

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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2019</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2019 or fiscal plan year beginning <u>01/01/2019</u> and ending <u>12/31/2019</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>NEWELL BRANDS CONSOLIDATED PENSION PLAN</u>	1b Three-digit plan number (PN) ▶	<u>001</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>NEWELL OPERATING COMPANY</u> <u>6655 PEACHTREE DUNWOODY ROAD</u> <u>ATLANTA, GA 30328</u>		1c Effective date of plan <u>02/01/1949</u>	
		2b Employer Identification Number (EIN) <u>36-1953130</u>	
		2c Plan Sponsor's telephone number <u>770-418-7000</u>	
		2d Business code (see instructions) <u>339900</u>	

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/05/2020	ELIZABETH MOORE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2019)
v. 190130

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFITS ADMINISTRATION COMMITTEE NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA, GA 30328	3b Administrator's EIN 36-1953130 3c Administrator's telephone number 770-418-7000
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 33488
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) 2245
a(2) Total number of active participants at the end of the plan year	6a(2) 1845
b Retired or separated participants receiving benefits.....	6b 20547
c Other retired or separated participants entitled to future benefits	6c 6203
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 28595
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 3710
f Total. Add lines 6d and 6e	6f 32305
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
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 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) ☒ 4 **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 2019 Form M-1 annual report. If the plan was not required to file the 2019 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 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019	
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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 JOHN HANCOCK LIFE INSURANCE COMPANY

(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
01-0233346	65838	1346 GAC		01/01/2019	12/31/2019

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

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).
(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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

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

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Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4																								
5	Current value of plan's interest under this contract in separate accounts at year end	5																								
6	Contracts With Allocated Funds:																									
a	State the basis of premium rates ▶																									
b	Premiums paid to carrier.....	6b																								
c	Premiums due but unpaid at the end of the year.....	6c																								
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d																								
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶																									
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐																									
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)																									
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶																									
b	Balance at the end of the previous year.....	7b	1965336																							
c	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">(1) Contributions deposited during the year</td> <td style="width: 10%;">7c(1)</td> <td style="width: 10%;"></td> <td rowspan="5" style="width: 10%;"></td> </tr> <tr> <td>(2) Dividends and credits</td> <td>7c(2)</td> <td></td> </tr> <tr> <td>(3) Interest credited during the year</td> <td>7c(3)</td> <td style="text-align: right;">136861</td> </tr> <tr> <td>(4) Transferred from separate account.....</td> <td>7c(4)</td> <td></td> </tr> <tr> <td>(5) Other (specify below)</td> <td>7c(5)</td> <td></td> </tr> <tr> <td colspan="3" style="height: 40px;"></td> <td></td> </tr> <tr> <td>(6) Total additions.....</td> <td>7c(6)</td> <td style="text-align: right;">136861</td> <td></td> </tr> </table>	(1) Contributions deposited during the year	7c(1)			(2) Dividends and credits	7c(2)		(3) Interest credited during the year	7c(3)	136861	(4) Transferred from separate account.....	7c(4)		(5) Other (specify below)	7c(5)						(6) Total additions.....	7c(6)	136861		
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	2102197																							
e	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">Deductions:</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td rowspan="5" style="width: 10%;"></td> </tr> <tr> <td>(1) Disbursed from fund to pay benefits or purchase annuities during year</td> <td>7e(1)</td> <td style="text-align: right;">135247</td> </tr> <tr> <td>(2) Administration charge made by carrier</td> <td>7e(2)</td> <td style="text-align: right;">12366</td> </tr> <tr> <td>(3) Transferred to separate account.....</td> <td>7e(3)</td> <td></td> </tr> <tr> <td>(4) Other (specify below)</td> <td>7e(4)</td> <td style="text-align: right;">41083</td> </tr> <tr> <td colspan="3" style="height: 40px;"></td> <td></td> </tr> <tr> <td>(5) Total deductions.....</td> <td>7e(5)</td> <td style="text-align: right;">188696</td> <td></td> </tr> </table>	Deductions:				(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	135247	(2) Administration charge made by carrier	7e(2)	12366	(3) Transferred to separate account.....	7e(3)		(4) Other (specify below)	7e(4)	41083					(5) Total deductions.....	7e(5)	188696		
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1913501																							

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)	
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)	
(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)	
(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. ▶

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 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019	
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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 AETNA LIFE INSURANCE COMPANY
--

(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
06-6033492	60054	000379		01/01/2019	12/31/2019

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

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).
(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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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.

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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)																										

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)	
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)	
(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)	
(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. ▶

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 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019	
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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

1 Coverage Information:

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY

(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
04-1590850	65935	PF 169		01/01/2019	12/31/2019

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

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).
(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier.....	6b	
c	Premiums due but unpaid at the end of the year.....	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b	Balance at the end of the previous year.....	7b	691631
c	Additions: (1) Contributions deposited during the year	7c(1)	213781
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	18843
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	10582
	▶ OTHER ADJUSTMENTS		
	(6) Total additions.....	7c(6)	243206
d	Total of balance and additions (add lines 7b and 7c(6))	7d	934837
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	238446
	(2) Administration charge made by carrier	7e(2)	4760
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	
	▶		
	(5) Total deductions.....	7e(5)	243206
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	691631

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)	
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)	
(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)	
(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. ▶

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 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019	
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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

1 Coverage Information:

(a) Name of insurance carrier AXA EQUITABLE LIFE INS. COMPANY

(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
13-5570651	62944	2166		01/01/2019	12/31/2019

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).
(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier.....	6b	
c	Premiums due but unpaid at the end of the year.....	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b	Balance at the end of the previous year.....	7b	951268
c	Additions: (1) Contributions deposited during the year	7c(1)	
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	25361
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	▶		
	(6) Total additions.....	7c(6)	25361
d	Total of balance and additions (add lines 7b and 7c(6))	7d	976629
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	24189
	(2) Administration charge made by carrier	7e(2)	6173
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	220
	▶ OTHER ADJUSTMENTS		
	(5) Total deductions.....	7e(5)	30582
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	946047

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)	
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)	
(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)	
(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. ▶

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

▶ **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 <u>NEWELL BRANDS CONSOLIDATED PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>NEWELL OPERATING COMPANY</u>	D Employer Identification Number (EIN) <u>36-1953130</u>
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>2019</u>	
2 Assets:	
a Market value	2a <u>1101421360</u>
b Actuarial value	2b <u>1159070848</u>
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.....	<u>24048</u> <u>808666339</u> <u>808666339</u>
b For terminated vested participants.....	<u>6932</u> <u>225808076</u> <u>225808076</u>
c For active participants	<u>2245</u> <u>48099262</u> <u>48832136</u>
d Total.....	<u>33225</u> <u>1082573677</u> <u>1083306551</u>
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 <u>5.41 %</u>
6 Target normal cost.....	6 <u>8530000</u>

Statement by Enrolled Actuary

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

SIGN HERE	
Signature of actuary	<u>09/28/2020</u>
<u>ADAM GYSELINCK</u>	Date
Type or print name of actuary	<u>20-06944</u>
<u>MERCER</u>	Most recent enrollment number
Firm name	<u>813-207-6333</u>
<u>3031 NORTH ROCKY POINT DRIVE WEST</u> <u>SUITE 700</u> <u>TAMPA, FL 33607-5877</u>	Telephone number (including area code)
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) 2019
v. 190130

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)	1684959	156649022
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	1684959	14647423
9 Amount remaining (line 7 minus line 8)		142001599
10 Interest on line 9 using prior year's actual return of <u>-5.34</u> %		-7582885
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
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>5.58</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		134418714

Part III Funding Percentages

14 Funding target attainment percentage	14	94.58 %
15 Adjusted funding target attainment percentage	15	106.99 %
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	94.88 %
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)		18(c)

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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

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
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.74 %2nd segment:
5.35 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

61

23 Mortality table(s) (see instructions) ☐☐ Prescribed - combined☐ Prescribed - separate☒ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years**28**

0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)**29****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**

8530000

b Excess assets, if applicable, but not greater than line 31a**31b**

0

32 Amortization installments:

Outstanding Balance

Installment

a Net shortfall amortization installment

58654417

12020764

b Waiver amortization installment**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)**34**

20550764

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement

20550764

20550764

36 Additional cash requirement (line 34 minus line 35)**36****37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37****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****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
		2019
		This Form is Open to Public Inspection.

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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
NORTHERN TRUST COMPANY
36-1561860

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

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	828020	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JP MORGAN INV. MANAGEMENT INC.

13-3200244

(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?
28 50	NONE	247052	Yes ☒ No ☐	Yes ☒ No ☐		Yes ☐ No ☒

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

WELLINGTON TRUST COMPANY

04-2755549

(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?
28 50 51 68	NONE	153665	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)

TROUTMAN SANDERS LLP

58-0946915

(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?
29 50	NONE	599247	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AETNA LIFE INSURANCE COMPANY

06-6033492

(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?
23 50	NONE	95029	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BLACKROCK

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	49548	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)

MERCER

13-2834414

(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?
11 50	NONE	247705	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MASS MUTUAL LIFE INSURANCE

04-1590850

(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 62	NONE	62441	Yes ☒ No ☐	Yes ☒ No ☐		Yes ☐ No ☒

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

FIERA FUND

90-0947943

(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?
28 50 51 68	NONE	26398	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)

CONDUENT HR SERVICES, LLC

81-2983623

(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?
15 50	NONE	1716488	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NY LIFE INVESTMENT MANAGEMENT LLC

52-2206685

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	588363	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INVESCO CAPITAL MANAGEMENT

58-1707262

(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?
28 50	NONE	400152	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)

NISA INVESTMENT ADVISORS, LLC

48-1140940

(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?
27 50	NONE	163704	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MELLON INVESTMENTS CORPORATION

25-1442864

(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?
28 50	NONE.	429586	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BKD LLP

44-0160260

(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?
10 50	NONE	83016	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)

LEGAL AND GENERAL

35-7085469

(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?
28 50	NONE	185139	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JH TRUST CO., LLC

45-2395022

(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?
27 50	NONE	147099	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STATE ST. RESEARCH & MANAGEMENT

13-3142135

(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?
28 50	NONE	64976	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)

ATESSA BENEFITS, INC.

02-0429408

(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?
16 50	NONE	17264	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:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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 2019 This Form is Open to Public Inspection.
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For calendar plan year 2019 or fiscal plan year beginning **01/01/2019** and ending **12/31/2019**

A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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: BLACKROCK EAFE INDEX FUND		
b Name of sponsor of entity listed in (a): BLACKROCK INSTL TRUST COMPANY		
c EIN-PN 94-6596958-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 129286931
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF EMERGING MARKETS PORTFOLIO		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA		
c EIN-PN 04-2767481-017	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18167693
a Name of MTIA, CCT, PSA, or 103-12 IE: COLLECTIVE SHORT-TERM INV FUND		
b Name of sponsor of entity listed in (a): THE NORTHERN TRUST COMPANY		
c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10194917
a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO GLOBAL TARGETED RTNS TRUST		
b Name of sponsor of entity listed in (a): INVESCO TRUST COMPANY		
c EIN-PN 20-2583973-173	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 57883214
a Name of MTIA, CCT, PSA, or 103-12 IE: ARTISAN GLOBAL OPP T2		
b Name of sponsor of entity listed in (a): ASTISAN PARTNERS		
c EIN-PN 26-3653822-021	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48356431
a Name of MTIA, CCT, PSA, or 103-12 IE: GLOBAL EQUITY LONG ONLY FUND LP		
b Name of sponsor of entity listed in (a): FIERA CAPITAL INC.		
c EIN-PN 90-0947943-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48912519
a Name of MTIA, CCT, PSA, or 103-12 IE: EB DV DYNAMIC GROWTH FUND		
b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON		
c EIN-PN 25-3078093-166	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 57672766

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI EAFE 100 NON-LED FD

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 90-0337987-455	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 52269079
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI ACWI IMI NON-LD FUND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 90-0337987-161	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20886554
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a Name of MTIA, CCT, PSA, or 103-12 IE: MANULIFE ASST MGN TR FIXED INC FD

b Name of sponsor of entity listed in (a): MANULIFE ASSET MANAGEMENT TRUST COMPANY

c EIN-PN 45-2395022-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 47153205
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a Name of MTIA, CCT, PSA, or 103-12 IE: LEGAL & GENL LONG DUR US CREDIT CIT

b Name of sponsor of entity listed in (a): RELIANCE TRUST COMPANY OF DELAWARE

c EIN-PN 35-7085469-020	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 96899505
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. IMMED US CREDIT INDEX

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 40-0025081-148	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 44967259
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. S&P 500 (R) NON-LENDING

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 40-0025081-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12640257
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. 3-10 YR US TREAS NON LEND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 40-0025081-477	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11995154
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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)
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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
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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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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
		2019
		This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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	277999	4995255
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)	10200027	2912491
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	2993548	313
(2) U.S. Government securities	1c(2)	98686752	94715898
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	12936255	14373530
(B) All other.....	1c(3)(B)	122845278	122813433
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	25303	36257
(5) Partnership/joint venture interests	1c(5)	47049777	51114716
(6) Real estate (other than employer real property).....	1c(6)	33011	33010
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans.....	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	490143584	608372965
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)	37977813	48912519
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	196211696	190474079
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	15553604	15691082
(15) Other.....	1c(15)	68038671	75519452

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	1102973318	1229965000

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	2174761	386107
i Acquisition indebtedness	1i		
j Other liabilities	1j		1337155
k Total liabilities (add all amounts in lines 1g through 1j)	1k	2174761	1723262

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	1100798557	1228241738
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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)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	76886	
(B) U.S. Government securities	2b(1)(B)	2686391	
(C) Corporate debt instruments	2b(1)(C)	6372033	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	1499001	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		10634311
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	351	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	8239884	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8240235
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	349735151	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	331093264	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		18641887
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	36646288	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		36646288

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		120834091
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		10172668
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		24272642
c Other income	2c		68137
d Total income. Add all income amounts in column (b) and enter total	2d		229510259

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	89403843	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		89403843
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)	1537227	
(2) Contract administrator fees	2i(2)	1845234	
(3) Investment advisory and management fees	2i(3)	2377592	
(4) Other	2i(4)	6903182	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		12663235
j Total expenses. Add all expense amounts in column (b) and enter total	2j		102067078

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		127443181
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) ☐ Unmodified (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: **BKD LLP**

(2) EIN: **44-0160260**

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		20000000
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 4247841. (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>2019</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY		D Employer Identification Number (EIN) 36-1953130
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): 36-6879013		
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		3 134
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 0
b Enter the amount contributed by the employer to the plan for this plan year		6b 0
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) 2019 v. 190130		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

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

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

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

- 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: 24.0 % Investment-Grade Debt: 22.6 % High-Yield Debt: 0.6 % Real Estate: _____ % Other: 52.8 %

- 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): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

- a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

- b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Independent Auditor's Report and Financial Statements

December 31, 2019 and 2018

Newell Brands Consolidated Pension Plan

December 31, 2019 and 2018

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Independent Auditor's Report

Plan Administrator
Newell Brands Consolidated Pension Plan
Atlanta, Georgia

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Newell Brands Consolidated Pension Plan, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's 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 information summarized in Note 3, which was certified by Northern Trust Company, the trustee of the Plan and Aetna Life Insurance Company, John Hancock Life Insurance Company, and Massachusetts Mutual Life Insurance Company, (collectively the certifying entities of the Plan), except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the certifying entities hold the Plan's investment assets and execute investment transactions. The Plan Administrator has obtained certifications from the certifying entities as of and for the years ended December 31, 2019 and 2018, that the information provided to the Plan Administrator by the certifying entities is complete and accurate.

