APV SALARIED**

<i>Effective Date</i>	January 1, 1989
<i>Eligibility</i>	<p>Each salaried employee of APV becomes a participant and is covered under the plan on the first day of the calendar month coincident with or next following the date on which the employee earns 1,000 or more Hours of Service in such 12 consecutive month period from date of employment or from the anniversary of date of employment.</p> <p>The plan has been closed to new entrants hired on or after January 1, 2005. In addition, employees hired before January 1, 2005 were eligible to forego future defined benefit accruals in return for enhanced defined contribution plan benefits.</p>
<i>Hours of Service</i>	<p>The determination and crediting of an Hour of Service under the Plan shall be in accordance with the provisions of the Department of Labor Regulations 2530.200b-2.</p> <p>In the event records do not accurately reflect the actual number of Hours of Service to be credited to a participant, such participant shall be credited with 45 hours of service per week if such participant would be credited with at least one Hour of Service during such week.</p>
<i>Benefit Service</i>	<p>Benefit Service is granted for employment with an employer as an eligible employee for every 12 months of service that the participant completes. A participant shall be credited with a month of service for each calendar month during which he or she was employed for at least 15 days.</p> <p>For former participants in the St. Regis Paper Company Retirement Plan, only service since January 1, 1973 is counted.</p> <p>Benefit service as frozen as of November 1, 2009.</p>
<i>Vesting Service</i>	<p>For a participant that was covered under a prior plan as of December 31, 1975, service prior to December 31, 1975 shall be credited in accordance with the prior plan provisions.</p> <p>After January 1, 1976, a participant shall accrue one year of Vesting Service for each plan year in which he or she has 1,000 or more Hours of Service. No Vesting Service shall be granted for a plan year in which the participant has less than 1,000 Hours of Service.</p>
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, excluding any amount attributable to taxable fringe benefits earned during the plan year. Compensation includes deferrals made pursuant to Code Section 401(k) and Code Section 125.
<i>Final Average Salary</i>	The participant's average monthly rate of "Compensation" paid or accrued to the participant for services with the employer for the 60 consecutive calendar months that produces the highest such average within the participant's final 120 months of Benefit Service. For disabled participants, the participant's monthly compensation in effect prior to disability is assumed to continue during disability.
<i>Social Security Benefit</i>	The amount estimated to be the "Primary Insurance Amount" which may be payable to the participant at the later of his or her Normal or Late Retirement Date under the terms of the Federal Social Security Act as in effect on the applicable date as of which such determination is being made.

Schedule SB, Part V — Summary of Plan Provisions

APV SALARIED (CONTINUED)

Normal Retirement	
<i>Eligibility</i>	A participant is eligible for a normal retirement pension as of the later of the first day of the month coinciding with or next following his 65th birthday and the fifth anniversary of the date the participant first participated in the plan.
<i>Benefit</i>	<p>A participant retiring on or after his Normal Retirement Date is entitled to an monthly pension determined as the greater of A or B:</p> <p>A. 1% of Final Average Salary times years of Benefit Service, or</p> <p>B. 1.67% of Final Average Salary times years of Benefit Service up to 30 years less 1.67% of Social Security Benefit times years of Benefit Service up to 30 years</p> <p>For former participants of the St. Regis Paper Company Retirement Plan for Salaried Employees prior to January 1, 1973, the benefit is calculated as above plus a monthly supplemental benefit is determined as follows:</p> <p>(a) .8% of final average compensation up to \$650, plus 1% of final average pay over \$650, times the participant's years of continuous service from January 1, 1968 to December 31, 1972 before the participant was eligible to participate in the St. Regis Paper Company Retirement Plan for Salaried Employees (limited to 2 years of continuous service),</p> <p>Plus</p> <p>(b) 1.15% of final average pay up to \$650, plus 1.5% of final average pay over \$650, times the participant's years of continuous service from January 1, 1968 to December 1, 1972 while the participant was a participant in the St. Regis Paper Company Retirement Plan for Salaried Employees</p> <p>Minus</p> <p>(c) the full amount of frozen benefit that the participant had accrued under the St. Regis Paper Company Retirement Plan for Salaried Employees from January 1, 1968 to December 31, 1972.</p>
<i>Commencement</i>	Payments commence at the later of the first day of the month following retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis. Additional payment options may be available to participants subject to prior plan provisions.
Early Retirement	
<i>Eligibility</i>	A participant is eligible for early retirement on the first day of the month following attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	<p>a) the benefit accrued to his or her Early Retirement Date commencing on his Normal Retirement Date, or</p> <p>an immediate benefit reduced at the rate of 3/12 of one percent for each full month by which his retirement pension starting date precedes his or her Normal Retirement Date</p>

Schedule SB, Part V — Summary of Plan Provisions

APV SALARIED (CONTINUED)

<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Disability Retirement</i>	
<i>Eligibility</i>	A participant is eligible for disability retirement on the first day of the month he or she has been totally and permanently disabled for six months provided that the participant has completed 14.5 years of Vesting Service at the commencement of such disability period.
<i>Benefit</i>	The disability benefit is determined as if the participant had remained in active service with the company until retirement and had earned the same rate of compensation he or she was receiving prior to becoming disabled.
<i>Commencement</i>	As described under eligibility
<i>Form of Payment</i>	Same as for normal retirement
<i>Deferred Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his normal retirement date or, at his option, in a reduced amount prior to his normal retirement date, but after eligibility for early retirement.
<i>Form of Payment</i>	Same as for normal retirement
<i>Death Benefit</i>	
<i>Before Retirement</i>	A married participant continuing in employment after becoming vested is covered by a pre-retirement joint and survivor benefit. Such benefit provides for payment of the 50% surviving spouse's retirement benefit during the life of the deceased participant's spouse from the time the participant would have been eligible for early retirement.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	Means an amount having equal value when computed on the basis of the Special Unisex Mortality Table prepared by the Wyatt Company, based on 1976 PET Table, where the joint annuitant is assumed to be the opposite sex of the participant, and a 7.5% interest rate.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - APV LAKE MILLS**

Effective Date	January 1, 1973, amended and restated January 1, 2001
Eligibility	An employee enters the plan on the first day of the twelve-consecutive month period from date of employment or from anniversary of date of employment during which 1,000 or more Hours of Service are earned. Effective April 1, 1998, no additional employees will become eligible to participate in the plan.
Benefit Service	
(a) Participant on or after January 11, 1986	Years and months of continuous service from hire date but prior to April 1, 1998.
(b) Participant prior to January 11, 1986	As determined under the provisions of the plan in effect as of January 10, 1986.
Vesting Service	
(a) Participant on or after January 11, 1986	Years and months of continuous service with the company.
(b) Participant prior to January 11, 1986	As determined under provisions of the plan in effect as of January 10, 1986.
Normal Retirement	
• Eligibility	The first of the month coinciding with or next following the participant's 65th birthday.
• Benefit	\$20.00 times Benefit Service prior to January 1, 1973 plus \$25.00 times Benefit Service after January 1, 1973 for retirements occurring on or after January 1, 1998. Effective April 1, 1998, there shall be no future benefit accruals for current employees.
• Commencement	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
• Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants.
Late Retirement	Each employee who continues to be an employee after attaining his/her normal retirement age shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for Normal Retirement as of his/her late retirement date.
Early Retirement	
• Eligibility	The first of the month coinciding with or next following the participant's attainment of age 55 and completion of fifteen years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reduction or at his/her early retirement date with a reduction of .5% for each month between ages 60 and 65 and .3% for each month between the ages 55 and 60 by which the commencement date precedes the normal retirement date. For participants who have attained age 62 and completed thirty years of Benefit Service, there is no reduction to the employee's accrued normal retirement benefit.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - APV LAKE MILLS (CONT'D)**

• Commencement	Anytime between early retirement date and normal retirement date, at the employees election.
• Form of Payment	Same as normal retirement.
Disability Retirement	
• Eligibility	The first day of the month coincident with or next following the date the participant has been totally and permanently disabled such that he or she is prevented from engaging in any employment for a period of six months, provided that the participant has completed ten years of Vesting Service at the commencement of such total and permanent disability.
• Benefit	Prior to age 65 and disability date on or after January 1, 1997, \$25.00 times Benefit Service as of disability date. At age 65, the accrued normal retirement benefit using Benefit Service as of disability date.
Deferred Vested Benefit	
• Eligibility	If a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement.
• Commencement	An employee's deferred vested benefit shall commence in full on his or her normal retirement date, or at the participant's option, in a reduced benefit prior to normal retirement any time after attaining age 55, provided the employee has fifteen or more years of Vesting Service. Reduction factors are the same as for early retirement.
• Form of Payment	Same as normal retirement.
Death Benefit	
• Before Retirement	Upon the death of a vested participant who has been married for at least one year, his or her surviving spouse shall be eligible to receive a pre-retirement surviving spouse annuity. The pre-retirement surviving spouse annuity provides a reduced benefit equal to the benefit the spouse would have received had the participant retired on the day preceding his or her date of death (or had survived until his or her earliest retirement date, if death occurs prior to such date, and retired on such date) and elected to receive benefits in the 50% Joint and Survivor Annuity Form.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows: <ul style="list-style-type: none"> • 10-Year certain and life • 50%, 66 2/3% and 75% joint and survivor
Actuarial Equivalent (small cashouts for lump sums)	Based on the 1976 PET unisex mortality table and 7% interest rate. For lump sum amounts paid during the period January 1, 2001 through December 31, 2007, the blended 1983 Group Annuity Mortality Table ("GAM83") is used. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN**

Effective Date	May 1, 1956, amended and restated January 1, 1997
Eligibility	Any shop hourly class (paid on an hourly basis) or bargaining class (represented by a bargaining unit for collective bargaining purposes) employee who has attained age 21 and completed one year of service equal to 1,000 hours of work. Effective April 1, 2002, no future employees or plan members will become active plan members.
Benefit Service	<p>The sum of (i) and (ii) where:</p> <p>(i) equals an employee's service with the employer before May 1, 1976 expressed in whole years and functional parts of a year (counting a complete month as a functional part of year);</p> <p>(ii) equals an employee's service on and after May 1, 1976 expressed as years and fractional parts of a year with 365 days equal to one year.</p> <p>Plan service has been frozen as of April 1, 2002.</p>
Vesting Service	<p>The sum of (i) and (ii) where:</p> <p>(i) equals employee's service with the employer before May 1, 1976;</p> <p>(ii) equals one year of service for each consecutive 12 month period beginning on the employee's hire date in which an employee is credited with at least one hour of service.</p>
Average Compensation	The monthly average of compensation plus elective deferral contributions received for the five consecutive years out of the ten latest compensation years prior to retirement date which gives the highest average.
Short Service Percentage	The percentage obtained by dividing the number of complete months of service between a participant's date of employment and retirement date by 300 (maximum 100%).
Accrued Benefit Adjustment	The quotient of the number of years and completed months of service as of a given date divided by the number of years and completed months of service as of normal retirement age.
Social Security Benefit	The monthly payment of primary insurance benefits expected to become payable at age 65 under Title II of the Federal Social Security Act as in force on the earliest of the employee's retirement date, normal retirement date, or the date the employee becomes an inactive participant.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN (CONT'D)**

Normal Retirement	
• Eligibility	Attainment of age 65 and five years of participation.
• Benefit	The product of (i), (ii) and (iii) where: (i) equals 40% of Average Compensation reduced by 50% of the Social Security Benefit; (ii) equals the Accrued Benefit Adjustment; (iii) equals the Short Service Percentage. In no event will the benefit be less than \$25 multiplied by the Accrued Benefit Adjustment and Short Service Percentage. Plan benefits have been frozen as of April 1, 2002.
• Form of Payment	Monthly annuity with payments guaranteed for ten years and life thereafter.
Late Retirement Benefit	
• Eligibility	Any employee who continues to be an employee after attaining his/her normal retirement age.
• Benefit	Greater of accrued benefit on normal retirement date actuarially increased to late retirement date or accrued benefit on late retirement date.
Early Retirement	
• Eligibility	Attainment of age 55 and completion of ten years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reductions or at his/her early retirement date with a reduction of 3% for each year that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.
Deferred Vested	
• Eligibility	100% if a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement and reduced by 3% for each year that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN (CONT'D)**

Death Benefit	
• Before Retirement	Upon death a qualified married participant vested in an accrued benefit, his or her surviving spouse shall be eligible to receive a monthly annuity payable deferred to participant's earliest retirement date if later than the date of death. The amount paid to the surviving spouse is equal to the amount that would have been paid had the participant terminated employment on the date of death and survived to his/her earliest retirement age, retired with a qualified joint and 50% survivor annuity in effect, then died the next day.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	<p>The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows:</p> <p>Straight life</p> <p>5,10, or 15-year certain and continuous</p> <p>50%, 66 2/3%, 75% and 100% joint and survivor</p> <p>Lump sum distribution of the full amount payable</p>
Actuarial Equivalence	Based on 7.5% interest rate and the mortality table set forth in Revenue Ruling 95-6. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER GAULIN PLAN**

Effective Date	November 2, 1972, amended and restated November 2, 1997
Eligibility	Any person covered by the Labor Agreement between Gaulin Corporation and Local 1596, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW – Production and Maintenance Employees). Effective October 31, 1993, the plan was frozen to new participants.
Benefit Service	Any participant who was an employee on November 2, 1972 shall be credited with past credited service based on total seniority which he/she held with the employer on the December 31 immediately preceding November 2, 1972. After November 2, 1972, an employee shall be credited with one year of credited service for each calendar year in which he/she is credited with compensation. Effective October 31, 1993, the plan was frozen with respect to all benefit service.
Vesting Service	Same as benefit service.
Normal Retirement	
• Eligibility	First of the month coinciding with or next following the participant's 65th birthday.
• Benefit	\$13.45 per month per year of service, for retirements on or after March 1, 1983 up to October 31, 1993.
• Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants.
Late Retirement	
• Eligibility	Any employee who continues to be an employee after attaining his/her normal retirement age.
• Benefit	Greater of accrued benefit on normal retirement date actuarially increased to late retirement date or accrued benefit on late retirement date.
Early Retirement	
• Eligibility	First of the month commencing with or next following attainment of age 55 and completion of five years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reduction or at his/her early retirement date with a reduction of .5% for each month that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER GAULIN PLAN (CONT'D)**

Disability Benefit	
• Eligibility	Any employee who, prior to retirement, becomes totally and permanently disabled as defined in Section 4.6(b) of the plan document and who has completed 10 or more years of Credited Service.
• Benefit	The accrued normal retirement benefit payable until normal retirement date.
Deferred Vested	
• Eligibility	If a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement and reduced ½% for each month that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.
Death Benefits	
• Before Retirement	For death after age 55, but before retirement, the spouse will receive a benefit equal to the larger of the present value of the accrued benefit or the benefit payable to the spouse as if the employee had retired and elected the 50% joint and survivor option immediately prior to his/her death.
	For death before age 55, the benefit is equal to the amount that would be payable if the employee had elected to receive a 50% joint and survivor annuity at age 55 and had died at age 55.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows: 50%, 66 2/3%, 75% and 100% joint and survivor 60, 120 and 180 months certain and continuous
Actuarial Equivalence (small cashouts for lump sums)	Based on the UP-1984 mortality table set forward one year for employees and set back four years for eligible spouses and beneficiaries and 6% interest rate. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – RANCO SALARIED**

<i>Effective Date</i>	September 27, 1960
<i>Participation Date</i>	January 1 or July 1 following date of hire if full time or January 1 or July 1 following 1,000 hours worked if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Exceptions: Teccor only receives service since 1981, and Maplechase and ComTrol only receive service from acquisition. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If less than 5 years, then average over the number of whole years.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – RANCO SALARIED (CONTINUED)**

<i>Normal Retirement</i>	
<i>Eligibility</i>	The first day of the month following age 65.
<i>Benefit</i>	Greater of A or B
	<p>A. The sum of a., b., reduced by c. but not less than d. below:</p> <ul style="list-style-type: none"> a. 0.95% of the participant's Final Average Compensation multiplied by Credited Service b. 0.65% of the participant's Final Average Compensation in excess of Covered Compensation multiplied by his Credited Service to a maximum of 35 years c. The monthly pension the participant is entitled to under any other pension plan of the employer. d. The accrued benefit under the terms of the Plan as it existed immediately prior to November 1, 1990 (June 30, 1989 for certain highly paid employees). <p>B. The accrued benefit at June 30, 1994 plus future accruals based on the formulas in A.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month following the later of the attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	The monthly pension equal to the Retirement Benefit based on Credited Service at termination reduced by 1/3% for each month that the commencement date of the pension precedes the Normal Retirement Date. (Benefits from A(b), the excess portion of the benefit above, are reduced by a somewhat greater percentage.)
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – RANCO SALARIED (CONTINUED)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – RANCO HOURLY**

<i>Effective Date</i>	September 30, 1960
<i>Participation Date</i>	An employee (any Plain City production and maintenance employee, any Plan City tool room employee or Teccor hourly employee) becomes a participant January 1 or July 1 following date of hire if full time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Exceptions: Teccor only receives service since 1981, and Maplechase and ComTrol only receive service from acquisition. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first day of the month following age 65.
<i>Benefit</i>	Accrued benefit as of December 31, 2001 plus \$17.25 per month per year of service on or after January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month following the later of the participant's 55th birthday and the completion of ten years of Vesting Service.
<i>Benefit</i>	The benefit is the participant's Accrued Pension as of the date his employment terminates, reduced by 3/12 of 1% for each of the first 60 months that payments commence prior to age 65, and 4/12 of 1% for each additional month.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – RANCO HOURLY (CONTINUED)

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	If a participant becomes totally and permanently disabled before age 65 and after attaining age 40 and completing 15 years of Credited Service, a Disability Retirement Pension is payable.
<i>Benefit</i>	The monthly benefit equals the Accrued Pension.
<i>Commencement</i>	The benefit is payable on the 7th month following disability.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – ROBERTSHAW HOURLY**

<i>Effective Date</i>	January 1, 1989
<i>Participation Date</i>	January 1 or July 1 following date of hire if full-time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first of the month following age 65.
<i>Benefit</i>	\$10 per month per year of Credited Service prior to December 31, 2001, plus \$17.25 per month per year of Credited Service after January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month prior to normal retirement date after the participant has attained age 55 and completed 10 years of Vesting Service.
<i>Benefit</i>	The participant's accrued benefit at early retirement date, reduced .25% per month for the first 60 months and .333% per month for the next 60 months that benefit commencement precedes Normal Retirement.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW HOURLY (CONTIN'D)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	If a participant becomes totally and permanently disabled before age 65 and after attaining age 40 and completing 15 years of Credited Service, a Disability Retirement Pension is payable.
<i>Benefit</i>	The monthly benefit equals the accrued benefit.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW SALARY

<i>Effective Date</i>	July 22, 1943
<i>Participation Date</i>	January 1 or July 1 following date of hire if full-time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If less than 5 years, then average over the number of whole years.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first month following age 65.
<i>Benefit</i>	Greater of A. and B.: A. The sum of i) and ii) minus iii) where i) 0.95% times Final Average Compensation times years of Credited Service ii) 0.65% times Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35 years. iii) Benefit payable from other Invensys/Schneider Electric defined benefit plans B. Robertshaw formula accrued as of December 31, 2001 plus the above formula using Credited Service from January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – ROBERTSHAW SALARY
(CONTINUED)**

<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month prior to normal retirement date after the participant has attained age 55 and completed 10 years of Vesting Service.
<i>Benefit</i>	The participant's accrued benefit at early retirement date, reduced .333% for each month that benefit commencement precedes normal retirement. (Benefits from A(ii), the excess portion of the benefit, above are reduced by a somewhat greater percentage). The Robertshaw December 31, 2001 accrued benefit uses the Robertshaw early retirement factors. Refer to the January 1, 2001 actuarial valuation report for the Invensys Inc. Controls Pension Plan for these factors.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW SALARY
(CONTINUED)

<i>Disability Benefit</i>	
<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – GRAYSON IBEW**

<i>Effective Date</i>	January 1, 1951
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The later of the first of the month coinciding with or next following 65th birthday or the first of the month coinciding with or next following the fifth anniversary of the date of participation.
<i>Benefits</i>	Credited Service as of date of retirement times \$21.50 per month.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of 1. or 2. below: 1. The employee's accrued benefit as of his deferred retirement date. 2. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON IBEW (CONTINUED)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Years of service as of the date of disability times \$21.50 per month. If less than 65 and not entitled to Social Security, the benefit is increased by an additional \$6.00 per month multiplied by years of service up to \$150 per month until age 65 or eligible for Social Security benefits.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Death Benefit

<i>Before Retirement</i>	Completion of 5 years of service or eligible for Normal Retirement. The surviving spouse is eligible to receive a Pre-Retirement Survivor Annuity (Spouse's Benefit) if the participant dies with a vested interest (a) at any age, (b) either before or after termination of employment and (c) before benefit payments begin. If the participant dies before he is eligible for early retirement, the surviving spouse can begin to draw benefits on the date the participant would have reached early retirement age.
	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 55% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the form of payment chosen by the participant.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	55% J&S = 0.900 + or – 0.5% per year that the beneficiary is 5 years older or younger than the employee

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NEW STANTON**

<i>Effective Date</i>	January 1, 1951														
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by Union.														
<i>Credited Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours. Credited service was frozen as of November 1, 2009.														
<i>Vesting Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours.														
<i>Normal Retirement</i>															
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.														
<i>Benefit</i>	Special payment of up to 13 weeks of vacation pay plus a regular pension of a monthly benefit equal to years of service as of date of retirement times the following table payable after the special payment. <table> <tr> <th><u>Retirement After</u></th><th><u>Monthly Benefit Rate</u></th></tr> <tr> <td>September 1, 1995</td><td>\$17.00</td></tr> <tr> <td>September 1, 1996</td><td>\$18.00</td></tr> <tr> <td>September 1, 1997</td><td>\$19.00</td></tr> <tr> <td>September 1, 1998</td><td>\$20.00</td></tr> <tr> <td>September 1, 1999</td><td>\$21.00</td></tr> <tr> <td>September 1, 2000</td><td>\$22.00</td></tr> </table>	<u>Retirement After</u>	<u>Monthly Benefit Rate</u>	September 1, 1995	\$17.00	September 1, 1996	\$18.00	September 1, 1997	\$19.00	September 1, 1998	\$20.00	September 1, 1999	\$21.00	September 1, 2000	\$22.00
<u>Retirement After</u>	<u>Monthly Benefit Rate</u>														
September 1, 1995	\$17.00														
September 1, 1996	\$18.00														
September 1, 1997	\$19.00														
September 1, 1998	\$20.00														
September 1, 1999	\$21.00														
September 1, 2000	\$22.00														
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.														
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.														
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.														

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – NEW STANTON (CONTINUED)

Early Retirement

<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. There is no reduction for retirement at age 62 with 30 years of service.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Years of service as of the date of disability times the benefit multiplier then in effect.
<i>Commencement</i>	Upon disability.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – NEW STANTON (CONTINUED)

<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediately 50% Joint and Survivor Annuity. If death occurs on or after attainment of age 55, the surviving spouse will receive one-half of the benefit the employee would have been eligible for if the employee had retired with an immediate life annuity on the day before the date of death, reduced by one-half percent for each year the spouse is under age fifty (50) and further reduced by sixty-five percent (65%) of the Social Security Survivor's Benefit when the surviving spouse is age 62 or older. The minimum spouse's death benefit is seventy-five dollars (\$75) a month.
<i>After Retirement</i>	Based on the benefit option chosen.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their accrued benefits prior to age 55.
<i>Shutdown Benefit</i>	<p>If the total workforce of employees has dropped to less than 500 employees and thereafter a major function is closed down permanently, each employee subsequently laid off due to the close down may retire under the Rule of 70 or the Rule of 80.</p> <p>Rule of 70: If the employee has reached age 55 and completed ten (10) years of service and the total of the Employee's age plus service equals at least 70 or</p> <p>Rule of 80: The employee has completed at least ten (10) years of service and the total of the employee's age plus service equals at least 80.</p> <p>The benefit paid will be a special payment and a regular pension calculated as if the employee were then age sixty-five (65).</p>
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	<p>0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S</p> <p>0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S</p> <p>0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S</p> <p>Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)</p>

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON UAW

<i>Effective Date</i>	May 1, 1977										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union. Excludes leased employees.										
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service. Credited service was frozen as of November 1, 2009.										
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The later of the first of the month coinciding with or next following 65th birthday or the first of the month coinciding with or next following the fifth anniversary of the date of participation.										
<i>Benefit</i>	<p>Years of Service at date of retirement times the benefit rate according to the following table.</p> <table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>Prior to May 2, 2005</td><td>\$21.50</td></tr> <tr> <td>May 2, 2005</td><td>22.50</td></tr> <tr> <td>May 1, 2006</td><td>23.50</td></tr> <tr> <td>May 7, 2007</td><td>24.50</td></tr> </table> <p>The following provisions apply in the event that: (1) the company closes its facility at 100 West Victoria Street, Long Beach, California (the "Facility"), and ceases entirely to perform any operations within a 40 mile radius of the Facility; or (2) the company becomes obligated pursuant to the provisions of the Federal WARN Act to provide notice of employment loss, either of which shall be referred to as a "Severance Event." In the case of such Severance Event, leading to the loss of employment, the company will provide the full pension multiplier of \$24.50 to those affected.</p>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	Prior to May 2, 2005	\$21.50	May 2, 2005	22.50	May 1, 2006	23.50	May 7, 2007	24.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
Prior to May 2, 2005	\$21.50										
May 2, 2005	22.50										
May 1, 2006	23.50										
May 7, 2007	24.50										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – GRAYSON UAW (CONTINUED)**

<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>
<i>Early Retirement</i>	
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. There is no reduction for retirement at age 62 with 30 years of service.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	The benefit accrued plus six dollars (\$6.00) per month up to a maximum of \$150.00 per month until the participant becomes eligible for Social Security benefits or attains age 65, at which time the benefit payable becomes the accrued benefit.
<i>Commencement</i>	Upon disability.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON UAW (CONTINUED)

Death Benefit

<i>Before Retirement</i>	Completion of 5 years of service or eligible for Normal Retirement. The surviving spouse is eligible to receive a Pre-Retirement Survivor Annuity (Spouse's Benefit) if the participant dies with a vested interest (a) at any age, (b) either before or after termination of employment and (c) before benefit payments begin. If the participant dies before he is eligible for early retirement, the surviving spouse can begin to draw benefits on the date the participant would have reached early retirement age.
<i>After Retirement</i>	Based on the benefit option chosen.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	55% J&S = $0.900 + \text{or} - 0.5\%$ per year that the beneficiary is 5 years older or younger than the employee. 75% J&S = $0.915 + \text{or} - 0.007$ per year that the beneficiary is 5 years older or younger than the employee

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN IAM

<i>Effective Date</i>	January 1, 1951										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.										
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each 133 hours plus one-twelfth (1/12) if the remaining hours of service are 67 or more. Credited service frozen as of November 1, 2009.										
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each 133 hours plus one-twelfth (1/12) if the remaining hours of service are 67 or more.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.										
<i>Benefit</i>	Years of Service not more than forty as of date of retirement times the benefit rate according to the following table.										
	<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>October 26, 1998</td><td>\$20.00</td></tr> <tr> <td>October 26, 1999</td><td>\$21.00</td></tr> <tr> <td>October 26, 2000</td><td>\$21.50</td></tr> <tr> <td>October 26, 2003</td><td>\$22.50</td></tr> </table>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	October 26, 1998	\$20.00	October 26, 1999	\$21.00	October 26, 2000	\$21.50	October 26, 2003	\$22.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
October 26, 1998	\$20.00										
October 26, 1999	\$21.00										
October 26, 2000	\$21.50										
October 26, 2003	\$22.50										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount on a 5 year Certain and Continuous basis for hourly unmarried participants and on a life annuity basis for salaried unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.										

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN IAM (CONTINUED)

Early Retirement

<i>Eligibility</i>	For participants who attained age 60 and completed 15 years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has 25 or more years of service at retirement, the benefit is reduced 6% per year for each year of retirement prior to age 62.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed fifteen years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Two hundred dollars (\$200) per month payable until the participant becomes eligible for Social Security benefits, at that time benefit shall be equal to the benefit calculated as for early retirement until age 65. After age 65, the benefit will be equal to the benefit calculated as for early retirement.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN IAM (CONTINUED)

Death benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 100% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the form of payment elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – TN USW**

<i>Effective Date</i>	January 1, 1951										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.										
<i>Credited Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours. Credited service frozen as of November 1, 2009.										
<i>Vesting Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.										
<i>Benefit</i>	Years of Service not more than forty at date of retirement times the benefit rate according to the following table.										
	<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>October 16, 1998</td><td>\$18.50</td></tr> <tr> <td>October 16, 1999</td><td>\$19.50</td></tr> <tr> <td>October 16, 2001</td><td>\$20.00</td></tr> <tr> <td>October 16, 2003</td><td>\$21.00</td></tr> </table>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	October 16, 1998	\$18.50	October 16, 1999	\$19.50	October 16, 2001	\$20.00	October 16, 2003	\$21.00
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
October 16, 1998	\$18.50										
October 16, 1999	\$19.50										
October 16, 2001	\$20.00										
October 16, 2003	\$21.00										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										
<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>										

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – TN USW (CONTINUED)***Early Retirement*

<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has 25 or more years of service at retirement, the benefit is reduced 6% per year for each year of retirement prior to age 62.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Retirement

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	One hundred seventy-five dollars (\$175) per month payable until the participant becomes eligible for Social Security benefits, at that time the benefit shall be equal to the benefit calculated as for early retirement with a maximum of \$175.00 per month until age 65. Upon attainment of age 65, the maximum dollar limit shall be removed.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN USW (CONTINUED)

<i>Death Benefit</i>	
<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – CARTHAGE

<i>Effective Date</i>	January 1, 1977												
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.												
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-tenth (1/10) Year of Service for each 160 hours of service. Credited service frozen as of November 1, 2009.												
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-tenth (1/10) Year of Service for each 160 hours of service.												
<i>Normal Retirement</i>													
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.												
<i>Benefit</i>	Years of Service not more than thirty as of date of retirement times the benefit rate according to the following table.												
<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>After October 1, 1995</td><td>\$13.50</td></tr> <tr> <td>After October 1, 1996</td><td>\$14.00</td></tr> <tr> <td>After October 1, 1997</td><td>\$14.50</td></tr> <tr> <td>After October 1, 1998</td><td>\$15.00</td></tr> <tr> <td>After October 1, 1999</td><td>\$15.50</td></tr> </table>		<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	After October 1, 1995	\$13.50	After October 1, 1996	\$14.00	After October 1, 1997	\$14.50	After October 1, 1998	\$15.00	After October 1, 1999	\$15.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>												
After October 1, 1995	\$13.50												
After October 1, 1996	\$14.00												
After October 1, 1997	\$14.50												
After October 1, 1998	\$15.00												
After October 1, 1999	\$15.50												
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.												
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.												
<i>Early Retirement</i>													
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday												
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 7.2% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has earned 30 or more years of service, the reduction of 7.2% applies to only retirement prior to age 62.												
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.												
<i>Form of Payment</i>	Same as for normal retirement.												