Disclaimer of Opinion

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

Other Matter

The supplemental schedules listed in the table of contents are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the *Employee Retirement Income Security Act of 1974* and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on these supplemental schedules.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the certifying entities, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the *Employee Retirement Income Security Act of 1974*.

BKD, LLP

Indianapolis, Indiana
September 22, 2020

Federal Employer Identification Number: 44-0160260

Newell Brands Consolidated Pension Plan

Statements of Net Assets Available for Benefits December 31, 2019 and 2018

Assets

	2019	2018
Investments		
At fair value	\$ 1,206,366,172	\$ 1,072,082,801
At contract value	15,691,082	15,553,604
	<u>1,222,057,254</u>	<u>1,087,636,405</u>
Receivables		
Pending trade sales	238,057	6,793,745
Accrued investment income	2,674,434	3,406,282
	<u>2,912,491</u>	<u>10,200,027</u>
Noninterest-Bearing Cash	4,995,255	5,136,886
Total assets	<u>1,229,965,000</u>	<u>1,102,973,318</u>

Liabilities

Accrued expenses payable	386,107	590,841
Pending trade purchases	1,321,941	1,558,812
Other payables	15,214	25,108
Total liabilities	<u>1,723,262</u>	<u>2,174,761</u>

Net Assets Available for Benefits

\$ 1,228,241,738	\$ 1,100,798,557
<u><u>1,228,241,738</u></u>	<u><u>1,100,798,557</u></u>

Newell Brands Consolidated Pension Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Additions		
Investment Income (Loss)		
Net appreciation (depreciation) in fair value of investments	\$ 209,176,351	\$ (84,603,009)
Interest and dividends	<u>20,333,908</u>	<u>21,440,508</u>
Total investment income (loss)	<u>229,510,259</u>	<u>(63,162,501)</u>
Deductions		
Benefits paid to participants	89,403,843	94,710,877
Administrative expenses	<u>12,663,235</u>	<u>10,779,519</u>
Total	<u>102,067,078</u>	<u>105,490,396</u>
Net Increase (Decrease)	127,443,181	(168,652,897)
Net Assets Available for Benefits, Beginning of Year	<u>1,100,798,557</u>	<u>1,269,451,454</u>
Net Assets Available for Benefits, End of Year	<u><u>\$ 1,228,241,738</u></u>	<u><u>\$ 1,100,798,557</u></u>

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Note 1: Description of the Plan

The following description of Newell Brands Consolidated Pension Plan (Plan) provides only general information. Additional information about the vesting and benefit provisions and the Pension Benefit Guaranty Corporation's (PBGC) benefit guarantee is contained in the Plan Document and *Summary Plan Description*, which are available from the Plan Administrator.

General

The Plan is a defined-benefit plan covering certain U.S. employees of Newell Operating Company and affiliated companies or divisions who have adopted the Plan (collectively, the Company). The Plan is administered by the U.S. Benefits Administration Committee of Newell Operating Company. The Plan is subject to provisions of the *Employee Retirement Income Security Act of 1974* (ERISA). Northern Trust Company is the trustee of the Plan.

Effective December 31, 2005, and effective at various dates thereafter through May 31, 2007, the Company amended the Plan for particular groups of its union U.S. workforce by freezing benefits for all affected union participants and closing the Plan to all new employees in those union groups. Effective December 31, 2004, the Company amended the Plan for its entire nonunion U.S. workforce by freezing benefits as of that date for all nonunion participants and closing the Plan to all new nonunion employees. Subsequent to the applicable amendment dates, no additional benefits have been earned by affected employees. However, to the extent affected employees were not yet vested in their current benefits on the date their benefit in the Plan was frozen, future service has been and will be credited to them for purposes of achieving vested status.

Contributions

The Company currently intends to continue to make contributions in amounts sufficient to comply with the minimum funding requirements of the *Employee Retirement Income Security Act of 1974* (ERISA). The Plan has met the minimum funding requirements established by the federal government.

Pension Benefits

The Plan is a defined-benefit plan covering deferred vesting and retired participants and consists of a number of subplans. Each participant's benefit is determined in accordance with the provisions of the subplan under which the participant was covered at the time of retirement or termination of employment. Under the Plan's provisions, a participant is eligible for a normal retirement benefit upon reaching 65. Each subplan also provides other retirement options based upon a combination of factors, including age and years of service.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Death Benefits

Except as otherwise provided in the appendix applicable to the subplan in which the employee is a participant, the spouse of a vested participant will receive a 50% survivor annuity, as defined in the Plan, upon the death of a participant. The surviving spouse annuity is equal to 50% of the participant's monthly benefit. This benefit is immediately payable to the spouse if the participant was already receiving benefits. If the participant was not already receiving benefits, payments to the spouse may commence as of the earliest date the participant would have received benefits.

Vesting

Except as otherwise provided in the appendix applicable to the subplan in which the employee is a participant, each participant with five or more years of vested service shall have a 100% vested right to his accrued benefit.

Plan Termination

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

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

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

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2019 and 2018

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Valuation of Investments and Income Recognition

Quoted market prices, if available, are used to value investments. Common stocks are valued at the closing price reported on the active market on which the individual securities are traded. Mutual funds are valued at the net asset value (NAV) of shares held by the Plan at year end. Bonds and notes are valued using the quoted price as of year end. The Plan's interest in common collective trusts are valued at NAV using the practical expedient. Commingled funds are valued at the NAV of shares held by the Plan at year end. Money market funds are valued at cost, which approximates fair value.

The fair value of the partnership/joint venture underlying investments is estimated using various methods. Marketable securities held by the partnerships are stated at the quoted market price in an active market, while nonpublicly traded securities are valued at the general partners' estimate of fair value. The Plan values its investment in the partnership/joint venture at fair value using NAV or its equivalent as a practical expedient.

The fair value of real estate investments, principally rental property subject to long-term net leases, has been estimated on the basis of future rental receipts and estimated residual values discounted at interest rates commensurate with the risks involved.

The Plan holds investment contracts with Aetna Life Insurance Company (Aetna), Massachusetts Mutual Life Insurance Company (Mass Mutual), John Hancock Life Insurance Company (U.S.A.) (John Hancock) and AXA Equitable Life Insurance Company (AXA), which are carried at contract value due to the contracts being entered prior to December 31, 1993. Contract value represents contributions made under the contract plus interest credited, less funds used to pay benefits and administrative expenses.

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. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

Administrative expenses may be paid by the Company or the Plan, at the Company's discretion.

Accumulated Plan Benefits

Accumulated plan benefits (see *Note 6*) are those estimated future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered prior to the respective freeze dates. Accumulated plan benefits include benefits expected to be paid to:

- (A) Retired or terminated employees or their beneficiaries
- (B) Present employees or their beneficiaries

Benefits under the Plan are based on employees' compensation during their last five years of credited service. The accumulated plan benefits for active employees are based on their average compensation during the five years preceding the valuation date. 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 prior to the respective termination and freeze dates.

Plan Tax Status

The Plan obtained its latest determination letter on April 12, 2017, in which the Internal Revenue Service stated that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the Internal Revenue Code and therefore not subject to tax. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

Subsequent Events

As a result of the spread of the COVID-19 coronavirus, there has been significant volatility in the investments markets both nationally and globally since the Plan's year end, resulting in an overall market decline which has resulted in a decline in the value of investments. While the Plan has no immediate intention to liquidate any significant portion of its portfolio, the Plan may be required to liquidate a portion of these investments in order to pay Plan expenses or benefits to participants.

Subsequent events have been evaluated through September 22, 2020, which is the date the financial statements were available to be issued.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Note 3: Certification of Plan Trustees and Custodians

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Northern Trust Company, the trustee of the Plan, and Aetna Life Insurance Company, John Hancock Life Insurance Company, and Massachusetts Mutual Life Insurance Company, (collectively, the certifying entities of the Plan) have certified the following information included in the accompanying financial statements and supplemental schedules is complete and accurate to the best of its knowledge:

- Investments, accrued investment income, pending trade sales, pending trade purchases and other payables as shown in the statements of net assets available for benefits and related disclosures as of December 31, 2019 and 2018
- Investment income (loss) in the statements of changes in net assets available for benefits for the years ended December 31, 2019 and 2018
- Investment information included in the accompanying schedule of assets (held at year end) as of December 31, 2019 and schedule of reportable transactions for the year ended December 31, 2019

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedules.

Note 4: Disclosure About Fair Value of Plan Assets

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three levels of inputs that may be used to measure fair value:

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Recurring Measurements

The following tables present the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2019 and 2018:

	Fair Value	2019 Fair Value Measurements Using		
		(Level 1)	(Level 2)	(Level 3)
Fixed income				
Governmental and municipal bonds	\$ 113,239,206	\$ 113,239,206	\$ -	\$ -
Corporate bonds	137,186,963	137,186,963	-	-
Mutual funds	190,474,079	190,474,079	-	-
	<u>440,900,248</u>	<u>440,900,248</u>	<u>-</u>	<u>-</u>
Equity	36,257	36,257	-	-
Real estate	33,010	-	-	33,010
Cash equivalents	10,195,230	10,195,230	-	-
Total assets in the fair value hierarchy	451,164,745	<u>\$ 451,131,735</u>	<u>\$ -</u>	<u>\$ 33,010</u>
Investments measured at NAV (A)	<u>755,201,427</u>			
Investments at fair value	<u>\$ 1,206,366,172</u>			

	Fair Value	2018 Fair Value Measurements Using		
		(Level 1)	(Level 2)	(Level 3)
Fixed income				
Governmental and municipal bonds	\$ 116,559,313	\$ 116,559,313	\$ -	\$ -
Corporate bonds	135,781,544	135,781,544	-	-
Mutual funds	196,211,534	196,211,534	-	-
	<u>448,552,391</u>	<u>448,552,391</u>	<u>-</u>	<u>-</u>
Equity	25,465	25,465	-	-
Real estate	33,011	-	-	33,011
Cash equivalents	3,121,830	3,121,830	-	-
Total assets in the fair value hierarchy	451,732,697	<u>\$ 451,699,686</u>	<u>\$ -</u>	<u>\$ 33,011</u>
Investments measured at NAV (A)	<u>620,350,104</u>			
Investments at fair value	<u>\$ 1,072,082,801</u>			

(A) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2019 and 2018

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statements of net assets available for benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the year ended December 31, 2019. The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Investments

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows. Such securities are classified in Level 2 of the fair value hierarchy. In certain cases where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy. See the table below for inputs and valuation techniques used for Level 3 securities.

Fair value determinations for Level 3 measurements of securities are the responsibility of the Benefit Administrative Committee (BAC). The BAC contracts with a pricing specialist to generate fair value estimates on a monthly or quarterly basis. The BAC challenges the reasonableness of the assumptions used and reviews the methodology to ensure the estimated fair value complies with accounting standards generally accepted in the United States.

Level 3 Investments

There has been no activity in Level 3 investments during 2019 or 2018.

The following table present quantitative information about unobservable inputs used in recurring Level 3 fair value measurements at December 31, 2019 and 2018.

	Fair Value at December 31,		Valuation		Unobservable	Range
	2019	2018	Technique		Inputs	(Weighted-Average)
Real estate	\$ 33,011	\$ 33,011	Appraisal		Comparable market sales	Not available

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following tables summarize investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2019 and 2018.

	December 31, 2019			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	\$ 335,742,261	\$ -	Daily	30 days
Fixed income (2)	318,306,900	-	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	51,114,716	3,128,991	N/A	N/A
Hedge fund (4)	50,037,550	-	Monthly or quarterly	60 days
	<u>\$ 755,201,427</u>			

	December 31, 2018			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	\$ 261,511,358	\$ -	Daily	30 days
Fixed income (2)	269,257,545	-	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	47,049,777	3,360,370	N/A	N/A
Hedge fund (4)	42,531,424	-	Monthly or Quarterly	60 days
	<u>\$ 620,350,104</u>			

- (1) Equity investments include common/collective trust funds and assets held in separate accounts managed by investment managers. The common/collective trust funds are generally actively managed investment vehicles.
- (2) Fixed income investments include common/collective trust funds that primarily invest in corporate and government bonds and assets held in separate accounts managed by investment managers. The investments in fixed income funds include both actively managed, as well as index funds.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

- (3) Partnership/joint venture investments are stated at the Plan's capital balance at year end as a practical expedient. The partnerships/joint venture interests objective is to achieve long-term capital appreciation by investing in a diversified portfolio of private equity investment partnerships operating in Europe and the United States. Redemptions are restricted as no partner shall have the right to demand the return of their capital contributions other than upon dissolution of the partnership. The partnerships were originally scheduled to terminate at various dates from 2017 to 2019, subject to extension by the General Partner for up to three additional one-year periods. The termination dates have been extended through 2021.
- (4) Hedge funds are companies or partnerships with various investment strategies which include trading in the internal currency, financial, commodities and securities markets with the purpose of seeking capital appreciation, investing in long-only portfolio of global equities, and employing a global and opportunistic long/short strategy for investing in distressed debt, value equities, and event equities

Note 5: Contract With Insurance Company

The Plan invests in a variety of investment contracts with Aetna, Mass Mutual, John Hancock and AXA. The investments are carried at contract value due to the contracts being entered prior to December 31, 1993. Contract value is based upon contributions made under the contract, plus interest credited, less funds used to pay benefits and administrative expenses. There are no reserves against contract value for credit risk of the contract issuer.

The crediting interest rate is reset periodically. The crediting interest rate is determined based on (i) the projected market yield-to-maturity of the market value of assets net of expenses, (ii) the timing and amounts of deposits, transfers and withdrawals expected to be made during the interest crediting period, and (iii) the amortization of the difference between the fair value and the contract value of the investment contract. The crediting interest rate for these investment contracts for the year ended December 31, 2019 ranged from 2.71% to 7.23%.

There is no event that limits the ability of the Plan to transact at contract value with the issuer. There are also no events or circumstances that would allow the issuer to terminate the investment contracts with the Plan and settle at an amount different from contract value.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Note 6: Accumulated Plan Benefits

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

The accumulated plan benefit information as of January 1, is as follows:

	<u>2019</u>
Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	\$ 806,630,116
Other participants	289,163,117
	<u>1,095,793,233</u>
Nonvested benefits	<u>683,980</u>
 Total actuarial present value of accumulated plan benefits	 <u><u>\$ 1,096,477,213</u></u>

Changes in the actuarial present value of accumulated plan benefits were as follows:

	<u>2019</u>
Actuarial present value of accumulated plan benefits, beginning of year	<u>\$ 1,112,838,275</u>
 Increase (decrease) during the year attributable to	
Increase for interest due to the decrease in the discount period	61,020,621
Change in actuarial assumptions	3,970,379
Actuarial (gain) loss	13,358,815
Plan merger	-
Benefits paid	(94,710,877)
Net decrease	<u>(16,361,062)</u>
 Actuarial present value of accumulated plan benefits, end of year	 <u><u>\$ 1,096,477,213</u></u>

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2019 and 2018

Significant assumptions underlying the actuarial computations are:

- Assumed rate of return on investments: 5.25%
- Mortality basis:
 - Male nonannuitant and male and female annuitant: IRS approved substitute plan-specific mortality table using experience from the 2015 and 2016 Plan years for 2019
 - Female nonannuitant: RP-2014 female employee no collar table adjusted to remove post-2006 improvement projection and IRS approved substitute plan-specific mortality table with generational projection using the MP2018 scale
- Retirement: At normal retirement age (in accordance with the legacy sub plans)
- Asset valuation: Market
- Expense assumption: \$8,530,000

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

Note 7: Party-in-Interest Transactions

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association, or relatives of such persons.

Certain Plan investments are invested in funds managed by the trustee and certifying entities of the Plan. These transactions qualify as party-in-interest transactions. The Plan Sponsor pays directly any other fees related to the Plan's operations.

	2019	2018
Actuarial services	\$ 1,842,518	\$ 1,396,714
PBGC Premiums	6,596,082	4,333,182
Investment manager fees	2,376,362	3,353,266
Trust fees	915,297	850,387
Other fees	932,976	845,970
	<u>\$ 12,663,235</u>	<u>\$ 10,779,519</u>

The Company provides certain administrative services at no cost to the Plan.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2019 and 2018

Note 8: Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the 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 process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Insurance Contracts			
*Gac Aetna Cntrct 379 Participating Annuity Contract		\$ 12,139,903	\$ 12,139,903
*Gac John Hancock Cntrct # 1346 Other Contracts		1,913,501	1,913,501
*Gic Mass Mutual Cntrct #169 Other Contracts		691,631	691,631
The Equitable Life Assurance Society of the United States		946,047	946,047
		<u>15,691,082</u>	<u>15,691,082</u>
Real Estate			
1245 FIRESTONE PARKWAY, AKRON, SUMMIT CO, OHIO 20% INTEREST IN LEASEBK		1	1
1701 BROADVIEW BOULEVARD, NATRONA HTS ALLEGHANY COUNTY, PENNSYLVANIA		19,609	19,609
1701 BROADVIEW HEIGHTS, NATRONA, PA 15065		-	13,400
		<u>19,610</u>	<u>33,010</u>
Partnerships			
ALLIANZGI INTERNATIONAL SMALL-CAP OPPORTUNITIES LLC	25,000,000 partnership units	25,000,000	24,338,016
PANTHEON EUROPE FUND IV LP	2,045,208 partnership units	2,725,012	532,648
PANTHEON EUROPE FUND V-B	2,994,315 partnership units	4,026,169	2,181,070
PANTHEON GLOBAL SECONDARY FUND III B, LP	1 partnership units	1	1,233,647
PANTHEON USA FUND VI, LP	6,976,708 partnership units	6,976,708	4,348,024
RENAISSANCE INSTITUTIONAL EQUITIES FUND LLC (SERIES BB)	15,000,000 partnership units	15,000,000	18,481,311
		<u>53,727,890</u>	<u>51,114,716</u>
Cash Equivalents			
CF BLACKROCK MONEY MARKET FD	313 principal amount	313	313
COLTV SHORT TERM INVT FD	10,194,917 principal amount	10,194,917	10,194,917
		<u>10,195,230</u>	<u>10,195,230</u>
Mutual Funds			
MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH	13,114,738 shares	134,104,232	143,606,382
MFO PIMCO FDS PAC INVT MGMT SER ALL AST FD INSTL CL 722005626	3,945,092 shares	47,208,980	46,867,697
		<u>181,313,212</u>	<u>190,474,079</u>
Hedge Fund			
CF CAXTON GLOBAL INVESTMENTS (INSTITUTIONAL) LIMITED CLASS T-I	14,000 shares	14,000,000	15,295,342
CF SENATOR GLOBAL OPPORTUNITY OFFSHORE FUND CL H1(2% MF) SER 101 JUL 2020	22,500 shares	22,500,000	24,467,569
CF CAXTON GLOBAL INVESTMENTS CL TIA 1-12T2-10-19T1	69,726 shares	7,828,668	10,274,639
		<u>44,328,668</u>	<u>50,037,550</u>
		<u>\$ 1,080,407,355</u>	<u>\$ 1,222,057,254</u>

* Party-in-interest

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		6									6
35-39		82	13								95
		1,159									
40-44		106	89	10							205
		1,615	1,822								
45-49		111	135	101	29						376
		1,630	2,597	2,710	3,287						
50-54		117	111	107	119	18	2				474
		1,762	2,181	3,214	3,706						
55-59		111	115	102	117	87	37				569
		1,510	2,334	3,571	4,151	4,301	5,685				
60-64		60	51	59	72	60	72	20			394
		1,376	2,303	3,412	3,849	6,164	4,979	6,585			
65-69		13	18	16	12	14	21	17	1	1	113
							4,697				
70 & up		3	1	1		2	1	2	3		13
Total		609	533	396	349	181	133	39	4	1	2,245
											2,965

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average annual frozen benefit. Average annual frozen benefit is not shown for cells with fewer than 20 participants.

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

ACTUARIAL ASSUMPTIONS

DISCOUNT RATE SPONSOR ELECTIONS			
• Segment rates or full yield curve	Segment		
• Look-back months	4		
	<u>Stabilized</u>	<u>Nonstabilized</u>	
• First 5 years	3.74%	2.28%	
• Next 15 years	5.35%	3.81%	
• Over 20 years	6.11%	4.46%	
Mortality sponsor elections			
• Healthy and disabled participants	<u>Base table – male nonannuitant and male and female annuitant:</u> IRS approved substitute plan-specific mortality table. <u>Base table – female nonannuitant:</u> Section 430(h)(3) prescribed separate static nonannuitant mortality table. <u>Projection scale:</u> generational projection using the MP2017 projection scale		
417(e) lump sums (JCPP only)	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.		
Non-417(e) lump sums (Thermco)			
• Mortality table	1971 Group Annuity Mortality table for males		
• Interest rate	3.50% per year		
Cash balance plans (Kirsch only)			
• Interest accumulation rate	4.00% per year		
• Whipsaw calculations	Not applicable		
• Annuity conversion			
– Mortality table	1994 Group Annuity Reserving Table, unloaded, projected to 2002, and blended 50/50 for males and females.		
– Interest rate basis	Funding segment rates.		

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

Cash balance plans (JCPP only)	
• Interest accumulation rate	5.00% per year
• Whipsaw calculations	Not applicable
• Annuity conversion	
– Mortality table	2019 PPA unisex mortality
– Interest rate basis	Funding segment rates.
Other economic assumptions	
• Expected investment return	Varies by subplan for 2017, 6.11% for 2018 and 5.67% for 2019.
• Expenses	<ul style="list-style-type: none">• Per participant amount for expected administration costs and PBGC flat rate premium• Anticipated variable rate premium• Estimated actuarial, audit, legal and other administrative fees• Investment management fees in excess of passive management fees• For 2019, the assumption is 8,530,000.
DEMOGRAPHIC ASSUMPTIONS	
• Withdrawal	Withdrawal rates from 2019 Experience Study. See table of sample rates.
• Disability incidence	NRPP: See table of sample rates JCPP, Plan A and Plan B: 1985 Pension Disability Table, Class 3, for males and females. Elmer's: None
• Retirement age	Retirement rates from 2019 Experience Study. See table of sample rates.
• Benefit commencement age for	
– Current vested deferred	63
– Future vested deferred	63
• Spouse assumptions	<div><div>Male participants</div><div>Female participants</div></div>
– Percentage married	<div><div>70%</div><div>55%</div></div>

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

– Spouse Age Difference	2 years younger		2 years older	
Form of Payment (except for certain subplans/locations in JCPP as shown on next page)	<u>Single Life Annuity</u>	<u>J&S 100%</u>	<u>J&S 50%</u>	<u>10-Year Certain & Life</u>
• Active retirements	50%	35%	0%	15%
• Future vested deferred	50%	35%	0%	15%
• Future disabilities	100%	0%	0%	0%
• Future deaths	0%	0%	100%	0%
• Prior Plan Benefits	100% normal form (varies by participant)			
• Kirsch Vested Terms (Cash Balance)	100% Lump sum			
Form of payment - For certain subplans/locations JCPP	Sunbeam Products, Inc. Subplan			
	• <i>Thermco</i> : Participants are assumed to elect a lump sum distribution.			
	• <i>Coleman Salaried</i> : Non-highly compensated employees are assumed to elect a lump sum distribution. Deferred vested are assumed to elect a single life annuity.			
	• <i>BRK</i> : 100% of Non-Union active participants are assumed to elect a lump sum distribution, and 80% of deferred vested participants are assumed to elect a lump sum distribution.			
	• Sunbeam Allegheny, Oster, Almet/Lawnlite, and Forster			
		Single Life Annuity	J&S 100%	J&S 50%
	Active retirements	65%	35%	0%
	Future vested deferred	65%	35%	0%
	Future disabilities	65%	35%	0%
	Future deaths	0%	0%	100%
	Current vested deferred	65%	35%	0%
	K2 Subplan			
	Shakespeare Salaried and Shakespeare Hourly Subplans			
	10-Year Certain and Life	J&S 60% with 10-Year Certain	J&S 50%	
Active retirements	65%	35%	0%	

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

	Future vested deferred	65%	35%	0%
	Future disabilities	65%	35%	0%
	Future deaths	0%	0%	100%
	Current vested deferred	65%	35%	0%
	Stearns Salaried, Stearns Hourly, and Simplex UAW Subplans			
		Single Life Annuity	J&S 50%	
	Active retirements	65%	35%	
	Future vested deferred	65%	35%	
	Future disabilities	65%	35%	
	Future deaths	0%	100%	
	Current vested deferred	65%	35%	
	Enka			
		5-Year Certain & Life	J&S 50%	
	Active retirements	65%	35%	
	Future vested deferred	65%	35%	
	Future disabilities	65%	35%	
	Future deaths	0%	100%	
	Current vested deferred	65%	35%	
	Jarden Corporation Consolidated Hourly Subplan			
		Single Life Annuity	J&S 100%	J&S 50%
	Active retirements	65%	35%	0%
	Future vested deferred	65%	35%	0%
	Future disabilities	65%	35%	0%
	Future deaths	0%	0%	100%
	Current vested deferred	65%	35%	0%
Unpredictable contingent event assumptions	Not applicable			

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

Table of Sample Rates

ATTAINED AGE	PERCENTAGE			
	WITHDRAWAL		DISABILITY INCIDENCE	
	MALE	FEMALE	MALE	FEMALE
25	12.0%	15.0%	0.03%	0.03%
30	10.0%	14.0%	0.03%	0.04%
35	10.0%	13.0%	0.04%	0.07%
40	10.0%	10.0%	0.08%	0.13%
45	10.0%	10.0%	0.16%	0.24%
50	9.0%	9.0%	0.33%	0.40%
55	9.0%	9.0%	0.69%	0.64%
60	9.0%	9.0%	1.15%	0.90%
65+	9.0%	9.0%	0.00%	0.00%

ATTAINED AGE	RETIREMENT PERCENTAGES ¹	
	ACTIVE PARTICIPANTS	
	MALE	FEMALE
55-58	6%	8%
59	13%	8%
60	24%	18%
61	18%	18%
62	28%	18%
63	20%	18%
64	20%	24%
65	35%	40%
66-69	30%	25%
70 and above	100%	100%

¹ For NRPP subplan, rates before age 60 are not used for participants that do not have a Prior Plan benefit.