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – CARTHAGE (CONTINUED)

<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	<p>0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S</p> <p>0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S</p> <p>0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S</p> <p>Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)</p>

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NORTH MANCHESTER HOURLY**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following completion of one year of service, if represented by the Union.
<i>Credited Service</i>	A fraction of Year of Service is earned for each Calendar Year the employee is credited with 1,000 hours of service. A full year is granted for 1,907 hours worked. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	A fraction of Year of Service is earned for each Calendar Year the employee is credited with 1,000 hours of service. A full year is granted for 1,907 hours worked.
<i>Normal Retirement</i>	
<i>Eligibility</i>	First of the month nearest 65th birthday.
<i>Benefit</i>	\$22.00 x credited service for retirements prior to October 1, 2001 \$22.50 x credited service for retirements after July 24, 2002 \$23.00 x credited service for retirements after July 24, 2003 \$24.00 x credited service for retirements after July 24, 2004
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity with 5 years certain for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The reduction is 0.33% per month prior to age 65.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NORTH MANCHESTER HOURLY
(CONTINUED)***Deferred Vested Benefit*

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Total and Permanent Disability after 15 years of credited service.
<i>Benefit</i>	Benefits calculation as for early retirement above. If the benefit is less than \$100 amount a supplemental benefit will be paid to make the benefit equal to \$100. This supplement will cease upon the earlier of death or age 62.
<i>Commencement</i>	On disability date
<i>Form of Payment</i>	Same as normal retirement.

Death Benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1984 – UP table and a 9% interest rate.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – KENDALLVILLE HOURLY**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	All Continuous Years of Service with the employer in which an employee is credited 1,700 hours. For any Period of Service less than 1,700 hours, the employee will earn a prorated amount of service to the nearest 1/12. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	All Continuous Years of Service with the employer in which an employee is credited 1,700 hours. For any Period of Service less than 1,700 hours, the employee will earn a prorated amount of service to the nearest 1/12.
<i>Normal Retirement</i>	
<i>Eligibility</i>	First of the month following age 65.
<i>Benefit</i>	\$15 x Credited Service
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Credited Service
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. Reduction is 0.5% for each month prior to age 55.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – KENDALLVILLE HOURLY
(CONTINUED)***Deferred Vested benefit*

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Total and Permanent Disability after 10 years of credited service.
<i>Benefit</i>	Benefits as calculated for normal retirement above. A supplemental benefit of \$15.00 x credited service until eligible for Federal Social Security disability benefits or unreduced old age benefits.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Death benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the benefit form elected.
<i>Actuarial Equivalent Except as Noted Below</i>	97% of male rates and 3% of female rates of 1971 GAM Table projected to 1978 with scale E and an interest rate of 7.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WEST PLAINS PLANT HOURLY

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Elapsed months with service determined to the end of the month of termination. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Elapsed months with service determined to the end of the month of termination.
<i>Normal Retirement</i>	
<i>Eligibility</i>	65th birthday
<i>Benefit</i>	\$14 times Credited Service at December 31, 2001 plus \$17.25 times Credited Service after January 1, 2002
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Vesting Service
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The reduction is 3/12 of 1% for each of the first 60 months that payment precedes age 65, and 4/12 of 1% for each additional month.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WEST PLAINS PLANT HOURLY
(CONTINUED)

<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Total and Permanent Disability after 15 years of credited service.
<i>Benefit</i>	Unreduced accrued benefit payable until 65 (or earlier if retire) as a life annuity, optional forms offered at retirement. If married and die prior to retirement then standard death benefits apply.
<i>Commencement</i>	On the 7th month following disability.
<i>Form of Payment</i>	Same as normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 50% Joint and Survivor Annuity. <p>A \$5,000 lump sum death benefit is payable if terminated after retirement eligibility and receive benefits as an annuity.</p>
<i>After Retirement</i>	Based on benefit form chosen.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – WINTERSET, IOWA**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Normal Retirement</i>	
<i>Eligibility</i>	65th birthday
<i>Benefit</i>	0.95% of Final Average Compensation times years of Credited Service plus 0.65% of Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35. Participants get greater of above and the benefit formula accrued as of December 31, 2001 plus above formula with service from January 1, 2002 forward.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – WINTERSET, IOWA (CONTINUED)**

<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Vesting Service. 5 years are required for those age 60 or vested as of January 1, 2002.
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The December 31, 2001 accrued benefit is reduced based on the provisions of the prior plan. The current formula is reduced 0.33% per month. The excess portion has a higher reduction.
<i>Commencement</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Form of Payment</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WINTERSET, IOWA (CONTINUED)

Disability Retirement

<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	Based on benefit form chosen.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – EATON SALARIED**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If fewer than 5 years, then average over the number of whole years.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – EATON SALARIED (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	First of the month following age 65.
<i>Benefit</i>	0.95% of Final Average Compensation times years of Credited Service plus 0.65% of Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35. Participants get the greater of above and the benefit accrued as of December 31, 2001 plus above formula with service from January 1, 2002 forward.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 50 with 10 years of service if employment is terminated by the company, age 55 with 10 years of service otherwise.
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The December 31, 2001 benefit is reduced based on the provisions of the prior plan. The current formula is reduced 0.33% per month. The excess portion has a higher reduction.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – EATON SALARIED (CONTINUED)

Deferred Vested Benefit (continued)

<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Lump Sum Payments</i>	Some participants are eligible for an unlimited lump sum of the December 31, 2001 accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***SAFETRAN SYSTEMS CORPORATION**

<i>Effective Date</i>	November 1, 1951
<i>Eligibility</i>	<p>All collectively bargained employees of Safetran Systems Corporation become participants on the first day of the month coincident with or next following the completion of one year of Vesting Service and the attainment of age 21. Leased employees are not eligible to participate under the Plan.</p> <p>Effective June 30, 2010, participation was closed to non-Cucamonga Bargaining Employees.</p>
<i>Credited Service</i>	<p>One year of Credited Service means the number of calendar years, determined to the nearest month, before a participant's Normal Retirement Date during which the employee has service as an eligible employee. A month of service for this purpose is defined as a calendar month in which the employee is in service for fifteen or more days.</p> <p>Effective June 30, 2010, Credited Service was frozen for non-Cucamonga Bargaining Employees.</p>
<i>Vesting Service</i>	One year of Vesting Service is earned in each calendar year in which the participant is credited with 1,000 or more hours of service.
<i>Base Earnings</i>	Base Earnings generally include all wages paid while an active participant by the company excluding bonuses and commissions. Base Earnings include amounts deferred on a pre-tax basis under a 401(k) plan or a Section 125 cafeteria plan of the company.

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

Normal Retirement

<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>For non-Cucamonga Bargaining Employees, and Cucamonga Bargaining Employees for periods prior to January 27, 1989, the monthly benefit payable upon retirement is equal to one-twelfth of the greater of (a) plus (b), or (c) as follows:</p> <p>(a) 0.75% times the participant's first \$6,600 of Base Earnings plus 1.5% times the Base Earnings in excess of \$6,600 for each year of service after January 1, 1968</p> <p>(b) 1% times the first \$6,000 of the participant's 1967 Base Earnings plus 1.5% times the participant's 1967 Base Earnings in excess of \$6,600, the sum multiplied by whole years of active contributory service from the later of age 25 and 2 years of service to December 31, 1967</p> <p>(c) minimum benefit of \$30 times years of Credited Service not in excess of 30 plus 15% of total employee contributions, if any.</p> <p>For Cucamonga Bargaining Employees, for periods after January 27, 1989, the monthly benefit payable upon retirement is equal to one-twelfth of the greater of (a) plus (b), or (c) as follows:</p> <p>(a) 1.8% times the participant's Base Earnings for each year of service after January 27, 1990</p> <p>(b) 1.25% times the first \$6,600 of the participant's Base Earnings plus 2% times the participant's Base Earnings in excess of \$6,600, for the period beginning January 27, 1989 and ending January 27, 1990</p> <p>(c) minimum benefit of \$30 times years of Credited Service not in excess of 30 plus 15% of total employee contributions, if any.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% Joint and Survivor basis for married participants.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his/her Normal Retirement Age shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for Normal Retirement as of his/her Late Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

Early Retirement

<i>Eligibility</i>	Age 55 provided that the sum of attained age and completed years of Vesting Service is greater than or equal to 64 (with minimum of at least 4 years of Vesting Service).																
<i>Benefit</i>	<p>The amount of benefit is computed as for Normal Retirement. The benefit is payable in full at age 62, or multiplied by the appropriate early retirement factor as follows:</p> <table> <tr> <th>Age</th><th>Early Retirement Factor</th></tr> <tr> <td>55</td><td>57.90%</td></tr> <tr> <td>56</td><td>63.50%</td></tr> <tr> <td>57</td><td>69.40%</td></tr> <tr> <td>58</td><td>75.20%</td></tr> <tr> <td>59</td><td>80.80%</td></tr> <tr> <td>60</td><td>86.70%</td></tr> <tr> <td>61</td><td>93.30%</td></tr> </table>	Age	Early Retirement Factor	55	57.90%	56	63.50%	57	69.40%	58	75.20%	59	80.80%	60	86.70%	61	93.30%
Age	Early Retirement Factor																
55	57.90%																
56	63.50%																
57	69.40%																
58	75.20%																
59	80.80%																
60	86.70%																
61	93.30%																
<i>Commencement</i>	Anytime between early retirement date and normal retirement date, at the employee's election.																
<i>Form of Payment</i>	Same as Normal Retirement																
<i>Deferred Vested Benefit</i>																	
<i>Eligibility</i>	Termination of employment prior to Normal Retirement with at least 5 years of Vesting Service.																
<i>Benefit</i>	The amount of benefit should be calculated as for Normal Retirement.																
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his or her Normal Retirement Date, or at the participant's option, in a reduced amount prior to Normal Retirement any time after attaining age 55, provided the employee has four or more years of Vesting Service and provided that the sum of attained age and completed years of Vesting Service is greater than or equal to 64. Reduction factors are the same as for Early Retirement.																
<i>Form of Payment</i>	Same as Normal Retirement																

*Schedule SB, Part V — Summary of Plan Provisions***SAFETRAN SYSTEMS CORPORATION (CONTINUED)***Disability Benefit*

<i>Eligibility</i>	If a participant incurs a total and permanent disability, attained age 50 and completed 8 years of participation, he or she shall be entitled to receive a disability benefit.
<i>Benefit</i>	Monthly annuity is the greater of (a) or (b) as follows: (a) \$70 (b) \$5 times years of continuous service ending on date of disability
<i>Commencement</i>	The first day of the month coincident with or next following six months after disability provided the participant has applied for a disability benefit. Payments will be payable until the earlier of the following: (a) the participant's early retirement date, (b) the date of his/her death, or (c) the date as of which it was determined that the participant is no longer disabled.
<i>Form of Payment</i>	Temporary single life annuity

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant who has been married for at least one year, his or her surviving spouse shall be eligible to receive a pre-retirement surviving spouse annuity. The pre-retirement surviving spouse annuity provides a reduced benefit equal to the benefit the spouse would have received had the participant retired on the day preceding his or her date of death (or had survived until his or her earliest retirement date, if death occurs prior to such date, and retired on such date) and elected to receive benefits in the 50% Joint and Survivor Annuity form.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Optional Forms of Payment</i>	The forms of benefit payment available to each participant shall be the Actuarial Equivalent of his/her normal retirement benefit on a single life annuity basis. The forms of benefit are as follows: <ul style="list-style-type: none"> — 5-year and 10-year certain and life <ul style="list-style-type: none"> ▪ 50%, 75% and 100% Joint and Survivor annuity ▪ Social Security adjustment

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

<i>Actuarial Equivalent Except as Noted Below</i>	For determination dates occurring on or after July 1, 1996, means an amount having equal value when computed on the basis of 7.00% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts and Social Security adjustment)</i>	For payments occurring on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October immediately preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Benefits Included or Excluded

Unless noted below, all benefits provided by the plan are included in this valuation:

- **Plan amendments excluded:** Amendments adopted after the valuation date or effective after the current plan year are excluded from the valuation
- **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 the late retirement actuarial increase.
- **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.

Schedule SB, Part V — Summary of Plan Provisions

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:** This valuation does not value the plan's unpredictable contingent event benefits for New Stanton employees, which are summarized in the plan provisions above, because there are no longer any active participants. The plan does not have any other unpredictable contingent event benefits.

PLAN PROVISION CHANGES SINCE PRIOR VALUATION

Maximum benefits were updated from 2017 to 2018.

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 64.

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	2%	10,000	200	11,000
56	2%	9,800	196	10,976
57	2%	9,604	192	10,949
58	2%	9,412	188	10,918
59	2%	9,224	184	10,884
60	2%	9,039	181	10,847
61	2%	8,858	177	10,807
62	10%	8,681	868	53,824
63	10%	7,813	781	49,223
64	20%	7,032	1,406	90,007
65	40%	5,625	2,250	146,262
66	60%	3,375	2,025	133,661
67	75%	1,350	1,013	67,843
68	75%	338	253	17,214
69	75%	84	63	4,367
70	100%	21	21	1,477
Total			10,000	640,257
Average				64

*Schedule SB, Part V — Summary of Plan Provisions***SUMMARY OF MAJOR PLAN PROVISIONS**

EIN/PN	36-4141566/005
Maximum benefits:	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2018, the limit is \$220,000.
Significant events that occurred during the year	<p>Effective September 1, 2017, all portions of the Invensys Pension Plan (IPP) were spun-off to the APV Pension Plan for Certain Hourly Employees except for benefits (and associated assets) with respect to participants and beneficiaries who are currently in pay status under the IPP receiving monthly benefits less than \$550 per month and who commenced payments prior to August 2, 2014.</p> <p>The Plan was renamed the APV and Invensys Pension Plan.</p> <p>Effective November 17, 2017, the IPP was terminated.</p>

BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2002

Effective Date	January 1, 2002
Eligibility	<p>An eligible employee is any non-union hourly employee of BTR Controls hired on or after January 1, 2002.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer. <p>The plan has been closed to new entrants hired on or after January 1, 2005.</p>
Participation Date	A new employee will become a participant in the plan on January 1 or July 1 coincident with or following the date he or she became an eligible employee if full-time and January 1 or July 1 following completion of 1,000 hours if part-time.
Credited Service	Credited Service is granted for employment with an employer as an eligible employee or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
Vesting Service	Years of vesting service are measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.

Schedule SB, Part V — Summary of Plan Provisions

**BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

Normal Retirement				
Eligibility	Age 65			
Benefit	\$17.25 per month per year of Credited Service.			
Commencement	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.			
Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.			
Late Retirement	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.			
Early Retirement				
Eligibility	Age 55 with at least 10 years of Vesting Service			
Benefit	Accrued normal retirement benefit reduced by 0.25% per month if retirement is in the first 60 months and 0.333% per month if retirement is between 60 and 120 months prior to Normal Retirement Date. The early retirement reductions at each age are as follows:			
		<u>Age</u>	<u>Reduction Factor</u>	
		55	0.60	
		56	0.64	
		57	0.68	
		58	0.72	
		59	0.76	
		60	0.85	
		61	0.88	
		62	0.91	
		63	0.94	
		64	0.97	
		65	1.00	
Commencement	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.			
Form of Payment	Same as for normal retirement.			