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

- **Discount Rate** – Given the segment rate and look-back elections made by the plan sponsor, the stabilized and non-stabilized rates are those prescribed by IRS Section 430 and relevant regulations.
- **Expected return on assets** – This assumption is based on the median simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook (CMO) for the plan's target asset mix, net of an adjustment for investment expenses assumed to be paid from plan assets.
- **Expenses** – This assumption reflects our expectation of expenses that will be paid from the trust over the next year which includes (1) a per participant amount for expected administration costs and PBGC flat rate premium, (2) the anticipated variable rate premium, (3) estimated actuarial, audit, legal and other administrative fees, and (4) investment management fees in excess of passive management fees.
- **Withdrawal** – Termination rates were developed based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future termination patterns and circumstances of the employer will not differ significantly from the period studied.
- **Retirement age** – Retirement rates were developed based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied.
- **Form of payment** – The assumed form of payment is based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future form of payment elections and circumstances of the employer will not differ significantly from the period studied.
- **Benefit commencement age** – The benefit commencement age assumption is based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future commencement age patterns and circumstances of the employer will not differ significantly from the period studied.

*Schedule SB, Part V — Statement of Actuarial Assumptions/Methods***ACTUARIAL METHODS****Asset Methods**

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

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

Participant Methods

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

- **Participants included:** 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.
- **Missing participants:** Participants deemed "missing" by the plan administrator under the NRPP subplan have been removed from the valuation data. However they are still included in the counts for PBGC premium purposes.
- **Annuity contracts:** The plan has participating annuity contracts with John Hancock (GAC 1346), Mass Mutual (PF 169-01), Aetna (GA-379) and AXA (AC-2166) covering a small group of participants. We value the annuity payable under this contract as a plan obligation and the current value of the contract as an asset to the plan.

Minimum Funding Methods

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

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.

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

- 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 is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- 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 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). ► Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2019</div> This Form is Open to Public Inspection
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Part I Annual Report Identification Information			
For calendar plan year 2019 or fiscal plan year beginning <u>01/01/2019</u> and ending <u>12/31/2019</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.)
B	This return/report is:	☒ a single-employer plan	☐ a DFE (specify) _____
		☐ 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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	1b	Three-digit plan number (PN) ► <u>001</u>
		1c	Effective date of plan <u>02/01/1949</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) NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA GA 30328	2b	Employer Identification Number (EIN) <u>36-1953130</u>
		2c	Plan Sponsor's telephone number <u>770-418-7000</u>
		2d	Business code (see instructions) <u>339900</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	<i>Elizabeth Moore</i>	Date	<i>10/05/2020 Elizabeth Moore</i>
	Signature of plan administrator		Enter name of individual signing as plan administrator
SIGN HERE		Date	
	Signature of employer/plan sponsor		Enter name of individual signing as employer or plan sponsor
SIGN HERE		Date	
	Signature of DFE		Enter name of individual signing as DFE

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

Form 5500 (2019)
v. 190130

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFITS ADMINISTRATION COMMITTEE NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA GA 30328	3b Administrator's EIN 36-1953130 <hr/> 3c Administrator's telephone number 770-418-7000
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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 33488
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) 2245
a(2) Total number of active participants at the end of the plan year	6a(2) 1845
b Retired or separated participants receiving benefits	6b 20547
c Other retired or separated participants entitled to future benefits	6c 6203
d Subtotal. Add lines 6a(2), 6b, and 6c.	6d 28595
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 3710
f Total. Add lines 6d and 6e.	6f 32305
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g 0.
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.	6h 0.
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 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) ☒ **4** **A** (Insurance Information)
 (4) ☒ **C** (Service Provider Information)
 (5) ☒ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2019

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
Issuer	COLTV Short-Term Invt Fd Cusip: 195998ad1					
	Purchases	\$ 72,411,869		\$ 72,411,869	\$ 72,411,869	
	Sales		\$ 65,338,477	65,338,477	65,338,477	\$ -
Issuer	UNITED STATES T-BOND 2.875% 05-15-2049 SEDOL: BK1WFY3					
	Purchases	28,124,593		28,124,593	28,124,593	
	Sales		27,019,914	26,887,734	27,019,914	132,180

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2019**This Form is Open to Public
Inspection**For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019▶ **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 NEWELL BRANDS CONSOLIDATED PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NEWELL OPERATING COMPANY		D Employer Identification Number (EIN) 36-1953130
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>2019</u>			
2 Assets:			
a Market value.....		2a	1,101,421,360
b Actuarial value.....		2b	1,159,070,848
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.....	24,048	808,666,339	808,666,339
b For terminated vested participants.....	6,932	225,808,076	225,808,076
c For active participants.....	2,245	48,099,262	48,832,136
d Total.....	33,225	1,082,573,677	1,083,306,551
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	5.41%	
6 Target normal cost.....	6	8,530,000	

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>Adam Gyselinck</u> Signature of actuary	<u>9/28/2020</u> Date
<u>ADAM GYSELINCK</u> Type or print name of actuary		<u>2006944</u> Most recent enrollment number
<u>MERCER</u> Firm name		<u>813-207-6333</u> Telephone number (including area code)
<u>3031 NORTH ROCKY POINT DRIVE WEST</u> <u>SUITE 700</u> <u>TAMPA FL 33607-5877</u> 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) 2019
v. 190130

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).....	1,684,959	156,649,022
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year).....	1,684,959	14,647,423
9 Amount remaining (line 7 minus line 8).....	0	142,001,599
10 Interest on line 9 using prior year's actual return of <u>-5.34%</u>	0	-7,582,885
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.58%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
c Total available at beginning of current plan year to add to prefunding balance.....		0
d Portion of (c) to be added to prefunding balance.....		
12 Other reductions in balances due to elections or deemed elections.....	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d - line 12).....	0	134,418,714

Part III Funding Percentages

14 Funding target attainment percentage.....	14	94.58%
15 Adjusted funding target attainment percentage.....	15	106.99%
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	94.88%
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: 3.74 %	2nd segment: 5.35 %	3rd segment: 6.11 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☐ Prescribed - separate ☒ Substitute			

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):												
a Target normal cost (line 6).....	31a	8,530,000										
b Excess assets, if applicable, but not greater than line 31a	31b	0										
32 Amortization installments:	<table border="1"> <thead> <tr> <th></th> <th>Outstanding Balance</th> <th>Installment</th> </tr> </thead> <tbody> <tr> <td>a Net shortfall amortization installment.....</td> <td>58,654,417</td> <td>12,020,764</td> </tr> <tr> <td>b Waiver amortization installment</td> <td></td> <td></td> </tr> </tbody> </table>				Outstanding Balance	Installment	a Net shortfall amortization installment.....	58,654,417	12,020,764	b Waiver amortization installment		
	Outstanding Balance	Installment										
a Net shortfall amortization installment.....	58,654,417	12,020,764										
b Waiver amortization installment												
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33											
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	20,550,764										
		Carryover balance	Prefunding balance									
35 Balances elected for use to offset funding requirement.....		0	20,550,764									
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 23 — Information on Use of Multiple Sets of Mortality Tables

Mortality for male nonannuitants, and male and female annuitants corresponds to the IRS approved substitute plan-specific mortality tables with generational projection using the MP2017 projection scale.

Pre-retirement mortality for females (female nonannuitants) is the Section 430(h)(3) prescribed separate static nonannuitant mortality table for females. This group did not have enough credibility to be included in the plan-specific study.

From the 33,225 participants in the plan as of January 1, 2019, 4,150 were female nonannuitants.

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 61.

Retirement Rates – Males

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	6%	10,000	600	33,000
56	6%	9,400	564	31,584
57	6%	8,836	530	30,219
58	6%	8,306	498	28,904
59	13%	7,807	1,015	59,883
60	24%	6,793	1,630	97,812
61	18%	5,162	929	56,682
62	28%	4,233	1,185	73,487
63	20%	3,048	610	38,403
64	20%	2,438	488	31,210
65	35%	1,951	683	44,376
66	30%	1,268	380	25,104
67	30%	888	266	17,839
68	30%	621	186	12,674
69	30%	435	130	9,002
70	100%	304	304	21,310
Total			10,000	611,490
Average				61.15

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

Retirement Rates – Females

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	8%	10,000	800	44,000
56	8%	9,200	736	41,216
57	8%	8,464	677	38,596
58	8%	7,787	623	36,131
59	8%	7,164	573	33,814
60	18%	6,591	1,186	71,181
61	18%	5,404	973	59,341
62	18%	4,432	798	49,457
63	18%	3,634	654	41,209
64	24%	2,980	715	45,771
65	40%	2,265	906	58,882
66	25%	1,359	340	22,440
67	25%	1,019	255	17,070
68	25%	764	191	12,994
69	25%	573	143	9,889
70	100%	430	430	30,096
Total			10,000	612,066
Average				61.21

Gender	Active Participant Count	Average Retirement Age	Weight
Male	1,322	61.15	58.89%
Female	923	61.21	41.11%
	2,245		
Weighted Average Retirement Age		61.17	

Schedule SB, Part V — Summary of Plan Provisions

SUMMARY OF MAJOR PLAN PROVISIONS

Effective date and plan year	Original plan: February 1, 1949 Plan year: January 1 through December 31
Status of the plan	Participation, service, and benefit accruals have been frozen for all participants. As of December 31, 2017, the Jarden Consolidated Pension Plan, Jostens Pension Plan A, Jostens Pension Plan B, and Elmer's Pension Plan merged into the Newell Rubbermaid Pension Plan. The combined plan was renamed the Newell Brands Consolidated Pension Plan.
Most recent amendment	December 31, 2017
Significant events that occurred during the year	None
Changes since prior valuation	None

*Schedule SB, Part V — Summary of Plan Provisions***NEWELL RUBBERMAID PENSION PLAN COMPONENT**

Effective date and plan year	Original plan: February 1, 1949 Restated plan: January 1, 2016 Plan year: January 1 through December 31
Status of the plan	<p>Participation, service, and benefit accruals have been frozen for all participants according to the following schedule:</p> <ul style="list-style-type: none"> December 31, 2004 for participants who are not Collectively Bargained employees. December 31, 2005 for participants who are members of the Amalgamated Clothing and Textile Workers Union of America, AFL-CIO, Local Union 1802 (Bernzomatic). December 31, 2006 for participants who are members of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial & Service Workers International Union, Local No. 29 (Shurline). May 14, 2007 for participants who are both members of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial & Service Workers International Union, AFL-CIO and employees of the Business to Business Division of Sanford LP (Sanford). May 31, 2007 for participants who are members of Local Lodge No. 1266, District No. 10 of the International Association of Machinists and Aerospace Workers, AFL-CIO.
Significant events that occurred during the year	None.
DEFINITIONS	
<ul style="list-style-type: none"> Eligibility and Participation 	Each employee who was a participant in the plan on or before the applicable freeze date shall continue as a participant. No other employees become participants after the applicable freeze date.
<ul style="list-style-type: none"> Vesting service 	Vesting service earned after January 1, 2011 is based on elapsed time from January 1, 2011 to date of termination. Vesting service earned prior to January 1, 2011 is determined based on the plan provisions in effect prior to January 1, 2011 (including vesting service amounts from merged plans). The determination of Vesting service prior to January 1, 2011 varies by location.

Schedule SB, Part V — Summary of Plan Provisions

• Credited service	Credited Service is frozen for all participants as of the applicable freeze date. Prior to being frozen, Credited Service was generally based on elapsed time from plan entry date to plan freeze date, with both plan entry date and plan freeze date varying by location.
• Compensation	The annual basic compensation of a participant from a participating employer for the relevant period for services rendered to the participating employer in any plan year, including (i) regular salary and straight-time wages for regular work week time, (ii) 100% of earned commissions for commission salesmen, (iii) any bonus (whether or not paid or deferred pursuant to the Company's Incentive Bonus Plan) up to \$3,000 in any Plan Year, (iv) any amounts withheld pursuant to the Newell Rubbermaid 401(k) Savings and Retirement Plan or the Newell Rubbermaid Flexible Benefits Plan, and (v) elective amounts that are not includible in the gross income of a Participant by reason of Code Section 132(f)(4), but excluding (i) all shift premiums and overtime and benefits under this Plan or any other employee benefit plan, (ii) severance payments, and (iii) any amounts deferred under the Newell Rubbermaid Deferred Compensation Plans. Compensation is frozen as of the applicable freeze date.
• Accrued benefit and merged plan benefits	Benefits are frozen as of the applicable freeze date.
NORMAL RETIREMENT	
• Eligibility	Age 65 (normal retirement date or NRD).
• Benefit	Frozen accrued benefit as of the participant's freeze date including any prior plan benefits as calculated and provided by data administrator, except as follows: Kirsch-Former Kirsch employees have been provided with an account balance, as calculated and provided by the data administrator, in addition to their Newell accrued benefit. This account balance is credited with interest at the 30-year treasury rate in effect for the November preceding the plan year.
EARLY RETIREMENT	
• Eligibility	Age 60 and 15 years of vesting service, unless provided otherwise on the following pages.
• Benefit	Normal retirement benefit accrued to date of early retirement reduced by ½% for each month before NRD, unless provided otherwise on the following pages.

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
• Eligibility	Benefits commencing after NRD.
• Benefit	Normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
DEFERRED VESTED	
• Eligibility	5 years of vesting service
• Benefit	Payable any time after early retirement eligibility. Normal retirement benefit reduced by ½% per month before NRD, unless provided otherwise on the following pages for the NRPP.
DISABILITY	
• Eligibility	Except as provided with respect to a merged plan participant, no benefits are provided under the Plan due to a participant's disability.
• Benefit	Varies by individual plan participants.
DEATH BENEFITS	
• Eligibility	A vested participant with an eligible spouse is eligible for a preretirement survivor benefit.
• Benefit	<p>For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, unless noted in the pages that follow for the NRPP, and then died the next day. The benefit is payable commencing on the day the participant would have reached earliest retirement age.</p> <p>For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, and then died the next day.</p>
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50 survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Single life annuity

Schedule SB, Part V — Summary of Plan Provisions

	<ul style="list-style-type: none"> • 10-year certain and life • 50%, 75% or 100% joint and survivor
<ul style="list-style-type: none"> • Optional form conversion factors 	<p>Lump sums: the applicable Code Section 417(e)(3) mortality table for the year the distribution is made, and the applicable interest rates under Code Section 417(e)(3)(c), determined as of the second calendar month (November) preceding the plan year in which the distribution is made to the participant or beneficiary.</p> <p>Forms other than lump sums: UP-1984 mortality table, with 75% male and 25% female blended annuities, applying a one-year set forward for males and a four- year setback for females and 8.0% interest.</p>
MISCELLANEOUS	
<ul style="list-style-type: none"> • Maximum compensation 	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2019, the limit is \$280,000.
<ul style="list-style-type: none"> • Maximum benefits 	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2019, the limit is \$225,000.