Schedule SB, Part V — Summary of Plan Provisions

**BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee, who has at least 5 but less than 10 years of Vesting Service and is aged at least 55, can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Totally and permanently disabled. Participant has to apply for Social Security Disability and complete 15 years of Credited Service, and receive Social Security between age 40 and age 65.
<i>Benefit</i>	Unreduced accrued normal retirement benefit.
<i>Commencement</i>	Payable on the 7th month following disability.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected. \$5,000 lump sum death benefit payable if a person terminates employment, is retirement eligible and receives his/her benefits as an annuity.
<i>Actuarial Equivalent Except as Noted Below</i>	An amount having equal value when computed on the basis of a 5% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***BTR CONTROLS HOURLY EMPLOYEES HIRED ON OR AFTER
JANUARY 1, 2002 (CONTINUED)**

<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

BTR NON-CONTROLS EMPLOYEES

<i>Effective Date</i>	May 31, 1970
<i>Eligibility</i>	<p>An eligible employee is any non-union employee of BTR, Inc. (or an affiliated company that has adopted the Plan) who has completed one year of service.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer.
<i>Participation Date</i>	<p>A new employee will become a participant in the plan on the first of the month coincident with or following the date he or she became an eligible employee.</p> <p>Employees hired on or after January 1, 2005 are eligible to forego participation in the plan in exchange for enhanced defined contribution plan benefits.</p> <p>As a result of the merger of a number of prior plans, the Participation Date of participants of those plans was January 1, 1996. The following table illustrates Participation Dates of employees whose employer became a participating employer after this plan merger.</p>

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

	Subsidiary, Operating Unit or Location	Effective Participation Date
	BTR Sealing Systems – West	January 1, 1996
	BTR Anti Vibration Systems	February 15, 1996
	Fenwal Electronics	April 1, 1996
	Taabs, Inc.	May 1, 1996
	Vogt Valves, Inc.	July 12, 1996
	Burco	February 28, 1997
	EMC Motor Co., Inc.	January 1, 1998
	Limatorque	January 1, 1998
	Precision Meters, Inc.	January 1, 1998
	Alliance Engines, LLC	January 1, 1998
	Addax, Inc	July 1, 1998
	Exide Electronics Corporation	January 1, 1999
	MB Manufacturing, Inc.	January 1, 1999
	PMV-USA, Inc.	January 1, 2000
	Best Power	January 1, 2000
	Hawker Trojan Alliance	May 1, 2000
	IM Serve North America	May 1, 2000
	Rexnord Coupling Deer Park	June 1, 2000
	Cactus Integration Group	January 1, 2001
<i>Credited Service</i>	<p>Credited Service is granted for employment with an employer as an eligible employee on or after January 1, 1996 or, if later, after the employer became an affiliated employer.</p> <p>Years of Credited Service is measured on the basis that:</p> <ul style="list-style-type: none"> • 12 months of service (or 365 days of service) equals one year of service, and • 30 days of service equals one month of service with respect to the aggregation of fractional months. <p>Credited service was frozen as of November 1, 2009.</p>	

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

<i>Vesting Service</i>	<p>One year of Vesting Service is earned for each twelve month period of employment for employment after December 31, 1995. However, in the case of a participant who on December 31, 1995 was participating in a prior plan, Vesting Service under this Plan as of January 1, 1996 shall be equal to vesting service determined as of December 31, 1995 under the provisions of the prior plan. In addition, Vesting Service shall include Vesting Service with the following acquired companies:</p> <ul style="list-style-type: none"> • GenCorp (acquired February 16, 1996) • Henry Vogt Machine Company (acquired July 12, 1996) • Burco Utility Railroad and Supply Corporation (acquired February 28, 1997) • ECM Motor Company (acquired June 6, 1997) • Limitorque Corporation (acquired August 1, 1997) • Precision Meters, Inc. (acquired February 6, 1997) • Alliance Engines, L.L.C. (acquired August 1, 1997) • Addax, Inc. (acquired February 27, 1998) • PMV USA, Inc. (acquired May 9, 1998) • Best Power Division (acquired January 1, 2000) • Hawker Trojan Alliance (acquired May 1, 2000) • IM Serve North America (acquired May 1, 2000) • Rexnord Coupling Deer Park (acquired June 1, 2000) • Lambda EM1 (acquired October 1, 2000) • Cactus Integration Group (acquired January 1, 2001)
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, excluding severance, any amount attributable to any stock plan and taxable fringe benefits earned during the plan year. Annual Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Average Annual Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Index Fraction</i>	Average Annual Compensation for the participant as of the day of determination divided by the participant's Average Annual Compensation as of December 31, 1995, where the fraction is not less than one.
<i>Integration Level</i>	As of specific determination date, a dollar amount equal to the Social Security Taxable Wage Base for the calendar year containing the determination date multiplied by 40%. This amount shall be rounded to the nearest multiple of \$100.
<i>Social Security Taxable Wage Base</i>	The amount of wages from which Social Security Taxes are required to be withheld in accordance with the Federal Insurance Contributions Act, or any successor act, which in effect at the beginning of the plan year.

Schedule SB, Part V — Summary of Plan Provisions

BTR NON-CONTROLS EMPLOYEES (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>The sum of A. and B. as below:</p> <p>A. The sum of a. and b. multiplied by c. below:</p> <ul style="list-style-type: none"> a. 0.9% multiplied by participant's Average Annual Compensation up to the Integration Level b. 1.4% of the participant's Average Annual Compensation in excess of the Integration Level c. Participant's years of Credited Service, not to exceed 30 years, earned after December 31, 1995. <p>B. The participant's accrued benefit determined under the prior plan as of December 31, 1995.</p> <ul style="list-style-type: none"> • For the participants who were active participants under the plans as listed below, B. is multiplied by the Index Fraction: <ul style="list-style-type: none"> - BTR Inc, Pension Plan for Salaried Employees - Niagra Lockport Salaried Plan - Clarkson Salaried Plan - Schlegel General Plan - DCE Plan - Stewart-Warner Corporation Retirement Income Plan (Part A) - Lister-Petter Prior Plan - M&F Salaried Plan - Power Conversion Inc. Plan - Stewart-Warner Corporation Plan - Hawker Pacific Plan - GenCorp Inc. Pension Plan (accrued benefit determined February 15, 1996) • For the participants who were participants in the Link-Belt Employees' Retirement Plan, the normal retirement benefit calculated above shall be reduced by the amount of any benefit payable to the participant under the FMC Plan.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis. Additional payment options may be available to participants subject to prior plan provisions.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.

*Schedule SB, Part V — Summary of Plan Provisions***BTR NON-CONTROLS EMPLOYEES (CONTINUED)**

<i>Early Retirement</i>	
<i>Eligibility</i>	<p>Age 55 with at least 10 years of Vesting Service</p> <p>For participants in the Dranetz Technologies, Inc. Employees Retirement Plan as of December 31, 1993, the eligibility is age 55 with at least 8 years of Vesting Service.</p> <p>For participants in the F.H. Maloney Plan on August 14, 1993 or in the Part B of the M&FC Salaried Prior Plan on or in Part A of the SW/WCC Prior Plan or in the Lister-Petter Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 5 years of Vesting Service.</p> <p>For participants in the Safetran Prior Plan as on December 31, 1995, the eligibility is age 55 with at least 9 years of Vesting Service, or age 56 with at least 8 years of Vesting Service, or age 57 with at least 7 years of Vesting Service, or age 58 with at least 6 years of Vesting Service, or age 59 with at least 5 years of Vesting Service, or age 60 with at least 4 years of Vesting Service.</p> <p>For participants in the Weavexx Non-Exempt Prior Plan as of December 31, 1995, the eligibility is the earlier of (i) age 50 with at least 20 years of Vesting Service or (ii) age 55.</p> <p>For participants in the Stewart-Warner Prior Plan as of December 31, 1995 who became employees under the Stewart-Warner Prior Plan prior to January 1, 1976, the eligibility is age 55 regardless of the number of years of Vesting Service.</p>
<i>Benefit</i>	<p>Accrued normal retirement benefit reduced by 5/9ths of 1% for each of the first 60 months and 5/18ths of 1% for each additional month by which the participant's benefit commencement date precedes his normal retirement date.</p> <p>In no circumstance, will the early retirement benefit for any participant in a prior plan on December 31, 1995 be less than the early retirement benefit determined as of December 31, 1995 under the terms of the prior plan.</p>
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

BTR NON-CONTROLS EMPLOYEES (CONTINUED)

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	If the active participant is eligible for a company-sponsored long-term disability benefit, he or she will continue to accrue Credited and Vesting Service under the plan during periods of disability, but Average Annual Compensation is determined as of the date disability commenced. If the participant is not eligible for a company-sponsored long-term disability benefit, the participant will be eligible to receive a temporary benefit equal to the participant's accrued benefit which will be payable until the earlier of the participant's death, cessation of disability, or attainment of age 65.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	As described under eligibility.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Average Annual Compensation and Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent</i>	For determination dates occurring on or after January 1, 1996, means an amount having equal value when computed on the basis of a 7% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002

<i>Effective Date</i>	May 31, 1970	
<i>Eligibility</i>	<p>An eligible employee is any non-union salaried employee of BTR Controls, or any non-union hourly employee of BTR Controls hired before January 1, 2002.</p> <p>Note: The following employees are not eligible to participate:</p> <ul style="list-style-type: none"> • Employees covered under a collective bargaining agreement, unless the agreement specifically provides for participation • Leased employees or independent contractors • Non-resident aliens with no income from U.S. sources • Employees of an employer or affiliated employer that has not adopted this Plan • Employees who are earning benefits under any other pension plan sponsored by the employer or affiliated employer. <p>The plan has been closed to new entrants hired on or after January 1, 2005.</p>	
<i>Participation Date</i>	<p>A new employee will become a participant in the plan on January 1 or July 1 coincident with or following the date he or she became an eligible employee, if full-time on January 1 or July 1 following completion of 1,000 hours, if part-time.</p> <p>As a result of the merger of a number of prior plans, the Participation Date of participants of those plans was January 1, 1996. The table following illustrates Participation Dates of employees whose employer became a participating employer after this plan merger and who are employees of BTR Controls.</p>	
	Subsidiary, Operating Unit or Location	Effective Participation Date
	Fenwal Electronics	April 1, 1996
	Taabs, Inc.	May 1, 1996
	ECM Motor Co., Inc.	January 1, 1998
	Precision Meters, Inc.	January 1, 1998
	IM Serve North America	May 1, 2000
<i>Credited Service</i>	<p>Credited Service is granted for employment with an employer as an eligible employee on or after January 1, 1996 or, if later, after the employer became an affiliated employer.</p> <p>Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.</p>	

*Schedule SB, Part V — Summary of Plan Provisions***BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)**

<i>Vesting Service</i>	<p>Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.</p> <p>One year of Vesting Service is earned for each twelve month period of employment for employment after December 31, 1995. However, in the case of a participant who on December 31, 1995 was participating in a prior plan, Vesting Service under this Plan as of January 1, 1996 shall be equal to vesting service determined as of December 31, 1995 under the provisions of the prior plan. In addition, Vesting Service shall include Vesting Service with the following acquired companies:</p> <ul style="list-style-type: none"> • ECM Motor Company (acquired June 6, 1997) • Precision Meters, Inc. (acquired February 6, 1997) • IM Serve North America (acquired May 1, 2000)
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	Average of the 35 years of Social Security Taxable Wage Base ending with year the participant attains Social Security Retirement Age.
<i>Average Annual Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Index Fraction</i>	Average Annual Compensation for the participant as of the day of determination divided by the participant's Average Annual Compensation as of December 31, 1995, where the fraction is not less than one.
<i>Integration Level</i>	As of a specific determination date, a dollar amount equal to the Social Security Taxable Wage Base for the calendar year containing the determination date multiplied by 40%. This amount shall be rounded to the nearest multiple of \$100.
<i>Social Security Taxable Wage Base</i>	The amount of wages from which Social Security Taxes are required to be withheld in accordance with the Federal Insurance Contributions Act, or any successor act, which in effect at the beginning of the plan year.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>The greater of A. and B. as below.</p> <p>A. The sum of (i) and (ii) below.</p> <p>(i) The sum of a. and b. below:</p> <p>a) 0.95% multiplied by participant's Average Annual Compensation times years of Credited Service earned after December 31, 1995</p> <p>b) 0.65% of the participant's Average Annual Compensation in excess of Covered Compensation times years of Credited Service earned after December 31, 1995, where the number of years of Credited Service is limited to 35 years.</p> <p>(ii) The participant's accrued benefit determined under the prior plan as of December 31, 1995.</p> <ul style="list-style-type: none"> • For the participants who were active participants under the plans as listed below, A(ii). is multiplied by the Index Fraction: <ul style="list-style-type: none"> - BTR Inc, Pension Plan for Salaried Employees - Niagra Lockport Salaried Plan - Clarkson Salaried Plan - Schlegel General Plan - DCE Plan - Stewart-Warner Corporation Retirement Income Plan (Part A) - Lister-Petter Prior Plan - M&F Salaried Plan - Power Conversion Inc. Plan - Stewart-Warner Corporation Plan - Hawker Pacific Plan - GenCorp Inc. Pension Plan (accrued benefit determined February 15, 1996)
	<p>B. The sum of (i) and (ii) as below:</p> <p>(i) The sum of a. and b. multiplied by c. plus d. below:</p> <p>a. 0.9% multiplied by participant's Average Annual Compensation up to the Integration Level determined at December 31, 2001.</p> <p>b. 1.4% of the participant's Average Annual Compensation in excess of the Integration Level determined at December 31, 2001.</p> <p>c. Participant's years of Credited Service, not to exceed 30 years, earned after December 31, 1995 but before December 31, 2001.</p> <p>d. The participant's accrued benefit determined under the prior plan as of December 31, 1995 indexed for increases in final average pay through December 31, 2001 as applicable.</p> <p>(ii) The benefit provided in A(i) based on Credited Service earned after December 31, 2001.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.

*Schedule SB, Part V — Summary of Plan Provisions***BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)**

<i>Form of Payment</i>	<p>Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.</p> <p>Additional payment options may be available to participants subject to prior plan provisions.</p>
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	<p>Age 55 with at least 10 years of Vesting Service</p> <p>For participants in the Dranetz Technologies, Inc. Employees Retirement Plan as of December 31, 1993, the eligibility is age 55 with at least 8 years of Vesting Service.</p> <p>For participants in the F.H. Maloney Plan on August 14, 1993 or in the Part B of the M&FC Salaried Prior Plan on or in Part A of the SW/WCC Prior Plan or in the Lister-Petter Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 5 years of Vesting Service.</p> <p>For participants in the Safetran Prior Plan as of December 31, 1995, the eligibility is age 55 with at least 9 years of Vesting Service, or age 56 with at least 8 years of Vesting Service, or age 57 with at least 7 years of Vesting Service, or age 58 with at least 6 years of Vesting Service, or age 59 with at least 5 years of Vesting Service, or age 60 with at least 4 years of Vesting Service.</p> <p>For participants in the Weavexx Non-Exempt Prior Plan as of December 31, 1995, the eligibility is the earlier of (i) age 50 with at least 20 years of Vesting Service or (ii) age 55.</p> <p>For participants in the Stewart-Warner Prior Plan as of December 31, 1995 who became employees under the Stewart-Warner Prior Plan prior to January 1, 1976, the eligibility is age 55 regardless of the number of years of Vesting Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)*Early Retirement (continued)**Benefit*

Accrued normal retirement benefit reduced by 0.333% for each month by which the participant's benefit commencement date precedes his normal retirement date. This reduction applies to A(i)(a) and the corresponding benefit derived in B(ii).

The excess piece, i.e., A(i)(b) and the corresponding excess benefit in B(ii) is reduced based on the following table:

<u>Age</u>	<u>Excess Reduction Factor</u>
65	1.000
64	0.923
63	0.846
62	0.769
61	0.730
60	0.692
59	0.653
58	0.615
57	0.577
56	0.529
55	0.486

In no circumstance, will the early retirement benefit for any participant in a prior plan on December 31, 1995 be less than the early retirement benefit determined as of December 31, 1995 under the terms of the prior plan.

The BTR early retirement reduction factors will continue to apply to any pieces of the benefit due to the BTR formula, i.e., A(ii) and B(i). Refer to the BTR Non-Controls Employees provision summary for these factors.

Commencement

Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.

Form of Payment

Same as for normal retirement.

*Deferred Vested Benefit**Eligibility*

If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.

Benefit

Accrued normal retirement benefit payable at age 65.

Commencement

An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Form of Payment

Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

BTR CONTROLS SALARIED EMPLOYEES AND CONTROLS HOURLY EMPLOYEES HIRED PRIOR TO JANUARY 1, 2002 (CONTINUED)

<i>Disability Benefit</i>	
<i>Eligibility</i>	If the active participant is eligible for a company-sponsored long-term disability (LTD) benefit, he or she will continue to accrue Credited and Vesting Service under the plan during periods of disability, but Average Annual Compensation is determined as of the date disability commenced. Pre-2002 LTD employees stay in the terms of the plan at the time of disability. Effective January 1, 2002, no new participants are eligible for disability benefits unless they are covered under an LTD plan.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	As described under eligibility.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	If a participant dies after five years of Vesting Service and has been married at least one year, 50% of the accrued normal retirement benefit, based on Average Annual Compensation and Credited Service at the time of death, reduced by appropriate early retirement and qualified joint and survivor option factors. Benefit begins at the later of the participant's death or the date the participant would have attained early retirement age.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected. \$5,000 lump sum death benefit payable if a participant terminates employment, is eligible to retire and receives his/her benefits as an annuity.
<i>Actuarial Equivalent Except as Noted Below</i>	An amount having equal value when computed on the basis of a 5% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***FOXBORO**

<i>Effective Date</i>	September 1, 1976
<i>Eligibility</i>	<p>The first of the month following age 21 and completion of one Employment Year during which he/she was credited with at least 1,000 Hours of Service.</p> <p>The plan has been closed to new entrants hired on or after January 1, 2005. In addition, employees hired before January 1, 2005 were eligible to forego future defined benefit accruals in return for enhanced defined contribution plan benefits.</p>
<i>Hours of Service</i>	Each employee will be credited with 190 hours of service for each calendar month if he/she completed at least one hour of service during said calendar month. For employment less than full time, employee will be credited with one year of service for each year of service actually completed.
<i>Employment Year</i>	A consecutive 12 month period computed from the day employee first completed an Hour of Service with the employer, and any anniversaries of such day.
<i>Credited Service</i>	<p>One year of Credited Service is granted for each Employment Year on or after September 1, 1985 in which an employee is a participant and has been credited with 2,280 or more Hours of Service. A participant who is credited with less than 2,280 Hours of Service in an Employment Year shall be credited with a ratable fraction of a Year of Credited Service.</p> <p>Prior to September 1, 1985, Credited Service is provided for periods of employment during which the participant would have been a participant had the eligibility provisions always been in effect.</p> <p>Credited service was frozen as of November 1, 2009.</p>
<i>Vesting Service</i>	For employment prior to September 1, 1976, all service under the provisions of the plan in effect prior to September 1, 1976 is counted except for service preceding attainment of age 18. On or after September 1, 1976, an employee shall be credited with one year of Vesting Service for each year in which he or she is credited with 1,000 or more Hours of Service, except that Employment Years preceding the Employment Year in which he or she attains 18 are disregarded.
<i>Actual Monthly Compensation</i>	Monthly equivalent of the basic rate of wage or salary including shift premiums and sales incentive payments. Overtime, commissions, bonus, profit-sharing allocations and certain other forms of extra compensation are excluded from this definition. Compensation includes deferrals made pursuant to Code Section 401(k) and Code Section 125.
<i>Base Monthly Compensation</i>	Average of the highest 60 consecutive Actual Monthly Compensation amounts.
<i>Primary Social Security Benefit</i>	“Primary Insurance Amount” under the terms of Federal Social Security Act in effect as of the applicable date.
<i>Normal Retirement</i>	
<i>Eligibility</i>	A participant is eligible for a normal retirement pension as of the first day of the month coinciding with or next following his 65th birthday.

*Schedule SB, Part V — Summary of Plan Provisions***FOXBORO (CONTINUED)**

<i>Benefit</i>	<p>A participant retiring on or after his Normal Retirement Date is entitled to a monthly pension determined as follows:</p> <p>One and one-half percent (1.5%) of his Base Monthly Compensation less 1.5% of the participant's Primary Social Security Benefit, multiplied by his Credited Service (up to a maximum of 40 years).</p> <p>Participants who met the "rule of 75" on October 31, 1998 have a frozen minimum accrued benefit equal to their accrued benefit as of October 31, 1998 based on an additional five years of Credited Service. The "rule of 75" is satisfied if the sum of age and years of employment equals or exceeds 75.</p> <p>Employees of Triconex Corporation ceased to accrue benefits under the plan as of May 31, 1999.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	For married participants the normal form of payment is a reduced 66-2/3% qualified joint and past survivor benefit. For unmarried participants, benefits are normally paid in a single life annuity form. Other forms of payments are available on an Actuarially Equivalent basis.
<i>Early Retirement</i>	
<i>Eligibility</i>	Early retirement is permitted after attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	<p>A participant who retires early is entitled to receive either:</p> <p>(a) the benefit accrued at Early Retirement Date commencing on his/her Normal Retirement Date, or</p> <p>(b) an immediate benefit reduced at the rate of 4/12 of one percent for each full month by which his/her retirement pension starting date precedes his/her Normal Retirement Date. For a participant age 62 or over with 25 years of service or more, 2/12 of one percent. Unreduced for a participant age 62 or over with 40 years of service or more.</p> <p>Participants who met the "rule of 75" on October 31, 1998 will receive a minimum benefit equal to their accrued benefit determined as of October 31, 1998 based on an additional five years of Credited Service and reduced as above, but based on an additional five years of age at October 31, 1998.</p>
<i>Commencement</i>	Anytime between early retirement date and normal retirement date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement

Schedule SB, Part V — Summary of Plan Provisions

FOXBORO (CONTINUED)

Disability Benefits (Not Covered by LTD Plan)

<i>Eligibility</i>	Any participant who elected not to be covered by any Long-Term Disability Plan of the employer and who suffers a disability after he or she has completed 5 or more years of Vesting Service shall be entitled to a disability retirement pension.
<i>Benefit</i>	Accrued normal retirement benefit at date of disability payable at age 65
<i>Commencement</i>	Same as for deferred benefit
<i>Form of Payment</i>	Same as for normal retirement

Disability Benefits (Covered by LTD Plan)

<i>Eligibility</i>	Any participant who elected to be covered by any Long-Term Disability Plan of the employer and who suffers a disability after he or she has completed 5 or more years of Vesting Service shall be considered for all purposes of this plan as if such employee had continued to complete Hours of Service and to receive his/her Actual Monthly Compensation during such absence at the same rate as he/she was just prior to such leave and shall not be deemed to have terminated his/her employment.
<i>Benefit</i>	Accrued normal retirement benefit.
<i>Commencement</i>	Same as for normal retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his normal retirement date or, at his option, in a reduced amount prior to his normal retirement date, but after eligibility for early retirement.
<i>Form of Payment</i>	Same as for normal retirement

Late Retirement

Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.

*Schedule SB, Part V — Summary of Plan Provisions***FOXBORO (CONTINUED)***Death benefit*

<i>Before Retirement</i>	<p>A married participant continuing in employment after becoming vested is covered by a pre-retirement joint and survivor benefit. Such benefit provides for payment of the 66-2/3% surviving spouse's retirement benefit during the life of the deceased participant's spouse from the time the participant would have been eligible for early retirement.</p> <p>Coverage for a terminated vested participant is borne by the participant via a reduction to the participant's accrued benefit while coverage is in effect.</p>
<i>After Retirement</i>	<p>Upon the death of a retired participant a lump sum payment of \$2,000 is paid in addition to such amount as may be payable under any form of annuity elected.</p> <p>Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.</p>
<i>Actuarial Equivalent Except as Noted Below</i>	Means an amount having equal value when computed on the basis of a 5% interest rate and Pentad-90 mortality.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***APV SALARIED**

<i>Effective Date</i>	January 1, 1989
<i>Eligibility</i>	<p>Each salaried employee of APV becomes a participant and is covered under the plan on the first day of the calendar month coincident with or next following the date on which the employee earns 1,000 or more Hours of Service in such 12 consecutive month period from date of employment or from the anniversary of date of employment.</p> <p>The plan has been closed to new entrants hired on or after January 1, 2005. In addition, employees hired before January 1, 2005 were eligible to forego future defined benefit accruals in return for enhanced defined contribution plan benefits.</p>
<i>Hours of Service</i>	<p>The determination and crediting of an Hour of Service under the Plan shall be in accordance with the provisions of the Department of Labor Regulations 2530.200b-2.</p> <p>In the event records do not accurately reflect the actual number of Hours of Service to be credited to a participant, such participant shall be credited with 45 hours of service per week if such participant would be credited with at least one Hour of Service during such week.</p>
<i>Benefit Service</i>	<p>Benefit Service is granted for employment with an employer as an eligible employee for every 12 months of service that the participant completes. A participant shall be credited with a month of service for each calendar month during which he or she was employed for at least 15 days.</p> <p>For former participants in the St. Regis Paper Company Retirement Plan, only service since January 1, 1973 is counted.</p> <p>Benefit service as frozen as of November 1, 2009.</p>
<i>Vesting Service</i>	<p>For a participant that was covered under a prior plan as of December 31, 1975, service prior to December 31, 1975 shall be credited in accordance with the prior plan provisions.</p> <p>After January 1, 1976, a participant shall accrue one year of Vesting Service for each plan year in which he or she has 1,000 or more Hours of Service. No Vesting Service shall be granted for a plan year in which the participant has less than 1,000 Hours of Service.</p>
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, excluding any amount attributable to taxable fringe benefits earned during the plan year. Compensation includes deferrals made pursuant to Code Section 401(k) and Code Section 125.
<i>Final Average Salary</i>	The participant's average monthly rate of "Compensation" paid or accrued to the participant for services with the employer for the 60 consecutive calendar months that produces the highest such average within the participant's final 120 months of Benefit Service. For disabled participants, the participant's monthly compensation in effect prior to disability is assumed to continue during disability.
<i>Social Security Benefit</i>	The amount estimated to be the "Primary Insurance Amount" which may be payable to the participant at the later of his or her Normal or Late Retirement Date under the terms of the Federal Social Security Act as in effect on the applicable date as of which such determination is being made.

Schedule SB, Part V — Summary of Plan Provisions

APV SALARIED (CONTINUED)

Normal Retirement	
<i>Eligibility</i>	A participant is eligible for a normal retirement pension as of the later of the first day of the month coinciding with or next following his 65th birthday and the fifth anniversary of the date the participant first participated in the plan.
<i>Benefit</i>	<p>A participant retiring on or after his Normal Retirement Date is entitled to an monthly pension determined as the greater of A or B:</p> <p>A. 1% of Final Average Salary times years of Benefit Service, or</p> <p>B. 1.67% of Final Average Salary times years of Benefit Service up to 30 years less 1.67% of Social Security Benefit times years of Benefit Service up to 30 years</p> <p>For former participants of the St. Regis Paper Company Retirement Plan for Salaried Employees prior to January 1, 1973, the benefit is calculated as above plus a monthly supplemental benefit is determined as follows:</p> <p>(a) .8% of final average compensation up to \$650, plus 1% of final average pay over \$650, times the participant's years of continuous service from January 1, 1968 to December 31, 1972 before the participant was eligible to participate in the St. Regis Paper Company Retirement Plan for Salaried Employees (limited to 2 years of continuous service),</p> <p>Plus</p> <p>(b) 1.15% of final average pay up to \$650, plus 1.5% of final average pay over \$650, times the participant's years of continuous service from January 1, 1968 to December 1, 1972 while the participant was a participant in the St. Regis Paper Company Retirement Plan for Salaried Employees</p> <p>Minus</p> <p>(c) the full amount of frozen benefit that the participant had accrued under the St. Regis Paper Company Retirement Plan for Salaried Employees from January 1, 1968 to December 31, 1972.</p>
<i>Commencement</i>	Payments commence at the later of the first day of the month following retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis. Additional payment options may be available to participants subject to prior plan provisions.
Early Retirement	
<i>Eligibility</i>	A participant is eligible for early retirement on the first day of the month following attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	<p>a) the benefit accrued to his or her Early Retirement Date commencing on his Normal Retirement Date, or</p> <p>an immediate benefit reduced at the rate of 3/12 of one percent for each full month by which his retirement pension starting date precedes his or her Normal Retirement Date</p>

*Schedule SB, Part V — Summary of Plan Provisions***APV SALARIED (CONTINUED)**

<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Disability Retirement</i>	
<i>Eligibility</i>	A participant is eligible for disability retirement on the first day of the month he or she has been totally and permanently disabled for six months provided that the participant has completed 14.5 years of Vesting Service at the commencement of such disability period.
<i>Benefit</i>	The disability benefit is determined as if the participant had remained in active service with the company until retirement and had earned the same rate of compensation he or she was receiving prior to becoming disabled.
<i>Commencement</i>	As described under eligibility
<i>Form of Payment</i>	Same as for normal retirement
<i>Deferred Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his normal retirement date or, at his option, in a reduced amount prior to his normal retirement date, but after eligibility for early retirement.
<i>Form of Payment</i>	Same as for normal retirement
<i>Death Benefit</i>	
<i>Before Retirement</i>	A married participant continuing in employment after becoming vested is covered by a pre-retirement joint and survivor benefit. Such benefit provides for payment of the 50% surviving spouse's retirement benefit during the life of the deceased participant's spouse from the time the participant would have been eligible for early retirement.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	Means an amount having equal value when computed on the basis of the Special Unisex Mortality Table prepared by the Wyatt Company, based on 1976 PET Table, where the joint annuitant is assumed to be the opposite sex of the participant, and a 7.5% interest rate.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - APV LAKE MILLS**

Effective Date	January 1, 1973, amended and restated January 1, 2001
Eligibility	An employee enters the plan on the first day of the twelve-consecutive month period from date of employment or from anniversary of date of employment during which 1,000 or more Hours of Service are earned. Effective April 1, 1998, no additional employees will become eligible to participate in the plan.
Benefit Service	
(a) Participant on or after January 11, 1986	Years and months of continuous service from hire date but prior to April 1, 1998.
(b) Participant prior to January 11, 1986	As determined under the provisions of the plan in effect as of January 10, 1986.
Vesting Service	
(a) Participant on or after January 11, 1986	Years and months of continuous service with the company.
(b) Participant prior to January 11, 1986	As determined under provisions of the plan in effect as of January 10, 1986.
Normal Retirement	
• Eligibility	The first of the month coinciding with or next following the participant's 65th birthday.
• Benefit	\$20.00 times Benefit Service prior to January 1, 1973 plus \$25.00 times Benefit Service after January 1, 1973 for retirements occurring on or after January 1, 1998. Effective April 1, 1998, there shall be no future benefit accruals for current employees.
• Commencement	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
• Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants.
Late Retirement	Each employee who continues to be an employee after attaining his/her normal retirement age shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for Normal Retirement as of his/her late retirement date.
Early Retirement	
• Eligibility	The first of the month coinciding with or next following the participant's attainment of age 55 and completion of fifteen years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reduction or at his/her early retirement date with a reduction of .5% for each month between ages 60 and 65 and .3% for each month between the ages 55 and 60 by which the commencement date precedes the normal retirement date. For participants who have attained age 62 and completed thirty years of Benefit Service, there is no reduction to the employee's accrued normal retirement benefit.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - APV LAKE MILLS (CONT'D)**