Provisions specific for plans that merged into the Newell Rubbermaid Pension Plan are described in the pages that follow.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR EMPLOYEES OF AMERICAN SAW & MFG. COMPANY**

DEFINITIONS	
• Merged Plan Freeze Date	December 31, 2003
• Benefit Accrual Date	January 1, 2004
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the American Saw Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	Benefit earned by a Merged Plan Participant under the American Saw Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of Vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit payable at Normal Retirement Date reduced by 7/12% for each month for the first 60 months before NRD and 4/12% for each month for next 60 months before NRD. <u>Retirement from deferred vested status</u> Same as retirement from active status.
LATE RETIREMENT	
• Benefit	For termination after NRD, normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF PAYMENTS	
<ul style="list-style-type: none">Automatic form for unmarried participants	Single life annuity
<ul style="list-style-type: none">Automatic form for married participants	Qualified Joint and 50% survivor annuity for married participants
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuity50%, 75%, 100% joint and survivor50%, 100% non-spousal joint and survivor
<ul style="list-style-type: none">Optional form conversion factors	Mortality table: 1983 GATT, male rates, set back 3 years Interest rate: 8%

*Schedule SB, Part V — Summary of Plan Provisions***ANCHOR HOCKING SERVICE RETIREMENT PLAN**

Effective date and plan year	January 1, 1955
1-1-55 Plan	The Anchor Hocking Service Retirement Plan dated January 1, 1955
Prior Plan Merger	The Anchor Hocking Contributory Service Retirement Plan dated October 1, 1986 (the "10-1-86 Plan"), merged into the 1-1-55 Plan prior to the Plan Merger Date. Separate provisions apply to the benefits accrued under the 10-1-86 Plan
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Plastics Participant	Any Merged Plan Participant who, on his last day of employment (or December 31, 1995, if earlier), was employed by Plastics, Inc. at the Ryan Avenue, St. Paul, Minnesota Plan and represented by District Lodge No. 77 of the International Association of Machinists, AFL-CIO.
• Merged Plan Participant	Any person who earned an accrued benefit under the 1-1-55 Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the 1-1-55 Plan Benefit as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	<p><u>Plastics</u> Age 55</p> <p><u>Non-Plastics</u> Age 55 and 10 years of vesting service, or age 60</p>

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p><u>Retirement from active status – Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD.</p> <p><u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by ½% for each month before age 60; no reduction if 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD. If Union & Mold Making Dept. in Baltimore, MD or Union & Mold Making Dept. at Plants 1 and 2 in Lancaster, OH the reduction is ½% for each month before NRD.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
PRE-RETIREMENT DEATH	
• Benefit	Survivor annuity portion of the Qualified Joint and 50% Survivor annuity with a 6-year guarantee (5-year for Plastics).
FORM OF BENEFITS	
• Automatic form for unmarried participants	<p><u>Plastics</u> 5-year certain and life annuity</p> <p><u>Non Plastics</u> 6-year certain and life annuity</p>
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<p><u>Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 5-year guarantee • 50%, 75%, 100% joint and survivor with a 5-year guarantee • 50%, 100% non-spousal joint and survivor with a 5-year guarantee <p><u>Non-Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 6-year guarantee • Life annuity with a 6-year guarantee and a Social Security adjustment option • 50%, 75%, 100% joint and survivor with a 6-year guarantee • 50%, 100% non-spousal joint and survivor with a 6-year guarantee

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: 1971 GAM, blended 66⅔% male rates and 33⅓% female rates for participants and blended 66⅔% female rates and 33⅓% male rates for beneficiaries. Interest rate: 7%
<ul style="list-style-type: none"> Assumptions for Social Security adjustment option¹ 	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates. Interest rate: 7%

¹ Code section 417(e) assumptions used for lump sum benefits apply if they provide a greater benefit.

*Schedule SB, Part V — Summary of Plan Provisions***ANCHOR HOCKING CONTRIBUTORY SERVICE RETIREMENT PLAN**

Effective date	October 1, 1986
Prior Plan Merger	The 10-1-86 Plan merged into the 1-1-55 Plan prior to the date the 1-1-55 Plan merged into the Plan. This Addendum applies only to a Merged Plan Participant's Merged Plan Benefit accrued under the terms of the 10-1-86 Plan.
Merged Plan Freeze Date	December 31, 1992
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the 10-1-86 Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the 10-1-86 Plan Benefit as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit
EARLY RETIREMENT	
• Eligibility	Age 60 and 10 years of vesting service
• Benefit	Actuarial equivalent of Merged Plan Benefit
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement. Benefit cannot commence prior to age 60.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">• Optional forms	<ul style="list-style-type: none">• Life annuity• Social Security Level Income• 50%, 100% non-spousal joint and survivor• Lump sum payment of employee contributions
<ul style="list-style-type: none">• Optional form conversion factors	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995

*Schedule SB, Part V — Summary of Plan Provisions***ANCHOR HOCKING RETIREMENT PLAN FOR SALARIED EMPLOYEES**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Salaried Retirement Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Hocking Salaried Retirement Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service, or age 60
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 5/12% for each month before age 60; unreduced if age 55 or older with 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Actuarial equivalent of Merged Plan Benefit Payable at NRD.</p>
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
PRE-RETIREMENT DEATH	
• Benefit	Survivor annuity portion of the qualified joint and 50% survivor annuity with a 6-year guarantee.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	6-year certain and life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity with a 6-year guarantee for married participants
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity with a 6-year guarantee Life annuity with a 6-year guarantee and a Social Security adjustment option 50%, 75%, 100% joint and survivor with a 6-year guarantee 50%, 100% non-spousal joint and survivor with a 6-year guarantee
<ul style="list-style-type: none"> Optional form conversion factors 	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995

*Schedule SB, Part V — Summary of Plan Provisions***ANCHOR HOCKING RETIREMENT PLAN FOR SALARIED EMPLOYEES
(HOURLY PART)**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Bargaining Unit Participant	A Merged Plan Participant who was last employed in the Plant 26 Bargaining Unit of Anchor Hocking Corporation.
• Clerical Unit Participant	A Merged Plan Participant who was last employed in the Plant 3 Clerical Unit or Plant 15 Clerical Unit of Anchor Hocking Corporation.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Salaried Plan (Hourly Part) benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Salaried Plan (Hourly Part) benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service, or age 60.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before age 60; unreduced if a Clerical Unit Participant with age 55 and 30 years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Actuarial equivalent of Merged Plan Benefit Payable at NRD</p>
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Normal retirement benefit with above reduction factors for early retirement.
PRE-RETIREMENT DEATH	
• Benefit	Survivor annuity portion of 50% qualified joint and survivor annuity with a 6-year guarantee (5-year for Bargaining Unit).
FORM OF BENEFITS	
• Automatic form for unmarried participants	Bargaining Unit: 5-year certain and life annuity Non Bargaining Unit: 6-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Bargaining Unit Participants)
• Optional forms	<p><u>Non-Clerical Unit (Bargaining Unit)</u></p> <ul style="list-style-type: none"> • Life annuity with a 5-year guarantee • 50%, 75%, 100% joint and survivor with a 5-year guarantee • 50%, 100% non-spousal joint and survivor with a 5-year guarantee <p><u>Clerical Unit</u></p> <ul style="list-style-type: none"> • Life annuity with a 6-year guarantee • Life annuity with a 6-year guarantee and a Social Security adjustment option • 50%, 75%, 100% joint and survivor with a 6-year guarantee • 50%, 100% non-spousal joint and survivor with a 6-year guarantee
• Optional form conversion factors	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995.

*Schedule SB, Part V — Summary of Plan Provisions***ANCHOR HOCKING SERVICE RETIREMENT PLAN FOR HOURLY EMPLOYEES**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Hocking Hourly Plan benefit formula.
• Plastics Participant	Any Merged Plan Participant who was employed by Plastics, Inc. at Coon Rapids, Minnesota on his last day of employment (or December 31, 1988, if earlier).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Hocking Hourly Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit
EARLY RETIREMENT	
• Eligibility	<u>Plastics</u> Age 55 <u>Non-Plastics</u> Age 55 and 10 years of vesting service, or age 60.
• Benefit	<u>Retirement from active status - Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD. <u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 years of vesting service. <u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD.

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
PRE-RETIREMENT DEATH	
• Benefit	Survivor annuity portion of 50% qualified joint and survivor annuity with a 6-year guarantee (5-year for Plastics).
FORM OF BENEFITS	
• Automatic form for unmarried participants	<p><u>Plastics</u> 5-year certain and life annuity</p> <p><u>Non Plastics</u> 6-year certain and life annuity</p>
• Automatic form for married participants	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Plastics)
• Optional forms	<p><u>Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 5-year guarantee • 50%, 75%, 100% joint and survivor with a 5-year guarantee • 50%, 100% non-spousal joint and survivor with a 5-year guarantee <p><u>Non-Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 6-year guarantee • Life annuity with a 6-year guarantee and a Social Security adjustment option • 50%, 75%, 100% joint and survivor with a 6-year guarantee • 50%, 100% non-spousal joint and survivor with a 6-year guarantee
• Optional form conversion factors	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995.

*Schedule SB, Part V — Summary of Plan Provisions***BERGMAN TOOL MFG. CO., INC. PENSION PLAN**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 2003.
Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
Bergman Tool Plan	Bergman Tool Mfg. Co., Inc. Pension Plan as in existence on the Plan Merger Date.
DEFINITIONS	
• Merged Plan Participant	Any person who earned an accrued benefit under the Bergman Tool Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Bergman Tool Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 62 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/2% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Forms of payment and actuarial equivalence	Same as main plan with addition of 50% and 100% non-spousal joint and survivor annuities.

*Schedule SB, Part V — Summary of Plan Provisions***BERNZOMATIC CORPORATION UNION EMPLOYEES' PENSION PLAN**

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	August 31, 1982
Benefit Accrual Date	September 1, 1982
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• BernzOmatic Union Plan	BernzOmatic Corporation Union Employees' Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the BernzOmatic Union Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the BernzOmatic Union Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit
EARLY RETIREMENT	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/2% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Forms of payment and actuarial equivalence	Same as main plan with addition of lump sum payment of employee contributions.

*Schedule SB, Part V — Summary of Plan Provisions***BEROL CORPORATION HOURLY EMPLOYEES PENSION PLAN**

Merged Plan Freeze Date	March 31, 1996
Benefit Accrual Date	April 1, 1996
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Berol Hourly Plan	The Berol Corporation Hourly Employees Pension Plan.
• Berol Union Plan	Berol USA Division of Berol Corporation United Pencil & Allied Workers Local Industrial Union #934 R.W.D.S.U., A.F.L.-C.I.O. Pension Plan as previously merged into the Berol Hourly Plan.
• Merged Plan Participant	Any person who earned an accrued benefit under the Berol Hourly Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned under the Berol Hourly Plan benefit formula, including any benefit earned under the Berol Union Plan benefit formula prior to the merger of the Berol Union Plan into the Berol Hourly Plan.
NORMAL RETIREMENT	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	<p><u>Non-Berol Union</u> Age 55 and 10 years of vesting service.</p> <p><u>Berol Union</u> Age 60 and 10 years of vesting service.</p>
• Benefit	<p><u>Retirement from active status - Non-Berol Union</u> Merged Plan Benefit reduced by 6.2% per year before NRD.</p> <p><u>Retirement from active status - Berol Union</u> Merged Plan Benefit reduced by 0.333% each month prior to NRD.</p> <p><u>Retirement from deferred vested status</u> Same as retirement from active status.</p>

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
• Benefit	Normal retirement benefit increased by 8% per year after NRD.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor <p>Fewer options are available if a participant commences a deferred vested benefit or if the monthly benefit is less than \$25.</p>
• Optional form conversion factors	<p>Mortality table: UP 1984 mortality table</p> <p>Interest rate: 8%</p>

*Schedule SB, Part V — Summary of Plan Provisions***CALPHALON CORPORATION RETIREMENT PLAN**

Plan Merger Date	March 31, 1999
Merged Plan Freeze Date	November 30, 1999
Benefit Accrual Date	December 1, 1999
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Calphalon Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Calphalon Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>The greater of (1) or (2) below:</p> <p>(1) Merged Plan Benefit reduced by 1/15 per year for each of the first five years before NRD, 1/30 per year for next five years before NRD, and actuarial equivalence for additional years before NRD.</p> <p>(2) Actuarial equivalent of the Merged Plan Benefit if distributed in a form other than a non-decreasing life annuity payable for a period not less than the life of the participant.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
LATE RETIREMENT	
• Benefit	<p>For participants who remain employed after NRD and commence benefits after NRD, the late retirement benefit is the greater of (1) or (2):</p> <p>(1) Benefit at close of prior plan year actuarially increased to close of current plan year.</p> <p>(2) Merged Plan Benefit determined at close of current plan year.</p>