• Commencement	Anytime between early retirement date and normal retirement date, at the employees election.
• Form of Payment	Same as normal retirement.
Disability Retirement	
• Eligibility	The first day of the month coincident with or next following the date the participant has been totally and permanently disabled such that he or she is prevented from engaging in any employment for a period of six months, provided that the participant has completed ten years of Vesting Service at the commencement of such total and permanent disability.
• Benefit	Prior to age 65 and disability date on or after January 1, 1997, \$25.00 times Benefit Service as of disability date. At age 65, the accrued normal retirement benefit using Benefit Service as of disability date.
Deferred Vested Benefit	
• Eligibility	If a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement.
• Commencement	An employee's deferred vested benefit shall commence in full on his or her normal retirement date, or at the participant's option, in a reduced benefit prior to normal retirement any time after attaining age 55, provided the employee has fifteen or more years of Vesting Service. Reduction factors are the same as for early retirement.
• Form of Payment	Same as normal retirement.
Death Benefit	
• Before Retirement	Upon the death of a vested participant who has been married for at least one year, his or her surviving spouse shall be eligible to receive a pre-retirement surviving spouse annuity. The pre-retirement surviving spouse annuity provides a reduced benefit equal to the benefit the spouse would have received had the participant retired on the day preceding his or her date of death (or had survived until his or her earliest retirement date, if death occurs prior to such date, and retired on such date) and elected to receive benefits in the 50% Joint and Survivor Annuity Form.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows: <ul style="list-style-type: none"> • 10-Year certain and life • 50%, 66 2/3% and 75% joint and survivor
Actuarial Equivalent (small cashouts for lump sums)	Based on the 1976 PET unisex mortality table and 7% interest rate. For lump sum amounts paid during the period January 1, 2001 through December 31, 2007, the blended 1983 Group Annuity Mortality Table ("GAM83") is used. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN**

Effective Date	May 1, 1956, amended and restated January 1, 1997
Eligibility	Any shop hourly class (paid on an hourly basis) or bargaining class (represented by a bargaining unit for collective bargaining purposes) employee who has attained age 21 and completed one year of service equal to 1,000 hours of work. Effective April 1, 2002, no future employees or plan members will become active plan members.
Benefit Service	The sum of (i) and (ii) where: (i) equals an employee's service with the employer before May 1, 1976 expressed in whole years and functional parts of a year (counting a complete month as a functional part of year); (ii) equals an employee's service on and after May 1, 1976 expressed as years and fractional parts of a year with 365 days equal to one year. Plan service has been frozen as of April 1, 2002.
Vesting Service	The sum of (i) and (ii) where: (i) equals employee's service with the employer before May 1, 1976; (ii) equals one year of service for each consecutive 12 month period beginning on the employee's hire date in which an employee is credited with at least one hour of service.
Average Compensation	The monthly average of compensation plus elective deferral contributions received for the five consecutive years out of the ten latest compensation years prior to retirement date which gives the highest average.
Short Service Percentage	The percentage obtained by dividing the number of complete months of service between a participant's date of employment and retirement date by 300 (maximum 100%).
Accrued Benefit Adjustment	The quotient of the number of years and completed months of service as of a given date divided by the number of years and completed months of service as of normal retirement age.
Social Security Benefit	The monthly payment of primary insurance benefits expected to become payable at age 65 under Title II of the Federal Social Security Act as in force on the earliest of the employee's retirement date, normal retirement date, or the date the employee becomes an inactive participant.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN (CONT'D)**

Normal Retirement	
• Eligibility	Attainment of age 65 and five years of participation.
• Benefit	The product of (i), (ii) and (iii) where: (i) equals 40% of Average Compensation reduced by 50% of the Social Security Benefit; (ii) equals the Accrued Benefit Adjustment; (iii) equals the Short Service Percentage. In no event will the benefit be less than \$25 multiplied by the Accrued Benefit Adjustment and Short Service Percentage. Plan benefits have been frozen as of April 1, 2002.
• Form of Payment	Monthly annuity with payments guaranteed for ten years and life thereafter.
Late Retirement Benefit	
• Eligibility	Any employee who continues to be an employee after attaining his/her normal retirement age.
• Benefit	Greater of accrued benefit on normal retirement date actuarially increased to late retirement date or accrued benefit on late retirement date.
Early Retirement	
• Eligibility	Attainment of age 55 and completion of ten years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reductions or at his/her early retirement date with a reduction of 3% for each year that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.
Deferred Vested	
• Eligibility	100% if a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement and reduced by 3% for each year that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER TONAWANDA PLAN (CONT'D)**

Death Benefit	
• Before Retirement	Upon death a qualified married participant vested in an accrued benefit, his or her surviving spouse shall be eligible to receive a monthly annuity payable deferred to participant's earliest retirement date if later than the date of death. The amount paid to the surviving spouse is equal to the amount that would have been paid had the participant terminated employment on the date of death and survived to his/her earliest retirement age, retired with a qualified joint and 50% survivor annuity in effect, then died the next day.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	<p>The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows:</p> <p>Straight life</p> <p>5,10, or 15-year certain and continuous</p> <p>50%, 66 2/3%, 75% and 100% joint and survivor</p> <p>Lump sum distribution of the full amount payable</p>
Actuarial Equivalence	Based on 7.5% interest rate and the mortality table set forth in Revenue Ruling 95-6. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER GAULIN PLAN**

Effective Date	November 2, 1972, amended and restated November 2, 1997
Eligibility	Any person covered by the Labor Agreement between Gaulin Corporation and Local 1596, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW – Production and Maintenance Employees). Effective October 31, 1993, the plan was frozen to new participants.
Benefit Service	Any participant who was an employee on November 2, 1972 shall be credited with past credited service based on total seniority which he/she held with the employer on the December 31 immediately preceding November 2, 1972. After November 2, 1972, an employee shall be credited with one year of credited service for each calendar year in which he/she is credited with compensation. Effective October 31, 1993, the plan was frozen with respect to all benefit service.
Vesting Service	Same as benefit service.
Normal Retirement	
• Eligibility	First of the month coinciding with or next following the participant's 65th birthday.
• Benefit	\$13.45 per month per year of service, for retirements on or after March 1, 1983 up to October 31, 1993.
• Form of Payment	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants.
Late Retirement	
• Eligibility	Any employee who continues to be an employee after attaining his/her normal retirement age.
• Benefit	Greater of accrued benefit on normal retirement date actuarially increased to late retirement date or accrued benefit on late retirement date.
Early Retirement	
• Eligibility	First of the month commencing with or next following attainment of age 55 and completion of five years of Vesting Service.
• Benefit	The employee's accrued normal retirement benefit payable at normal retirement date without reduction or at his/her early retirement date with a reduction of .5% for each month that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***APV HOURLY - FORMER GAULIN PLAN (CONT'D)**

Disability Benefit	
• Eligibility	Any employee who, prior to retirement, becomes totally and permanently disabled as defined in Section 4.6(b) of the plan document and who has completed 10 or more years of Credited Service.
• Benefit	The accrued normal retirement benefit payable until normal retirement date.
Deferred Vested	
• Eligibility	If a participant terminated employment prior to normal retirement and has at least 5 years of Vesting Service.
• Benefit	The amount of benefit should be calculated as for normal retirement and reduced ½% for each month that benefits commence prior to normal retirement date.
• Form of Payment	Same as normal retirement.
Death Benefits	
• Before Retirement	For death after age 55, but before retirement, the spouse will receive a benefit equal to the larger of the present value of the accrued benefit or the benefit payable to the spouse as if the employee had retired and elected the 50% joint and survivor option immediately prior to his/her death.
	For death before age 55, the benefit is equal to the amount that would be payable if the employee had elected to receive a 50% joint and survivor annuity at age 55 and had died at age 55.
• After Retirement	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
Optional Form of Payment	The forms of benefit payment available to each participant shall be the actuarial equivalent of his/her normal retirement benefit on a life annuity basis. The forms of benefit are as follows: 50%, 66 2/3%, 75% and 100% joint and survivor 60, 120 and 180 months certain and continuous
Actuarial Equivalence (small cashouts for lump sums)	Based on the UP-1984 mortality table set forward one year for employees and set back four years for eligible spouses and beneficiaries and 6% interest rate. For lump sums paid on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality based on PPA rates for the applicable year is used.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – RANCO SALARIED**

<i>Effective Date</i>	September 27, 1960
<i>Participation Date</i>	January 1 or July 1 following date of hire if full time or January 1 or July 1 following 1,000 hours worked if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Exceptions: Teccor only receives service since 1981, and Maplechase and ComTrol only receive service from acquisition. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If less than 5 years, then average over the number of whole years.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – RANCO SALARIED (CONTINUED)

<i>Normal Retirement</i>	
<i>Eligibility</i>	The first day of the month following age 65.
<i>Benefit</i>	Greater of A or B
	<p>A. The sum of a., b., reduced by c. but not less than d. below:</p> <ul style="list-style-type: none"> a. 0.95% of the participant's Final Average Compensation multiplied by Credited Service b. 0.65% of the participant's Final Average Compensation in excess of Covered Compensation multiplied by his Credited Service to a maximum of 35 years c. The monthly pension the participant is entitled to under any other pension plan of the employer. d. The accrued benefit under the terms of the Plan as it existed immediately prior to November 1, 1990 (June 30, 1989 for certain highly paid employees). <p>B. The accrued benefit at June 30, 1994 plus future accruals based on the formulas in A.</p>
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month following the later of the attainment of age 55 and completion of 10 years of Vesting Service.
<i>Benefit</i>	The monthly pension equal to the Retirement Benefit based on Credited Service at termination reduced by 1/3% for each month that the commencement date of the pension precedes the Normal Retirement Date. (Benefits from A(b), the excess portion of the benefit above, are reduced by a somewhat greater percentage.)
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – RANCO SALARIED (CONTINUED)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – RANCO HOURLY**

<i>Effective Date</i>	September 30, 1960
<i>Participation Date</i>	An employee (any Plain City production and maintenance employee, any Plan City tool room employee or Teccor hourly employee) becomes a participant January 1 or July 1 following date of hire if full time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Exceptions: Teccor only receives service since 1981, and Maplechase and ComTrol only receive service from acquisition. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first day of the month following age 65.
<i>Benefit</i>	Accrued benefit as of December 31, 2001 plus \$17.25 per month per year of service on or after January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month following the later of the participant's 55th birthday and the completion of ten years of Vesting Service.
<i>Benefit</i>	The benefit is the participant's Accrued Pension as of the date his employment terminates, reduced by 3/12 of 1% for each of the first 60 months that payments commence prior to age 65, and 4/12 of 1% for each additional month.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – RANCO HOURLY (CONTINUED)

<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	If a participant becomes totally and permanently disabled before age 65 and after attaining age 40 and completing 15 years of Credited Service, a Disability Retirement Pension is payable.
<i>Benefit</i>	The monthly benefit equals the Accrued Pension.
<i>Commencement</i>	The benefit is payable on the 7th month following disability.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – ROBERTSHAW HOURLY**

<i>Effective Date</i>	January 1, 1989
<i>Participation Date</i>	January 1 or July 1 following date of hire if full-time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first of the month following age 65.
<i>Benefit</i>	\$10 per month per year of Credited Service prior to December 31, 2001, plus \$17.25 per month per year of Credited Service after January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month prior to normal retirement date after the participant has attained age 55 and completed 10 years of Vesting Service.
<i>Benefit</i>	The participant's accrued benefit at early retirement date, reduced .25% per month for the first 60 months and .333% per month for the next 60 months that benefit commencement precedes Normal Retirement.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW HOURLY (CONTIN'D)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	If a participant becomes totally and permanently disabled before age 65 and after attaining age 40 and completing 15 years of Credited Service, a Disability Retirement Pension is payable.
<i>Benefit</i>	The monthly benefit equals the accrued benefit.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW SALARY

<i>Effective Date</i>	July 22, 1943
<i>Participation Date</i>	January 1 or July 1 following date of hire if full-time or January 1 or July 1 following completion of 1,000 hours in an employment year if part-time. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If less than 5 years, then average over the number of whole years.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The first month following age 65.
<i>Benefit</i>	Greater of A. and B.: A. The sum of i) and ii) minus iii) where i) 0.95% times Final Average Compensation times years of Credited Service ii) 0.65% times Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35 years. iii) Benefit payable from other Invensys/Schneider Electric defined benefit plans B. Robertshaw formula accrued as of December 31, 2001 plus the above formula using Credited Service from January 1, 2002.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – ROBERTSHAW SALARY
(CONTINUED)**

<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	The first day of any month prior to normal retirement date after the participant has attained age 55 and completed 10 years of Vesting Service.
<i>Benefit</i>	The participant's accrued benefit at early retirement date, reduced .333% for each month that benefit commencement precedes normal retirement. (Benefits from A(ii), the excess portion of the benefit, above are reduced by a somewhat greater percentage). The Robertshaw December 31, 2001 accrued benefit uses the Robertshaw early retirement factors. Refer to the January 1, 2001 actuarial valuation report for the Invensys Inc. Controls Pension Plan for these factors.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – ROBERTSHAW SALARY
(CONTINUED)

<i>Disability Benefit</i>	
<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	0.960 + (0.0043 times (65-x)) for 10 C&C 0.905 + (0.0080 times (65-x)) for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S 0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S 0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – GRAYSON IBEW**

<i>Effective Date</i>	January 1, 1951
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service. Credited service was frozen as of November 1, 2009.
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service.
<i>Normal Retirement</i>	
<i>Eligibility</i>	The later of the first of the month coinciding with or next following 65th birthday or the first of the month coinciding with or next following the fifth anniversary of the date of participation.
<i>Benefits</i>	Credited Service as of date of retirement times \$21.50 per month.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of 1. or 2. below: 1. The employee's accrued benefit as of his deferred retirement date. 2. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON IBEW (CONTINUED)

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Years of service as of the date of disability times \$21.50 per month. If less than 65 and not entitled to Social Security, the benefit is increased by an additional \$6.00 per month multiplied by years of service up to \$150 per month until age 65 or eligible for Social Security benefits.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Death Benefit

<i>Before Retirement</i>	Completion of 5 years of service or eligible for Normal Retirement. The surviving spouse is eligible to receive a Pre-Retirement Survivor Annuity (Spouse's Benefit) if the participant dies with a vested interest (a) at any age, (b) either before or after termination of employment and (c) before benefit payments begin. If the participant dies before he is eligible for early retirement, the surviving spouse can begin to draw benefits on the date the participant would have reached early retirement age.
	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 55% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the form of payment chosen by the participant.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	55% J&S = 0.900 + or – 0.5% per year that the beneficiary is 5 years older or younger than the employee

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NEW STANTON**

<i>Effective Date</i>	January 1, 1951														
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by Union.														
<i>Credited Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours. Credited service was frozen as of November 1, 2009.														
<i>Vesting Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours.														
<i>Normal Retirement</i>															
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.														
<i>Benefit</i>	Special payment of up to 13 weeks of vacation pay plus a regular pension of a monthly benefit equal to years of service as of date of retirement times the following table payable after the special payment. <table> <tr> <th><u>Retirement After</u></th><th><u>Monthly Benefit Rate</u></th></tr> <tr> <td>September 1, 1995</td><td>\$17.00</td></tr> <tr> <td>September 1, 1996</td><td>\$18.00</td></tr> <tr> <td>September 1, 1997</td><td>\$19.00</td></tr> <tr> <td>September 1, 1998</td><td>\$20.00</td></tr> <tr> <td>September 1, 1999</td><td>\$21.00</td></tr> <tr> <td>September 1, 2000</td><td>\$22.00</td></tr> </table>	<u>Retirement After</u>	<u>Monthly Benefit Rate</u>	September 1, 1995	\$17.00	September 1, 1996	\$18.00	September 1, 1997	\$19.00	September 1, 1998	\$20.00	September 1, 1999	\$21.00	September 1, 2000	\$22.00
<u>Retirement After</u>	<u>Monthly Benefit Rate</u>														
September 1, 1995	\$17.00														
September 1, 1996	\$18.00														
September 1, 1997	\$19.00														
September 1, 1998	\$20.00														
September 1, 1999	\$21.00														
September 1, 2000	\$22.00														
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.														
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.														
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.														

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – NEW STANTON (CONTINUED)

Early Retirement

<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. There is no reduction for retirement at age 62 with 30 years of service.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Years of service as of the date of disability times the benefit multiplier then in effect.
<i>Commencement</i>	Upon disability.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – NEW STANTON (CONTINUED)

<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediately 50% Joint and Survivor Annuity. If death occurs on or after attainment of age 55, the surviving spouse will receive one-half of the benefit the employee would have been eligible for if the employee had retired with an immediate life annuity on the day before the date of death, reduced by one-half percent for each year the spouse is under age fifty (50) and further reduced by sixty-five percent (65%) of the Social Security Survivor's Benefit when the surviving spouse is age 62 or older. The minimum spouse's death benefit is seventy-five dollars (\$75) a month.
<i>After Retirement</i>	Based on the benefit option chosen.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their accrued benefits prior to age 55.
<i>Shutdown Benefit</i>	<p>If the total workforce of employees has dropped to less than 500 employees and thereafter a major function is closed down permanently, each employee subsequently laid off due to the close down may retire under the Rule of 70 or the Rule of 80.</p> <p>Rule of 70: If the employee has reached age 55 and completed ten (10) years of service and the total of the Employee's age plus service equals at least 70 or</p> <p>Rule of 80: The employee has completed at least ten (10) years of service and the total of the employee's age plus service equals at least 80.</p> <p>The benefit paid will be a special payment and a regular pension calculated as if the employee were then age sixty-five (65).</p>
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	<p>0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S</p> <p>0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S</p> <p>0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S</p> <p>Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)</p>

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON UAW

<i>Effective Date</i>	May 1, 1977										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union. Excludes leased employees.										
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service. Credited service was frozen as of November 1, 2009.										
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each near month of service.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The later of the first of the month coinciding with or next following 65th birthday or the first of the month coinciding with or next following the fifth anniversary of the date of participation.										
<i>Benefit</i>	<p>Years of Service at date of retirement times the benefit rate according to the following table.</p> <table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>Prior to May 2, 2005</td><td>\$21.50</td></tr> <tr> <td>May 2, 2005</td><td>22.50</td></tr> <tr> <td>May 1, 2006</td><td>23.50</td></tr> <tr> <td>May 7, 2007</td><td>24.50</td></tr> </table> <p>The following provisions apply in the event that: (1) the company closes its facility at 100 West Victoria Street, Long Beach, California (the "Facility"), and ceases entirely to perform any operations within a 40 mile radius of the Facility; or (2) the company becomes obligated pursuant to the provisions of the Federal WARN Act to provide notice of employment loss, either of which shall be referred to as a "Severance Event." In the case of such Severance Event, leading to the loss of employment, the company will provide the full pension multiplier of \$24.50 to those affected.</p>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	Prior to May 2, 2005	\$21.50	May 2, 2005	22.50	May 1, 2006	23.50	May 7, 2007	24.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
Prior to May 2, 2005	\$21.50										
May 2, 2005	22.50										
May 1, 2006	23.50										
May 7, 2007	24.50										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – GRAYSON UAW (CONTINUED)**

<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>
<i>Early Retirement</i>	
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. There is no reduction for retirement at age 62 with 30 years of service.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	The benefit accrued plus six dollars (\$6.00) per month up to a maximum of \$150.00 per month until the participant becomes eligible for Social Security benefits or attains age 65, at which time the benefit payable becomes the accrued benefit.
<i>Commencement</i>	Upon disability.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – GRAYSON UAW (CONTINUED)

Death Benefit

<i>Before Retirement</i>	Completion of 5 years of service or eligible for Normal Retirement. The surviving spouse is eligible to receive a Pre-Retirement Survivor Annuity (Spouse's Benefit) if the participant dies with a vested interest (a) at any age, (b) either before or after termination of employment and (c) before benefit payments begin. If the participant dies before he is eligible for early retirement, the surviving spouse can begin to draw benefits on the date the participant would have reached early retirement age.
<i>After Retirement</i>	Based on the benefit option chosen.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	55% J&S = $0.900 + \text{or} - 0.5\%$ per year that the beneficiary is 5 years older or younger than the employee. 75% J&S = $0.915 + \text{or} - 0.007$ per year that the beneficiary is 5 years older or younger than the employee

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN IAM

<i>Effective Date</i>	January 1, 1951										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.										
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each 133 hours plus one-twelfth (1/12) if the remaining hours of service are 67 or more. Credited service frozen as of November 1, 2009.										
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-twelfth (1/12) Year of Service for each 133 hours plus one-twelfth (1/12) if the remaining hours of service are 67 or more.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.										
<i>Benefit</i>	Years of Service not more than forty as of date of retirement times the benefit rate according to the following table.										
	<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>October 26, 1998</td><td>\$20.00</td></tr> <tr> <td>October 26, 1999</td><td>\$21.00</td></tr> <tr> <td>October 26, 2000</td><td>\$21.50</td></tr> <tr> <td>October 26, 2003</td><td>\$22.50</td></tr> </table>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	October 26, 1998	\$20.00	October 26, 1999	\$21.00	October 26, 2000	\$21.50	October 26, 2003	\$22.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
October 26, 1998	\$20.00										
October 26, 1999	\$21.00										
October 26, 2000	\$21.50										
October 26, 2003	\$22.50										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount on a 5 year Certain and Continuous basis for hourly unmarried participants and on a life annuity basis for salaried unmarried participants and in a reduced amount on a 55% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.										

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – TN IAM (CONTINUED)***Early Retirement*

<i>Eligibility</i>	For participants who attained age 60 and completed 15 years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has 25 or more years of service at retirement, the benefit is reduced 6% per year for each year of retirement prior to age 62.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Has completed fifteen years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	Two hundred dollars (\$200) per month payable until the participant becomes eligible for Social Security benefits, at that time benefit shall be equal to the benefit calculated as for early retirement until age 65. After age 65, the benefit will be equal to the benefit calculated as for early retirement.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN IAM (CONTINUED)

Death benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 100% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the form of payment elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Mortality Table set back one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – TN USW**

<i>Effective Date</i>	January 1, 1951										
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.										
<i>Credited Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours. Credited service frozen as of November 1, 2009.										
<i>Vesting Service</i>	One year for each calendar year of unbroken service. If less than a full year, 1/12 of a year for each 133 hours and an additional 1/12 or any remaining 67 or more hours.										
<i>Normal Retirement</i>											
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.										
<i>Benefit</i>	Years of Service not more than forty at date of retirement times the benefit rate according to the following table.										
	<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>October 16, 1998</td><td>\$18.50</td></tr> <tr> <td>October 16, 1999</td><td>\$19.50</td></tr> <tr> <td>October 16, 2001</td><td>\$20.00</td></tr> <tr> <td>October 16, 2003</td><td>\$21.00</td></tr> </table>	<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	October 16, 1998	\$18.50	October 16, 1999	\$19.50	October 16, 2001	\$20.00	October 16, 2003	\$21.00
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>										
October 16, 1998	\$18.50										
October 16, 1999	\$19.50										
October 16, 2001	\$20.00										
October 16, 2003	\$21.00										
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.										
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.										
<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>										

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – TN USW (CONTINUED)***Early Retirement*

<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday.
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 6% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has 25 or more years of service at retirement, the benefit is reduced 6% per year for each year of retirement prior to age 62.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Retirement

<i>Eligibility</i>	Has completed ten years of service and has become totally and permanently disabled such that is prevented from engaging in any employment for a period of six months and in the opinion of a physician the total disability is permanent.
<i>Benefit</i>	One hundred seventy-five dollars (\$175) per month payable until the participant becomes eligible for Social Security benefits, at that time the benefit shall be equal to the benefit calculated as for early retirement with a maximum of \$175.00 per month until age 65. Upon attainment of age 65, the maximum dollar limit shall be removed.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – TN USW (CONTINUED)

<i>Death Benefit</i>	
<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – CARTHAGE

<i>Effective Date</i>	January 1, 1977												
<i>Participation Date</i>	An employee enters the plan on their employment date and is represented by the Union.												
<i>Credited Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-tenth (1/10) Year of Service for each 160 hours of service. Credited service frozen as of November 1, 2009.												
<i>Vesting Service</i>	All continuous Years of Service with the employer. For any period of service less than a full twelve (12) months, the employee shall earn one-tenth (1/10) Year of Service for each 160 hours of service.												
<i>Normal Retirement</i>													
<i>Eligibility</i>	The first of the month coinciding with or next following 65th birthday.												
<i>Benefit</i>	Years of Service not more than thirty as of date of retirement times the benefit rate according to the following table.												
<table> <tr> <th><u>Date of Retirement</u></th><th><u>Monthly Benefit Multiplier</u></th></tr> <tr> <td>After October 1, 1995</td><td>\$13.50</td></tr> <tr> <td>After October 1, 1996</td><td>\$14.00</td></tr> <tr> <td>After October 1, 1997</td><td>\$14.50</td></tr> <tr> <td>After October 1, 1998</td><td>\$15.00</td></tr> <tr> <td>After October 1, 1999</td><td>\$15.50</td></tr> </table>		<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>	After October 1, 1995	\$13.50	After October 1, 1996	\$14.00	After October 1, 1997	\$14.50	After October 1, 1998	\$15.00	After October 1, 1999	\$15.50
<u>Date of Retirement</u>	<u>Monthly Benefit Multiplier</u>												
After October 1, 1995	\$13.50												
After October 1, 1996	\$14.00												
After October 1, 1997	\$14.50												
After October 1, 1998	\$15.00												
After October 1, 1999	\$15.50												
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.												
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.												
<i>Early Retirement</i>													
<i>Eligibility</i>	For participants who attained age 60 and completed ten years of service, the first of any month after his 60th birthday												
<i>Benefit</i>	The employee's accrued Normal Retirement Benefit payable at age 65 without reduction or at his Early Retirement Date with a reduction of 7.2% for each year by which the commencement date precedes his Normal Retirement Date. If the participant has earned 30 or more years of service, the reduction of 7.2% applies to only retirement prior to age 62.												
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.												
<i>Form of Payment</i>	Same as for normal retirement.												

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – CARTHAGE (CONTINUED)

<i>Late Retirement</i>	<p>The greater of A. or B. below:</p> <p>A. The employee's accrued benefit as of his deferred retirement date.</p> <p>B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.</p>
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1971 Group Annuity Table setback one year and an interest rate of 4.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	<p>0.890 – (0.0065 times (x-y)) + (0.005 times (65-x)) for 100% J&S</p> <p>0.915 – (0.0052 times (x-y)) + (0.004 times (65-x)) for 75% J&S</p> <p>0.941 – (0.0038 times (x-y)) + (0.003 times (65-x)) for 50% J&S</p> <p>Factors are limited to 0.999 (x is the employee's age, y is the spouse's age)</p>

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NORTH MANCHESTER HOURLY**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following completion of one year of service, if represented by the Union.
<i>Credited Service</i>	A fraction of Year of Service is earned for each Calendar Year the employee is credited with 1,000 hours of service. A full year is granted for 1,907 hours worked. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	A fraction of Year of Service is earned for each Calendar Year the employee is credited with 1,000 hours of service. A full year is granted for 1,907 hours worked.
<i>Normal Retirement</i>	
<i>Eligibility</i>	First of the month nearest 65th birthday.
<i>Benefit</i>	\$22.00 x credited service for retirements prior to October 1, 2001 \$22.50 x credited service for retirements after July 24, 2002 \$23.00 x credited service for retirements after July 24, 2003 \$24.00 x credited service for retirements after July 24, 2004
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity with 5 years certain for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The reduction is 0.33% per month prior to age 65.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – NORTH MANCHESTER HOURLY
(CONTINUED)***Deferred Vested Benefit*

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Total and Permanent Disability after 15 years of credited service.
<i>Benefit</i>	Benefits calculation as for early retirement above. If the benefit is less than \$100 amount a supplemental benefit will be paid to make the benefit equal to \$100. This supplement will cease upon the earlier of death or age 62.
<i>Commencement</i>	On disability date
<i>Form of Payment</i>	Same as normal retirement.

Death Benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on benefit form elected.
<i>Cost</i>	The cost of this benefit is borne by employees through a reduction to their pre-retirement accrued benefits.
<i>Actuarial Equivalent Except as Noted Below</i>	1984 – UP table and a 9% interest rate.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – KENDALLVILLE HOURLY**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	All Continuous Years of Service with the employer in which an employee is credited 1,700 hours. For any Period of Service less than 1,700 hours, the employee will earn a prorated amount of service to the nearest 1/12. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	All Continuous Years of Service with the employer in which an employee is credited 1,700 hours. For any Period of Service less than 1,700 hours, the employee will earn a prorated amount of service to the nearest 1/12.
<i>Normal Retirement</i>	
<i>Eligibility</i>	First of the month following age 65.
<i>Benefit</i>	\$15 x Credited Service
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	The greater of A. or B. below: A. The employee's accrued benefit as of his deferred retirement date. B. The employee's Normal Retirement Benefit is increased actuarially to reflect the additional service to the deferred age.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Credited Service
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. Reduction is 0.5% for each month prior to age 55.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – KENDALLVILLE HOURLY
(CONTINUED)***Deferred Vested benefit*

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Disability Benefit

<i>Eligibility</i>	Total and Permanent Disability after 10 years of credited service.
<i>Benefit</i>	Benefits as calculated for normal retirement above. A supplemental benefit of \$15.00 x credited service until eligible for Federal Social Security disability benefits or unreduced old age benefits.
<i>Commencement</i>	On disability date.
<i>Form of Payment</i>	Same as normal retirement.