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED															
<div>• Eligibility</div>	<div>The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:</div> <table><thead><tr><th>Years of Service</th><th>Vesting Percentage</th></tr></thead><tbody><tr><td>Less than 3</td><td>0%</td></tr><tr><td>3</td><td>20%</td></tr><tr><td>4</td><td>40%</td></tr><tr><td>5</td><td>60%</td></tr><tr><td>6</td><td>80%</td></tr><tr><td>7</td><td>100%</td></tr></tbody></table>	Years of Service	Vesting Percentage	Less than 3	0%	3	20%	4	40%	5	60%	6	80%	7	100%
Years of Service	Vesting Percentage														
Less than 3	0%														
3	20%														
4	40%														
5	60%														
6	80%														
7	100%														
<div>• Benefit</div>	<div>Vested portion of normal retirement benefit with above reduction factors for early retirement.</div>														
FORM OF BENEFITS															
<div>• Automatic form for unmarried participants</div>	<div>Single life annuity</div>														
<div>• Automatic form for married participants</div>	<div>Qualified joint and 50% survivor annuity</div>														
<div>• Optional forms</div>	<div><div>• Life annuity</div><div>• Life annuity with a 5-year guarantee</div><div>• 50%, 75%, 100% joint and survivor</div><div>• 50%, 100% non-spousal joint and survivor</div><div>• Monthly installments</div><div>• Lump sum</div></div>														
<div>• Optional form conversion factors</div>	<div>Mortality table: UP 1984 mortality table</div> <div>Interest rate: 9%</div>														

*Schedule SB, Part V — Summary of Plan Provisions***CONTRIBUTORY PENSION PLAN FOR THE HOURLY-PAID EMPLOYEES OF THE MOLDCRAFT DIVISION OF ANCHOR HOCKING PLASTIC PACKAGING, INC**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1990
Significant events that occurred during the year	None
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Moldcraft Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Moldcraft Plan benefit formula as of the Merged Plan Freeze Date.
• Moldcraft Plan	The Contributory Pension Plan for the Hourly-Paid Employees of the Moldcraft Division of Anchor Hocking Plastic Packaging, Inc. as in existence on the Plan Merger Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 62 and 10 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement. Participants with 5 or more years of vesting service are entitled to commence their deferred vested benefit at age 62.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuity50%, 75% joint and survivor
<ul style="list-style-type: none">Optional form conversion factors	Mortality table: 1971 GAM, blended 66 2/3% male rates and 33 1/3% female rates for participants and blended 66 2/3% female rates and 33 1/3% male rates for beneficiaries. Interest rate: 7%

*Schedule SB, Part V — Summary of Plan Provisions****SALARIED EMPLOYEES' RETIREMENT PLAN OF COOPER INDUSTRIES, INC. (KIRSCH)***

Plan Merger Date	May 30, 1997
Merged Plan Freeze Date	May 30, 1997
Benefit Accrual Date	May 31, 1997
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Kirsch Salaried Plan	The portion of the Salaried Employees' Retirement Plan of Cooper Industries, Inc., (the "Cooper Plan") attributable to the Employees and former employees of Kirsch, Inc. who participated in the Cooper Plan on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Kirsch Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Kirsch Salaried Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED											
<ul style="list-style-type: none"> Eligibility 	<p>The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:</p> <table> <tr> <th>Years of Vesting Service</th><th>Percentage</th></tr> <tr> <td>Less than 3</td><td>0%</td></tr> <tr> <td>3</td><td>33%</td></tr> <tr> <td>4</td><td>67%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	Years of Vesting Service	Percentage	Less than 3	0%	3	33%	4	67%	5 or more	100%
Years of Vesting Service	Percentage										
Less than 3	0%										
3	33%										
4	67%										
5 or more	100%										
<ul style="list-style-type: none"> Benefit 	Vested portion of Merged Plan Benefit.										
PRE-RETIREMENT DEATH											
<ul style="list-style-type: none"> Benefit 	Full benefit payable as a life annuity or lump sum.										
FORM OF BENEFITS											
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single life annuity										
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity										
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity Life annuity with full cash refund Life annuity with a 10-year guarantee Life annuity with Social Security adjustment option Life annuity with Social Security adjustment option and cash refund option 50%, 75%, 100% joint and survivor 50%, 100% joint and survivor with full cash refund 50%, 100% non-spousal joint and survivor 50%, 100% non-spousal joint and survivor with full cash refund Lump sum 										
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality and interest assumptions and adjustment factors: As specified in Appendix C and Table 1A, Table 1B, and Tables 2–4 of the Cooper Plan										

*Schedule SB, Part V — Summary of Plan Provisions***COSMOLAB, INC. PENSION PLAN**

Plan Merger Date	December 31, 1999
Merged Plan Freeze Date	September 30, 2000
Benefit Accrual Date	October 1, 2000
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the CosmoLab Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the CosmoLab Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65 for those who became participants before January 1, 1988. The later of age 65 or 5th anniversary of participation for those who became participants on or after January 1, 1988.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and age plus vesting service greater than or equal to 75.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 5/9% for each month for the first 60 months before NRD, and 5/18% for each month for next 60 months before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
LATE RETIREMENT	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity Life annuity with a 5-year guarantee Life annuity with a 10-year guarantee Life annuity with a 15-year guarantee 50%, 75%, 100% joint and survivor 50%, 100% non-spousal joint and survivor
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: UP 1984 mortality table set back 2 years Interest rate: 9%

*Schedule SB, Part V — Summary of Plan Provisions***ELDON INDUSTRIES INCORPORATED 1984 RESTATED PENSION PLAN AND THE ELDON INDUSTRIES INCORPORATED 1984 RESTATED RETIREMENT PLAN**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 1992 for non-collectively bargained employees of Rubbermaid Office Products, or June 13, 1997 for all other.
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Bargained Plan	The Eldon Industries Incorporated 1984 Restated Pension Plan, which was merged into the Rubbermaid Plan on August 1, 1992.
• Non-Bargained Plan	The Eldon Industries Incorporated 1984 Restated Retirement Plan, which was merged into the Rubbermaid Plan on December 31, 1992.
• Merged Plan Participant	Any person who earned an accrued benefit under the Bargained Plan benefit formula or the Non-Bargained Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Bargained or Non-Bargained Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65 with respect to a Merged Plan Benefit accrued under the Bargained Plan. Social Security Retirement Age with respect to a Merged Plan Benefit accrued under the Non-Bargained Plan.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status – Bargained Plan Benefits</u> Merged Plan Benefit reduced by 4/10% for each month before NRD.</p> <p><u>Retirement from active status – Non-Bargained Plan Benefits</u> Merged Plan Benefit reduced by 6-2/3% for each of the first five years before NRD, and 3-1/3% for each of the next five years before NRD.</p> <p><u>Retirement from deferred vested status</u> Same as active early reduction factors.</p>

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • Life annuity with a 20-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum
• Optional form conversion factors	Mortality table: 1971 GAM blended 80% male rates and 20% female rates. Interest rate: 8%

*Schedule SB, Part V — Summary of Plan Provisions***EMPIRE BEROL CORPORATION REVISED BASIC PENSION PLAN**

Plan Merger Date	April 1, 1996
Merged Plan Freeze Date	March 31, 1996
Benefit Accrual Date	April 1, 1996
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Berol Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Berol Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at NRD reduced by ½% for each month prior to NRD. No reduction for retirements on or after age 62.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
LATE RETIREMENT	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	5-year certain and life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity Life annuity with a 5-year guarantee Life annuity with a 10-year guarantee 50%, 75%, 100% joint and survivor 50%, 100% non-spousal joint and survivor Lump sum
<ul style="list-style-type: none"> Optional form conversion factors 	<p><u>Standard Actuarial Assumption</u></p> <p>Mortality table: 1979 George B. Buck mortality table blended 40% male rates and 60% female rates</p> <p>Interest rate: 6%</p> <p><u>Special Actuarial Assumption</u></p> <p>Adjustment factors for the qualified joint and survivor, non-spousal joint and survivor, and joint and survivor annuity forms are specified in the following tables.</p>

Schedule SB, Part V — Summary of Plan Provisions

MISCELLANEOUS																																																																		
<ul style="list-style-type: none">Adjustment Factor Tables for Empire Berol Corporation Revised Basic Pension Plan	<p>Qualified joint and 50% survivor annuity, joint and 50% survivor annuity, non-spousal joint and 50% survivor annuity forms:</p> <table><tr><th><u>Difference in Spouse's/Joint Annuitant's Age</u> Years Younger</th><th colspan="4"><u>Merged Plan Participant's Age</u></th></tr><tr><th></th><th><u>55 to 57</u></th><th><u>58 to 60</u></th><th><u>61 to 63</u></th><th><u>64+</u></th></tr><tr><td>18+</td><td>89%</td><td>87%</td><td>85%</td><td>83%</td></tr><tr><td>13 to 17</td><td>90%</td><td>88%</td><td>87%</td><td>85%</td></tr><tr><td>8 to 12</td><td>91%</td><td>90%</td><td>88%</td><td>87%</td></tr><tr><td>3 to 7</td><td>93%</td><td>92%</td><td>90%</td><td>89%</td></tr><tr><td>0 to 2</td><td>94%</td><td>93%</td><td>92%</td><td>91%</td></tr><tr><td colspan="5">Years Older</td></tr><tr><td>0 to 2</td><td>94%</td><td>93%</td><td>92%</td><td>91%</td></tr><tr><td>3 to 7</td><td>95%</td><td>95%</td><td>94%</td><td>93%</td></tr><tr><td>8 to 12</td><td>97%</td><td>96%</td><td>96%</td><td>95%</td></tr><tr><td>13 to 17</td><td>98%</td><td>97%</td><td>97%</td><td>97%</td></tr><tr><td>18+</td><td>99%</td><td>99%</td><td>98%</td><td>98%</td></tr></table> <p>Qualified joint and 75% survivor annuity, joint and 75% survivor annuity, non-spousal joint and 75% survivor annuity forms:</p>	<u>Difference in Spouse's/Joint Annuitant's Age</u> Years Younger	<u>Merged Plan Participant's Age</u>					<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>	18+	89%	87%	85%	83%	13 to 17	90%	88%	87%	85%	8 to 12	91%	90%	88%	87%	3 to 7	93%	92%	90%	89%	0 to 2	94%	93%	92%	91%	Years Older					0 to 2	94%	93%	92%	91%	3 to 7	95%	95%	94%	93%	8 to 12	97%	96%	96%	95%	13 to 17	98%	97%	97%	97%	18+	99%	99%	98%	98%
<u>Difference in Spouse's/Joint Annuitant's Age</u> Years Younger	<u>Merged Plan Participant's Age</u>																																																																	
	<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>																																																														
18+	89%	87%	85%	83%																																																														
13 to 17	90%	88%	87%	85%																																																														
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0 to 2	94%	93%	92%	91%																																																														
3 to 7	95%	95%	94%	93%																																																														
8 to 12	97%	96%	96%	95%																																																														
13 to 17	98%	97%	97%	97%																																																														
18+	99%	99%	98%	98%																																																														

Schedule SB, Part V — Summary of Plan Provisions

	<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>			
		<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>
	Years Younger				
	18+	84%	82%	79%	76%
	13 to 17	86%	84%	81%	79%
	8 to 12	88%	86%	84%	82%
	3 to 7	89%	88%	86%	85%
	0 to 2	91%	90%	89%	88%
	Years Older				
	0 to 2	91%	90%	89%	88%
3 to 7	93%	92%	92%	91%	
8 to 12	95%	94%	94%	93%	
13 to 17	97%	96%	96%	95%	
18+	98%	98%	97%	97%	
Qualified joint and 100% survivor annuity, joint and 100% survivor annuity, non-spousal joint and 100% survivor annuity forms:					
	<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>			
		<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>
	Years Younger				
	18+	80%	77%	74%	71%
	13 to 17	82%	79%	77%	74%
	8 to 12	84%	82%	80%	77%
	3 to 7	86%	85%	83%	81%
	0 to 2	89%	88%	86%	85%
	Years Older				
	0 to 2	89%	88%	86%	85%
3 to 7	91%	90%	89%	88%	
8 to 12	93%	93%	92%	91%	
13 to 17	95%	95%	95%	94%	

Schedule SB, Part V — Summary of Plan Provisions

	18+	97%	97%	96%	96%
	For the preceding tables, ages of participants and spouses/joint annuitants are rounded to the nearest whole year (e.g., age 51, 6 months = age 52). The difference in age is the difference between the participant's age, as rounded, and the spouse's/joint annuitant's age, as rounded.				

*Schedule SB, Part V — Summary of Plan Provisions***EMPLOYEES' RETIREMENT PLAN OF EMPIRE BRUSHES, INC.**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 1995
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Empire Brushes Plan	The Employees' Retirement Plan of Empire Brushes, Inc., which was merged into the Rubbermaid Plan on March 31, 1995.
• Rubbermaid Plan	The Rubbermaid Employees' Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Empire Brushes Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Empire Brushes Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at NRD reduced by 1/15 per year for the first 5 years before NRD, and 1/30 per year for the next 5 years.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
LATE RETIREMENT	
• Benefit	Merged Plan Benefit actuarially increased.
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	10-year certain and life annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity Life annuity with a 10-year guarantee 50%, 75%, 100% joint and survivor 50%, 100% non-spousal joint and survivor Lump Sum Full Cash Refund Option Social Security Adjustment Option
<ul style="list-style-type: none"> Optional form conversion factors 	<p><u>Standard Actuarial assumptions adjustment factors</u></p> <p>Mortality Table: 1971 GAM, males rates, setback 3 years</p> <p>Interest Rate: 6%</p> <p><u>Special Actuarial assumptions adjustment factors</u></p> <p>50% Qualified Joint and Survivor annuity / J&S: 0.91 plus (minus) 0.004 for each year in excess of 3 by which the spouse/joint annuitant is older (younger) than the participant, plus 0.003 for each year that the annuity starting date precedes NRD, but not more than 1.</p> <p>100% Qualified Joint and Survivor annuity / J&S: 0.84 plus (minus) 0.006 for each year by which the spouse/joint annuitant is older (younger) than the participant, plus 0.005 for each year that the annuity starting date precedes NRD, but not more than 1.</p> <p>75% Qualified Joint and Survivor annuity / J&S form: Interpolate based on the above.</p> <p>Life Annuity with 10-year guaranteed period: .935 plus .004 for each year Annuity Starting Date precedes Normal Retirement Date.</p> <p>Full Cash Refund Option: .92 plus .004 for each year Annuity Starting Date precedes Normal Retirement Date.</p> <p>Social Security Adjustment Option: Apply early retirement factors.</p>

*Schedule SB, Part V — Summary of Plan Provisions***FABER-CASTELL RETIREMENT PLAN FOR LEWISBURG HOURLY EMPLOYEES**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Lewisburg Plan	Faber-Castell Retirement Plan for Lewisburg Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Lewisburg Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Lewisburg Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before NRD, 1/2% for each month for next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	10-year certain and life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity with a 10-year guarantee 50%, 75%, 100% joint and survivor 50%, 100% non-spousal joint and survivor <p>Fewer options are available if a participant commences a deferred vested benefit.</p>
<ul style="list-style-type: none"> Optional form conversion factors 	<p>50% Qualified Joint and Survivor annuity / J&S: 0.97 plus (minus) 0.004 for each year in excess of 3 by which the spouse/joint annuitant is older (younger) than the participant, but not more than 0.999.</p> <p>100% Qualified Joint and Survivor annuity /J&S: 0.87 plus (minus) 0.006 for each year by which the spouse/joint annuitant is older (younger) than the participant, but not more than 0.999.</p> <p>75% Qualified Joint and Survivor annuity /J&S form: Interpolate based on the above.</p>

*Schedule SB, Part V — Summary of Plan Provisions***FABER-CASTELL RETIREMENT PLAN FOR NEWARK HOURLY EMPLOYEES**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Faber-Castell Newark Plan	Faber-Castell Retirement Plan for Newark Hourly Employees as in existence on the Plan Merger Date.
• Union Employee	Any person covered by a collective bargaining agreement between Sanford Corporation and Local 199, United Rubber, Cork, Linoleum and Plastic Workers of America.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Newark Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Newark Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for first 36 months before NRD, 1/2% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none">• Life annuity with a 10-year guarantee• 50%, 75%, 100% joint and survivor• 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Same as the Faber-Castell Retirement Plan for Lewisburg Hourly Employees.