Death benefit

<i>Before Retirement</i>	The same amount that the spouse would have received if the participant had: <ol style="list-style-type: none"> Separated from service on the date of death Survived to the earliest retirement age. Retired with an immediate 50% Joint and Survivor Annuity.
<i>After Retirement</i>	Based on the benefit form elected.
<i>Actuarial Equivalent Except as Noted Below</i>	97% of male rates and 3% of female rates of 1971 GAM Table projected to 1978 with scale E and an interest rate of 7.5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WEST PLAINS PLANT HOURLY

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Elapsed months with service determined to the end of the month of termination. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Elapsed months with service determined to the end of the month of termination.
<i>Normal Retirement</i>	
<i>Eligibility</i>	65th birthday
<i>Benefit</i>	\$14 times Credited Service at December 31, 2001 plus \$17.25 times Credited Service after January 1, 2002
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Vesting Service
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The reduction is 3/12 of 1% for each of the first 60 months that payment precedes age 65, and 4/12 of 1% for each additional month.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WEST PLAINS PLANT HOURLY
(CONTINUED)

<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Total and Permanent Disability after 15 years of credited service.
<i>Benefit</i>	Unreduced accrued benefit payable until 65 (or earlier if retire) as a life annuity, optional forms offered at retirement. If married and die prior to retirement then standard death benefits apply.
<i>Commencement</i>	On the 7th month following disability.
<i>Form of Payment</i>	Same as normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	<p>The same amount that the spouse would have received if the participant had:</p> <ul style="list-style-type: none"> a. Separated from service on the date of death b. Survived to the earliest retirement age. c. Retired with an immediate 50% Joint and Survivor Annuity. <p>A \$5,000 lump sum death benefit is payable if terminated after retirement eligibility and receive benefits as an annuity.</p>
<i>After Retirement</i>	Based on benefit form chosen.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – WINTERSET, IOWA**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment.
<i>Normal Retirement</i>	
<i>Eligibility</i>	65th birthday
<i>Benefit</i>	0.95% of Final Average Compensation times years of Credited Service plus 0.65% of Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35. Participants get greater of above and the benefit formula accrued as of December 31, 2001 plus above formula with service from January 1, 2002 forward.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – WINTERSET, IOWA (CONTINUED)**

<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.
<i>Early Retirement</i>	
<i>Eligibility</i>	Age 55 with 10 years of Vesting Service. 5 years are required for those age 60 or vested as of January 1, 2002.
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The December 31, 2001 accrued benefit is reduced based on the provisions of the prior plan. The current formula is reduced 0.33% per month. The excess portion has a higher reduction.
<i>Commencement</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Form of Payment</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Deferred Vested Benefit</i>	
<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued normal retirement benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.
<i>Form of Payment</i>	Same as for normal retirement.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – WINTERSET, IOWA (CONTINUED)

Disability Retirement

<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	Based on benefit form chosen.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums (small cashouts)</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***THE CONTROLS COMPONENT – EATON SALARIED**

<i>Effective Date</i>	July 1, 1998
<i>Participation Date</i>	January 1 or July 1 following date of hire. The plan has been closed to new entrants hired on or after January 1, 2005.
<i>Credited Service</i>	Credited Service is granted for employment with an employer as an eligible employee, or, if later, after the employer became an affiliated employer. Years of Credited Service is measured in elapsed months with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th. Service is counted in number of months, rounded to the nearest 1/10th. Credited service frozen as of November 1, 2009.
<i>Vesting Service</i>	Years of Vesting Service is measured in elapsed months, with service determined to the end of the month containing the date of termination, rounded to the nearest 1/10th.
<i>Compensation</i>	Compensation is total amount paid in the plan year as reported on IRS Form W-2, including severance, and excluding any amount attributable to any stock plan and taxable fringe benefits earned during the year. Compensation includes deferrals made pursuant to Code Section 401(k) or 125.
<i>Covered Compensation</i>	The average of the Social Security Wage Bases over the 35 year period ending with the year of attainment of Social Security Retirement Age.
<i>Final Average Compensation</i>	The participant's average annual compensation for the 5 full non-consecutive calendar years in which the largest amounts of Compensation were received during the final 10 years of the participant's employment. If fewer than 5 years, then average over the number of whole years.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – EATON SALARIED (CONTINUED)

Normal Retirement

<i>Eligibility</i>	First of the month following age 65.
<i>Benefit</i>	0.95% of Final Average Compensation times years of Credited Service plus 0.65% of Final Average Compensation in excess of Covered Compensation times years of Credited Service limited to 35. Participants get the greater of above and the benefit accrued as of December 31, 2001 plus above formula with service from January 1, 2002 forward.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% joint and survivor basis for married participants. Other forms of payment are available on an Actuarially Equivalent basis.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his normal retirement age and retires prior to attaining age 70½ shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for normal retirement as of his Late Retirement Date.

Early Retirement

<i>Eligibility</i>	Age 50 with 10 years of service if employment is terminated by the company, age 55 with 10 years of service otherwise.
<i>Benefit</i>	Accrued benefit payable at age 65 or a reduced benefit payable immediately. The December 31, 2001 benefit is reduced based on the provisions of the prior plan. The current formula is reduced 0.33% per month. The excess portion has a higher reduction.
<i>Commencement</i>	Anytime between Early Retirement Date and Normal Retirement Date, at the employee's election.
<i>Form of Payment</i>	Same as for normal retirement.

Deferred Vested Benefit

<i>Eligibility</i>	If a participant terminates employment prior to normal retirement and has at least 5 years of Vesting Service, the participant is eligible to receive a benefit at normal retirement age.
<i>Benefit</i>	Accrued Normal Retirement Benefit payable at age 65.
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his Normal Retirement Date or, at his option, in a reduced amount prior to his Normal Retirement Date, but after eligibility for early retirement. Benefits shall be reduced in the same manner as early retirement. An employee who has at least 5 but less than 10 years of Vesting Service and is at least age 55 can retire with an Actuarial Equivalent reduction to his or her accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions

THE CONTROLS COMPONENT – EATON SALARIED (CONTINUED)

Deferred Vested Benefit (continued)

<i>Form of Payment</i>	Same as for normal retirement.
<i>Disability Benefit</i>	
<i>Eligibility</i>	Permanently unable to engage in any substantial employment and covered under the LTD Plan.
<i>Benefit</i>	Credited service continues to accrue until retirement or disability ends. Compensation is assumed at the last rate of compensation prior to disability. Pre-2002 LTD employees stay in terms of the plan at the time of disability.
<i>Commencement</i>	At retirement.
<i>Form of Payment</i>	Same as for normal retirement.
<i>Death Benefit</i>	
<i>Before Retirement</i>	Upon the death of a vested participant, the surviving spouse will become eligible for a qualified joint and 50% survivor benefit.
<i>After Retirement</i>	A lump sum payment of \$5,000 is paid to the beneficiary of a participant who dies after retiring under the early, normal or late retirement provisions in addition to such amount as may be payable under any form of annuity elected. Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Lump Sum Payments</i>	Some participants are eligible for an unlimited lump sum of the December 31, 2001 accrued benefit.
<i>Actuarial Equivalent Except as Noted Below</i>	1983 Group Annuity Mortality Table blended 50% for males and 50% for females and an interest rate of 5%.
<i>Actuarial Equivalent for Lump Sums</i>	Effective January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.
<i>Actuarial Equivalent for Certain and Continuous (C&C) option</i>	$0.960 + (0.0043 \text{ times } (65-x))$ for 10 C&C $0.905 + (0.0080 \text{ times } (65-x))$ for 15 C&C Factors are limited to 0.999 (x is the employee's age)
<i>Actuarial Equivalent for Joint and Survivor (J&S) option</i>	$0.890 - (0.0065 \text{ times } (x-y)) + (0.005 \text{ times } (65-x))$ for 100% J&S $0.915 - (0.0052 \text{ times } (x-y)) + (0.004 \text{ times } (65-x))$ for 75% J&S $0.941 - (0.0038 \text{ times } (x-y)) + (0.003 \text{ times } (65-x))$ for 50% J&S Factors are limited to 0.999 (x is the employee's age; y is the spouse's age)

*Schedule SB, Part V — Summary of Plan Provisions***SAFETRAN SYSTEMS CORPORATION**

<i>Effective Date</i>	November 1, 1951
<i>Eligibility</i>	<p>All collectively bargained employees of Safetran Systems Corporation become participants on the first day of the month coincident with or next following the completion of one year of Vesting Service and the attainment of age 21. Leased employees are not eligible to participate under the Plan.</p> <p>Effective June 30, 2010, participation was closed to non-Cucamonga Bargaining Employees.</p>
<i>Credited Service</i>	<p>One year of Credited Service means the number of calendar years, determined to the nearest month, before a participant's Normal Retirement Date during which the employee has service as an eligible employee. A month of service for this purpose is defined as a calendar month in which the employee is in service for fifteen or more days.</p> <p>Effective June 30, 2010, Credited Service was frozen for non-Cucamonga Bargaining Employees.</p>
<i>Vesting Service</i>	One year of Vesting Service is earned in each calendar year in which the participant is credited with 1,000 or more hours of service.
<i>Base Earnings</i>	Base Earnings generally include all wages paid while an active participant by the company excluding bonuses and commissions. Base Earnings include amounts deferred on a pre-tax basis under a 401(k) plan or a Section 125 cafeteria plan of the company.

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

Normal Retirement

<i>Eligibility</i>	Age 65
<i>Benefit</i>	<p>For non-Cucamonga Bargaining Employees, and Cucamonga Bargaining Employees for periods prior to January 27, 1989, the monthly benefit payable upon retirement is equal to one-twelfth of the greater of (a) plus (b), or (c) as follows:</p> <ul style="list-style-type: none"> (a) 0.75% times the participant's first \$6,600 of Base Earnings plus 1.5% times the Base Earnings in excess of \$6,600 for each year of service after January 1, 1968 (b) 1% times the first \$6,000 of the participant's 1967 Base Earnings plus 1.5% times the participant's 1967 Base Earnings in excess of \$6,600, the sum multiplied by whole years of active contributory service from the later of age 25 and 2 years of service to December 31, 1967 (c) minimum benefit of \$30 times years of Credited Service not in excess of 30 plus 15% of total employee contributions, if any. <p>For Cucamonga Bargaining Employees, for periods after January 27, 1989, the monthly benefit payable upon retirement is equal to one-twelfth of the greater of (a) plus (b), or (c) as follows:</p> <ul style="list-style-type: none"> (a) 1.8% times the participant's Base Earnings for each year of service after January 27, 1990 (b) 1.25% times the first \$6,600 of the participant's Base Earnings plus 2% times the participant's Base Earnings in excess of \$6,600, for the period beginning January 27, 1989 and ending January 27, 1990 (c) minimum benefit of \$30 times years of Credited Service not in excess of 30 plus 15% of total employee contributions, if any.
<i>Commencement</i>	Payments commence on the later of the first day of the month following an employee's retirement or the date the participant applies for the benefit.
<i>Form of Payment</i>	Benefits are normally payable in an unreduced amount as a life annuity for unmarried participants and in a reduced amount on a 50% Joint and Survivor basis for married participants.
<i>Late Retirement</i>	Each employee who continues to be an employee after attaining his/her Normal Retirement Age shall be entitled upon actual retirement to receive a monthly benefit determined in the same manner as for Normal Retirement as of his/her Late Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

Early Retirement

<i>Eligibility</i>	Age 55 provided that the sum of attained age and completed years of Vesting Service is greater than or equal to 64 (with minimum of at least 4 years of Vesting Service).																
<i>Benefit</i>	<p>The amount of benefit is computed as for Normal Retirement. The benefit is payable in full at age 62, or multiplied by the appropriate early retirement factor as follows:</p> <table> <tr> <th>Age</th><th>Early Retirement Factor</th></tr> <tr> <td>55</td><td>57.90%</td></tr> <tr> <td>56</td><td>63.50%</td></tr> <tr> <td>57</td><td>69.40%</td></tr> <tr> <td>58</td><td>75.20%</td></tr> <tr> <td>59</td><td>80.80%</td></tr> <tr> <td>60</td><td>86.70%</td></tr> <tr> <td>61</td><td>93.30%</td></tr> </table>	Age	Early Retirement Factor	55	57.90%	56	63.50%	57	69.40%	58	75.20%	59	80.80%	60	86.70%	61	93.30%
Age	Early Retirement Factor																
55	57.90%																
56	63.50%																
57	69.40%																
58	75.20%																
59	80.80%																
60	86.70%																
61	93.30%																
<i>Commencement</i>	Anytime between early retirement date and normal retirement date, at the employee's election.																
<i>Form of Payment</i>	Same as Normal Retirement																
<i>Deferred Vested Benefit</i>																	
<i>Eligibility</i>	Termination of employment prior to Normal Retirement with at least 5 years of Vesting Service.																
<i>Benefit</i>	The amount of benefit should be calculated as for Normal Retirement.																
<i>Commencement</i>	An employee's deferred vested benefit shall commence in full on his or her Normal Retirement Date, or at the participant's option, in a reduced amount prior to Normal Retirement any time after attaining age 55, provided the employee has four or more years of Vesting Service and provided that the sum of attained age and completed years of Vesting Service is greater than or equal to 64. Reduction factors are the same as for Early Retirement.																
<i>Form of Payment</i>	Same as Normal Retirement																

*Schedule SB, Part V — Summary of Plan Provisions***SAFETRAN SYSTEMS CORPORATION (CONTINUED)***Disability Benefit*

<i>Eligibility</i>	If a participant incurs a total and permanent disability, attained age 50 and completed 8 years of participation, he or she shall be entitled to receive a disability benefit.
<i>Benefit</i>	Monthly annuity is the greater of (a) or (b) as follows: (a) \$70 (b) \$5 times years of continuous service ending on date of disability
<i>Commencement</i>	The first day of the month coincident with or next following six months after disability provided the participant has applied for a disability benefit. Payments will be payable until the earlier of the following: (a) the participant's early retirement date, (b) the date of his/her death, or (c) the date as of which it was determined that the participant is no longer disabled.
<i>Form of Payment</i>	Temporary single life annuity

Death Benefit

<i>Before Retirement</i>	Upon the death of a vested participant who has been married for at least one year, his or her surviving spouse shall be eligible to receive a pre-retirement surviving spouse annuity. The pre-retirement surviving spouse annuity provides a reduced benefit equal to the benefit the spouse would have received had the participant retired on the day preceding his or her date of death (or had survived until his or her earliest retirement date, if death occurs prior to such date, and retired on such date) and elected to receive benefits in the 50% Joint and Survivor Annuity form.
<i>After Retirement</i>	Death benefits payable after retirement, if any, are payable in accordance with whichever option the retiree elected.
<i>Optional Forms of Payment</i>	The forms of benefit payment available to each participant shall be the Actuarial Equivalent of his/her normal retirement benefit on a single life annuity basis. The forms of benefit are as follows: <ul style="list-style-type: none"> — 5-year and 10-year certain and life <ul style="list-style-type: none"> ▪ 50%, 75% and 100% Joint and Survivor annuity ▪ Social Security adjustment

Schedule SB, Part V — Summary of Plan Provisions

SAFETRAN SYSTEMS CORPORATION (CONTINUED)

<i>Actuarial Equivalent Except as Noted Below</i>	For determination dates occurring on or after July 1, 1996, means an amount having equal value when computed on the basis of 7.00% interest rate compounded annually and a blend of 50% of the male mortality rates and 50% of the female mortality rates from the 1983 Group Annuity Mortality Table.
<i>Actuarial Equivalent for Lump Sums (small cashouts and Social Security adjustment)</i>	For payments occurring on or after January 1, 2008, an interest rate equal to the annual rate structure based on the Pension Protection Act of 2006 (PPA) rates for the month of October immediately preceding the plan year during which the payment occurs and mortality rates based on PPA rates for the applicable year.

Benefits Included or Excluded

Unless noted below, all benefits provided by the plan are included in this valuation:

- **Plan amendments excluded:** Amendments adopted after the valuation date or effective after the current plan year are excluded from the valuation
- **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 the late retirement actuarial increase.
- **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.

Schedule SB, Part V — Summary of Plan Provisions

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:** This valuation does not value the plan's unpredictable contingent event benefits for New Stanton employees, which are summarized in the plan provisions above, because there are no longer any active participants. The plan does not have any other unpredictable contingent event benefits.

PLAN PROVISION CHANGES SINCE PRIOR VALUATION

Maximum benefits were updated from 2017 to 2018.

Invensys Pension Plan (Formerly APV and Invensys Pension Plan)

EIN: 36-04141566 Plan: 005

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

December 31, 2018

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(3) Current Value
**	Principal Life Insurance Company	General Investment Fund	*	<u>\$ 856,446</u>
**	Principal Life Insurance Company	Group Stock Separate Account	*	<u>\$ 70,992</u>

* Investment cost information is not available.

** Party-in-interest to the Plan.

Schedule SB, line 24 — Change in Actuarial Assumptions

ACTUARIAL ASSUMPTION CHANGES SINCE PRIOR VALUATION

Expense normal cost increased from \$3,380,000 to \$4,400,000 to reflect our expectations for the current plan year.