*Schedule SB, Part V — Summary of Plan Provisions***FABER-CASTELL RETIREMENT PLAN FOR SALARIED EMPLOYEES**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Salaried Plan	Faber-Castell Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Salaried Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 24 months before age 64, 4/10% for each month for the next 24 months before age 62, and 7/20% for each month before age 60.</p> <p><u>Retirement from deferred vested status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before age 65, ½% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p>
LATE RETIREMENT	
• Benefit	Merged Plan Benefit increased by 3/4% per month from NRD to late retirement date.

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
DISABILITY	
• Eligibility	Disabled according to the plan before NRD before 12/31/1995, and 10 years of service.
• Benefit	Equal to Early Retirement Benefit.
FORM OF BENEFITS	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Same as the Faber-Castell Retirement Plan for Lewisburg Hourly Employees.

*Schedule SB, Part V — Summary of Plan Provisions***FOLEY COMPANY RETIREMENT PLAN FOR FACTORY HOURLY EMPLOYEES**

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	June 30, 1985
Benefit Accrual Date	July 1, 1985
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Foley Hourly Plan	The Foley Company Retirement Plan for Factory Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Foley Hourly Plan benefit formula and who was previously employed by Foley-ASC, Inc.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Foley Hourly Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Automatic form for married participants	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuityLife annuity with a 10-year guarantee50%, 75%, 100% joint and survivor

*Schedule SB, Part V — Summary of Plan Provisions***GOODY PRODUCTS, INC. PENSION PLAN FOR CERTAIN HOURLY PAID EMPLOYEES**

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 31, 1994
Benefit Accrual Date	January 1, 1995
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Goody Hourly Plan	Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Goody Hourly Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Goody Hourly Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	The later of age 65 and 5 years of vesting service.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at Normal Retirement Date reduced by ½% each month before NRD</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

DISABILITY	
• Eligibility	Disabled under Social Security with a disability commencement date within 6 months of company-approved medical or disability leave of absence, and 10 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early commencement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1951 GAT, male rates, projected to 1965 by Scale C, and set back 5 years for spouse/joint annuitants Interest rate: 5.5%

*Schedule SB, Part V — Summary of Plan Provisions***GOODY PRODUCTS, INC. PENSION PLAN FOR SALARIED EMPLOYEES**

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 31, 1994
Benefit Accrual Date	January 1, 1995
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Goody Salaried Plan	Goody Products, Inc. Pension Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Goody Salaried Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Goody Salaried Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	The later of age 65 and 5 years of vesting service or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Automatic form for married participants	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuityLife annuity with a 5-year guarantee50%, 75%, 100% joint and survivor50%, 100% non-spousal joint and survivor
<ul style="list-style-type: none">Optional form conversion factors	Same as Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees.

*Schedule SB, Part V — Summary of Plan Provisions***HOME FASHIONS, INC. HOURLY EMPLOYEES RETIREMENT PLAN**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	September 30, 1997
Benefit Accrual Date	October 1, 1999
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Home Fashions Plan	Home Fashions, Inc. Hourly Employees Retirement Plan as in existence on the Plan Merger Date.
• Del Mar Plan	Retirement Plan and Trust of Employees of Del Mar Window Coverings as previously merged into the Home Fashions Plan.
• Merged Plan Participant	Any person who earned an accrued benefit under the Home Fashions Plan benefit formula (including under the Del Mar Plan benefit formula).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Home Fashions Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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DISABILITY	
• Eligibility	Disabled according to the plan before NRD, with at least 45 years of age and 5 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early commencement. However, there is reduction for early commencement if the benefit was accrued in the Del Mar Plan.
FORM OF BENEFITS	
• Automatic form for unmarried participants	<p><u>Non Plastic</u> 6-year certain and life</p> <p><u>Plastic</u> 5-year certain & life</p>
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee (Plastics only) • Life annuity with a 6-year guarantee (non-Plastics only) • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum <p>Fewer options are available if a participant commences a disability retirement benefit.</p>

Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors

Standard Actuarial Assumptions

Mortality table: 1971 GAM projected to 1976 by Scale E, blended 66⅔% male annuities and 33⅓% female annuities

Interest rate: 6.5%

Special adjustment factors for QJSA/J&S forms:

If spouse's/joint annuitant's age is within 10 years of participant's age, use following adjustment factor instead:

50% survivor annuity: 0.85

100% survivor annuity: 0.75

75% survivor annuity: Interpolate based on the above

Adjustment factors for the life annuity with 10-year guaranteed period:

Age at nearest birthday	Adjustment Factor	Age at nearest birthday	Adjustment Factor
45	0.992	55	0.975
46	0.991	56	0.972
47	0.990	57	0.969
48	0.989	58	0.966
49	0.987	59	0.962
50	0.985	60	0.958
51	0.984	61	0.953
52	0.982	62	0.947
53	0.980	63	0.941
54	0.977	64	0.934
		65	0.927

*Schedule SB, Part V — Summary of Plan Provisions***KIRSCH UAW LOCAL 797 RETIREMENT INCOME PLAN**

Plan Merger Date	August 1, 1998
Merged Plan Freeze Date	July 31, 1998
Benefit Accrual Date	August 1, 1998
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Kirsch UAW Plan	The Kirsch UAW Local 797 Retirement Income Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Kirsch UAW Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Kirsch UAW Plan benefit formula as of the Merged Plan Freeze Date.
• Qualified Joint and Survivor Annuity	Qualified Joint and 55% Survivor Annuity.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before age 62.</p> <p><u>Retirement from deferred vested status</u></p> <p>Merged Plan Benefit reduced by 5/9% for each month before age 65.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

PRE-RETIREMENT DEATH	
• Benefit	Survivor annuity portion of the qualified joint and 55% survivor annuity.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 55% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • 55%, 75% joint and survivor
• Optional form conversion factors	<p>55% QJSA/J&S Form: 0.95 plus (minus) 0.05 for each year in excess of 5 by which the spouse/joint annuitant is older (younger) than the participant.</p> <p>75% QJSA/J&S form: Interpolate based on the above</p>

*Schedule SB, Part V — Summary of Plan Provisions***KOH-I-NOOR, INC. PENSION PLAN**

Plan Merger Date	December 31, 1999
Merged Plan Freeze Date	April 30, 1996
Benefit Accrual Date	December 31, 1999
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Koh-I-Noor Plan	The Koh-I-Noor, Inc. Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Koh-I-Noor Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Koh-I-Noor Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65 for a Merged Plan Participant who became a participant in the Koh-I-Noor Plan before January 1, 1988. Age 65 and 5th anniversary of Merged Plan participation for a Merged Plan Participant who became a participant in the Koh-I-Noor Plan on or after January 1, 1988.
• Benefit	Merged Plan Benefit
EARLY RETIREMENT	
• Eligibility	Age 55 or age plus years of vesting service equal or greater than seventy-five (75).
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 5/9% for the first 5 years before NRD, and 5/18% for the next five years before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors</p>
LATE RETIREMENT	
• Benefit	Merged Plan Benefit actuarially increased from NRD to Late Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED									
• Eligibility	<p>For participants hired on or after January 1, 1989: 100% vested upon completion of 5 years of vesting service.</p> <p>For participants hired before January 1, 1989:</p> <table> <tr> <th><u>Years of Vesting Service</u></th><th><u>Percentage</u></th></tr> <tr> <td>Less than 4</td><td>0%</td></tr> <tr> <td>4</td><td>40%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	<u>Years of Vesting Service</u>	<u>Percentage</u>	Less than 4	0%	4	40%	5 or more	100%
<u>Years of Vesting Service</u>	<u>Percentage</u>								
Less than 4	0%								
4	40%								
5 or more	100%								
• Benefit	Normal retirement benefit with above reduction factors for early retirement.								
DISABILITY									
• Eligibility	Disability according to plan before NRD.								
• Benefit	Merged Plan Benefit without reduction for early commencement.								
FORM OF BENEFITS									
• Automatic form for unmarried participants	6-year certain & life (5-year for Plastics Participants)								
• Automatic form for married participants	Qualified joint and 50% survivor annuity								
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor 								
• Optional form conversion factors	<p>Mortality table: UP 1984 mortality table set back 2 years</p> <p>Interest rate: 8%</p>								

*Schedule SB, Part V — Summary of Plan Provisions***MIRRO CORPORATION HOURLY EMPLOYEES' RETIREMENT PLAN**

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	September 1, 1983
Benefit Accrual Date	September 2, 1983
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Mirro Plan	The Mirro Corporation Hourly Employees' Retirement Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Mirro Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Mirro Plan benefit formula as of the Merged Plan Freeze Date.
• Mirro Plan Benefits	The Merged Plan Benefit is payable at the same time, and in the same manner (including with regard to early commencement reductions), as the accrued benefit under the Plan.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR THE HOURLY EMPLOYEES OF PHOENIX GLASS PLANT OF ANCHOR HOCKING CORPORATION**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1991
Benefit Accrual Date	January 1, 1991
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Phoenix Plan	The Pension Plan for the Hourly Employees of the Phoenix Glass Plant of Anchor Hocking Corporation as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Phoenix Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Phoenix Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 3/5% per month from NRD. No early retirement reduction for those retiring on or after age 62 with 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors</p>
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Merged Plan Participants who retired or terminated before the first Monday in September 1984).
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	6-year certain & life (5-year certain & life for participants who retire/terminate before the first Monday in September 1984).
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Merged Plan Participants who retire or terminate before the first Monday in September 1984)
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity with a 5-year guarantee (for retirement/terminations prior to the first Monday in September 1984) Life annuity with a 6-year guarantee (for retirement/terminations on or after the first Monday in September 1984) Social Security adjustment option 50%, 75%, 100% joint and survivor with a 5-year or 6-year guarantee
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: UP 1984 mortality table set back 3 years for spouse/joint annuitants. Interest rate: 7%

*Schedule SB, Part V — Summary of Plan Provisions***RETIREMENT PLAN FOR EMPLOYEES OF ROLODEX DE PUERTO RICO**

Plan Merger Date	December 1, 1998
Merged Plan Freeze Date	April 30, 1999
Benefit Accrual Date	May 1, 1999
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Rolodex de Puerto Rico Plan	The Retirement Plan for Employees of Rolodex de Puerto Rico, Inc. as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rolodex de Puerto Rico Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rolodex de Puerto Rico Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	• Age 65.
• Benefit	• Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	• Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/3% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors if payment commence on or after age 60.</p>
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	<p>Normal retirement benefit with above reduction factors for early retirement if payments commence on or after age 60.</p> <p>Actuarial equivalent of Merged Plan Benefit if payments commence before age 60.</p>

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity 10-year certain and life annuity Life annuity with Social Security Adjustment Option 50%, 75%, 100% joint and survivor annuity 50%, 100% non-spousal joint and survivor Lump sum
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates, with rates set back 1 year for males and 6 years for females. Interest rate: 6%

*Schedule SB, Part V — Summary of Plan Provisions***RUBBERMAID SALARIED EMPLOYEES' PENSION PLAN & SALARIED EMPLOYEES PENSION PLAN FOR RELATED COMPANIES OF RUBBERMAID INCORPORATED**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 3, 1999
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Rubbermaid Plan	The portion of the Rubbermaid Employee's Pension Plan as in existence on the Plan Merger Date applicable to participants who had accrued a benefit under the Rubbermaid Salaried Employees' Pension Plan or the Salaried Employees Pension Plan For Related Companies of Rubbermaid Incorporated.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rubbermaid Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rubbermaid Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65. The September 30th nearest age 65 for those who became participants in the Rubbermaid Plan before July 1, 1976.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 15 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/180 for each month for the first 60 months before NRD, and 1/360 for each month for the next 60 months before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors if retirement occurs within 10 years of NRD; further reduced with actuarial equivalence for commencement more than 10 years before NRD.</p>

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
• Benefit	Normal retirement benefit increased by 0.10% per month from NRD to late retirement date.
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
DISABILITY	
• Eligibility	Disabled according to the plan before NRD.
• Benefit	Merged Plan Benefit without reduction for early commencement. If a former participant in the Rubbermaid Salaried Employees' Pension Plan, projected cash value of insurance/annuity coverage to fund benefits, if greater.
FORM OF BENEFITS	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum <p>Different optional forms are available for disability benefits or if a participant commences benefits prior to age 55 or prior to completing 15 years of service.</p> <p>For Merged Plan Participants who accrued a benefit under the Rubbermaid Salaried Employee's Pension Plan, a separate lump sum payment of the projected cash value of the insurance or annuity coverage previously held under the plan to fund benefits.</p>
• Optional form conversion factors	<p>Mortality table: 1971 GAM, male rates, projected to 1990 by Scale D, set back 1 year for participants and 5 years for spouses/joint annuitants</p> <p>Interest rate: 7%</p>

*Schedule SB, Part V — Summary of Plan Provisions***SANFORD CORPORATION RETIREMENT PLAN FOR SALARIED EMPLOYEES**

Plan Merger Date	December 1, 1992
Merged Plan Freeze Date	December 31, 1992
Benefit Accrual Date	December 1, 1992
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Sanford Salaried Plan	The Sanford Corporation Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Salaried Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 20 years of vesting service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<u>Retirement from active status</u>	
	Years Prior to NRD	Percentage
	0	100.0%
	1	91.3%
	2	83.4%
	3	76.4%
	4	70.1%
	5	64.5%
	6	59.3%
	7	54.7%
	8	50.5%
	9	46.6%
	10	43.2%
<u>Retirement from deferred vested status</u>		
Same as active early reduction factors		
DEFERRED VESTED		
• Eligibility	100% vested upon completion of 5 years of vesting service.	
• Benefit	Normal retirement benefit with above reduction factors for early retirement.	
FORM OF BENEFITS		
• Automatic form for unmarried participants	Single life annuity	
• Automatic form for married participants	Qualified joint and 50% survivor annuity	
• Optional forms	<ul style="list-style-type: none">• Life annuity• Life annuity with a 10-year guarantee• Life annuity with a 15-year guarantee• 50%, 75%, 100% joint and survivor• 50%, 100% non-spousal joint and survivor	
• Optional form conversion factors	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%	

*Schedule SB, Part V — Summary of Plan Provisions***SANFORD CORPORATION UNION PENSION PLAN**

Plan Merger Date	December 1, 1992
Merged Plan Freeze Date	December 3, 1992
Benefit Accrual Date	December 1, 1992
DEFINITIONS	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Sanford Union Plan	The Sanford Corporation Union Pension Plan as in existence on the Plan Merger Date
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Union Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Union Plan benefit formula as of the Merged Plan Freeze Date
NORMAL RETIREMENT	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Age 55 and 20 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
DEFERRED VESTED	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity 50%, 75% joint and survivor 50% non-spousal joint and survivor
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR HOURLY PAID EMPLOYEES OF THE SHENANGO CHINA DIVISION OF ANCHOR HOCKING CORPORATION**

Plan Merger Date	September 1, 1991												
Merged Plan Freeze Date	January 31, 1988												
DEFINITIONS													
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.												
• Shenango Plan	The Pension Plan for Hourly Paid Employees of the Shenango China Division of Anchor Hocking Corporation as in existence on the Plan Merger Date.												
• Merged Plan Participant	Any person who earned an accrued benefit under the Shenango Plan benefit formula.												
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Shenango Plan benefit formula as of the Merged Plan Freeze Date.												
• Qualified Joint and Survivor Annuity	Qualified joint and 100% survivor annuity.												
NORMAL RETIREMENT													
• Eligibility	Age 65.												
• Benefit	Merged Plan Benefit.												
EARLY RETIREMENT													
• Eligibility	Age 60 and 15 years of vesting service.												
• Benefit	Merged Plan Benefit reduced as follows: <table> <tr> <th>Age at Commencement of Payment</th><th>% of Merged Plan Benefit</th></tr> <tr> <td>60</td><td>67.18%</td></tr> <tr> <td>61</td><td>72.36%</td></tr> <tr> <td>62</td><td>78.14%</td></tr> <tr> <td>63</td><td>84.60%</td></tr> <tr> <td>64</td><td>91.84%</td></tr> </table>	Age at Commencement of Payment	% of Merged Plan Benefit	60	67.18%	61	72.36%	62	78.14%	63	84.60%	64	91.84%
Age at Commencement of Payment	% of Merged Plan Benefit												
60	67.18%												
61	72.36%												
62	78.14%												
63	84.60%												
64	91.84%												
DEFERRED VESTED													
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.												
• Benefit	Normal retirement benefit with above reduction factors for early retirement.												

Schedule SB, Part V — Summary of Plan Provisions

DISABILITY	
<ul style="list-style-type: none"> Eligibility 	Completed at least 15 years of vesting service and disabled according to the plan for at least six (6) consecutive months.
<ul style="list-style-type: none"> Benefit 	Merged Plan Benefit without reduction for early commencement.
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 100% survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity 50%, 100% joint and survivor 100% non-spousal joint and survivor
<ul style="list-style-type: none"> Optional form conversion factors 	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates Interest rate: 7%
<ul style="list-style-type: none"> Assumptions for Forms of Payment Upon Disability Retirement 	<p><u>Mortality Table for Participants</u> 1976 Old Age Survivor Disability Insurance Mortality Table, blended 50% male rates and 50% female rates</p> <p><u>Mortality Table for Spouses/joint annuitants</u> 1971 GAM, blended 50% male rates and 50% female rates Interest Rate: 7%</p>

*Schedule SB, Part V — Summary of Plan Provisions***STUART HALL COMPANY, INC. NON-BARGAINING UNIT EMPLOYEES' RETIREMENT PLAN**

Plan Merger Date	January 1, 1995										
Merged Plan Freeze Date	December 3, 1994										
Benefit Accrual Date	January 1, 1995										
DEFINITIONS											
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.										
• Stuart Hall Plan	Stuart Hall Company, Inc. Non-Bargaining Unit Employees' Retirement Plan as in existence on the Plan Merger Date.										
• Merged Plan Participant	Any person who earned an accrued benefit under the Stuart Hall Plan benefit formula.										
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Stuart Hall Plan benefit formula as of the Merged Plan Freeze Date.										
NORMAL RETIREMENT											
• Eligibility	Age 65 or the 5th anniversary of Merged Plan participation.										
• Benefit	Merged Plan Benefit.										
EARLY RETIREMENT											
• Eligibility	Age 62 and 15 years of vesting service										
• Benefit	<p>Merged Plan Benefit reduced as follows:</p> <p><u>Retirement from active status</u></p> <table> <tr> <th>Years Prior to NRD</th><th>Percentage</th></tr> <tr> <td>0</td><td>100.0%</td></tr> <tr> <td>1</td><td>93.3%</td></tr> <tr> <td>2</td><td>86.7%</td></tr> <tr> <td>3</td><td>80.0%</td></tr> </table> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors</p>	Years Prior to NRD	Percentage	0	100.0%	1	93.3%	2	86.7%	3	80.0%
Years Prior to NRD	Percentage										
0	100.0%										
1	93.3%										
2	86.7%										
3	80.0%										

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT																									
<ul style="list-style-type: none"> Benefit 	<p>Merged Plan Benefit increased as follows:</p> <p>Late Retirement Payment Schedule</p> <table> <tr> <th>Years Post to NRD</th><th>Factor</th></tr> <tr><td>0</td><td>1.00</td></tr> <tr><td>1</td><td>1.06</td></tr> <tr><td>2</td><td>1.12</td></tr> <tr><td>3</td><td>1.19</td></tr> <tr><td>4</td><td>1.26</td></tr> <tr><td>5</td><td>1.34</td></tr> <tr><td>6</td><td>1.42</td></tr> <tr><td>7</td><td>1.50</td></tr> <tr><td>8</td><td>1.59</td></tr> <tr><td>9</td><td>1.69</td></tr> <tr><td>10</td><td>1.79</td></tr> </table>	Years Post to NRD	Factor	0	1.00	1	1.06	2	1.12	3	1.19	4	1.26	5	1.34	6	1.42	7	1.50	8	1.59	9	1.69	10	1.79
Years Post to NRD	Factor																								
0	1.00																								
1	1.06																								
2	1.12																								
3	1.19																								
4	1.26																								
5	1.34																								
6	1.42																								
7	1.50																								
8	1.59																								
9	1.69																								
10	1.79																								
DEFERRED VESTED																									
<ul style="list-style-type: none"> Eligibility 	<p>The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:</p> <table> <tr> <th>Years of Vesting Service</th><th>Percentage</th></tr> <tr><td>Less than 3</td><td>0%</td></tr> <tr><td>3</td><td>20%</td></tr> <tr><td>4</td><td>40%</td></tr> <tr><td>5</td><td>60%</td></tr> <tr><td>6</td><td>80%</td></tr> <tr><td>7 or more</td><td>100%</td></tr> </table>	Years of Vesting Service	Percentage	Less than 3	0%	3	20%	4	40%	5	60%	6	80%	7 or more	100%										
Years of Vesting Service	Percentage																								
Less than 3	0%																								
3	20%																								
4	40%																								
5	60%																								
6	80%																								
7 or more	100%																								
<ul style="list-style-type: none"> Benefit 	<p>Vested portion of Merged Plan Benefit reduced for early retirement as described above.</p>																								
FORM OF BENEFITS																									
<ul style="list-style-type: none"> Automatic form for unmarried participants 	<p>Single life annuity</p>																								

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Automatic form for married participants	Qualified joint and 50% survivor annuity
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuityLife annuity with a 5-year guaranteeLife annuity with a 10-year guaranteeLife annuity with a 15-year guarantee50%, 75% or 100% joint and survivor50%, 100% non-spousal joint and survivor
<ul style="list-style-type: none">Optional form conversion factors	Mortality table: UP-1984 Mortality Table Interest rate: PBGC rate

*Schedule SB, Part V — Summary of Plan Provisions***WEAREVER PENSION PLAN FOR HOURLY EMPLOYEES**

Plan Merger Date	April 1, 1998
Merged Plan Freeze Date	April 30, 1991
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• WearEver Plan	The WearEver Pension Plan for Hourly Employees, as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the WearEver Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the WearEver Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • 50%, 75% joint and survivor • 50% non-spousal joint and survivor annuity • 50% joint and survivor with a pop up annuity
• Optional form conversion factors	As specified in Tables 1 - 4 of the WearEver plan document.

*Schedule SB, Part V — Summary of Plan Provisions***WM.E. WRIGHT CO. PENSION PLAN**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1989
DEFINITIONS	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Wright Plan	The Wm. E. Wright Co. Pension Plan, which was merged into the Anchor Hocking Service Retirement Plan dated January 1, 1955 ("the 1-1-55 Plan"), on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Wright Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Wright Plan benefit formula as of the Merged Plan Freeze Date.
NORMAL RETIREMENT	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
EARLY RETIREMENT	
• Eligibility	Earlier of age 55 and 15 years of vesting service, and age 60.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
DEFERRED VESTED	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">• Optional forms	<ul style="list-style-type: none">• Life annuity• Life annuity with a 10-year guarantee• Life annuity with a 15-year guarantee• 50%, 75%, 100% joint and survivor• 66 2/3% non-spousal joint and survivor annuity• Lump sum of benefit payable pursuant to an annuity contract previously purchased to fund the plan
<ul style="list-style-type: none">• Optional form conversion factors	As specified in the Wm. E. Wright Plan document as in effect on November 31, 1989.

*Schedule SB, Part V — Summary of Plan Provisions***JARDEN CONSOLIDATED PENSION PLAN COMPONENT**

Effective date and plan year	January 1, 1976. Plan year is calendar year.
Most recent amendment	December 23, 2015 to change the Thermco subplan's minimum cash balance interest crediting rate to 5.00%.
Significant events that occurred during the year	None.
Freeze Date <ul style="list-style-type: none"> 08/31/2007 	Plans merged January 1, 2012: <ul style="list-style-type: none"> Penn Fishing Tackle Manufacturing Co. Pension Plan
Freeze Date <ul style="list-style-type: none"> 08/31/2004 08/31/2004 08/31/2004 08/31/2004 09/20/2006 06/30/2000 12/31/2005 12/31/2007 04/26/1996 04/26/1996 No new entrants after 10/15/2006; benefits frozen at 12/31/2012 	Plans merged December 31, 2009: <p>K2 Inc. Pension Plan:</p> <ul style="list-style-type: none"> Anthony / Simplex Shakespeare Salaried and Hourly Stearns Hourly Stearns Salaried BASF Simplex UAW Local 963 Unit 1 United States Playing Card Company Pension Plan for Non-Union Employees <p>Jarden Corporation Consolidated Hourly Pension Plan:</p> <ul style="list-style-type: none"> Zinc Products Company – Greenville, TN Metal Services Company – Baltimore, MD Metal Services Company – Chicago, IL Consumer Products Company – Muncie, IN
Freeze Date <ul style="list-style-type: none"> 11/1/1988 for Dixfield – 09/30/1989 for Cloquet 09/30/1994 12/31/2003 07/01/2004 01/31/2004 01/01/2004 	Plans merged December 31, 2005: <ul style="list-style-type: none"> Diamond Brands Inc. Retirement Plan for Hourly Paid Employees Forster Inc Employees' Pension Plan Coleman Company, Inc. Pension Plan for Weekly Salaried and Hourly Paid Employees BRK Union BRK Non-Union Coleman Company, Inc. Retirement Plan for Salaried Employees

Schedule SB, Part V — Summary of Plan Provisions

Freeze Date	Previous Plans: Plans under Sunbeam Products, Inc. Consolidated Retirement Plan prior to December 31, 2005:
<ul style="list-style-type: none"> • 07/15/86 • 07/15/86 • 11/13/86 • 07/30/85 • 06/13/85 • 01/01/87 • 06/23/87 • 11/31/86 • 12/19/85 • 01/01/86 • 03/31/79 • 03/30/76 • 07/03/79 	<ul style="list-style-type: none"> • Burton Silverplating Company – Salaried • Burton Plating Company – Hourly • F.W. Bell, Inc. – Salaried • Chemetron Fire Systems, Inc. – Salaried and Non-Bargaining • Allied Healthcare (Chemetron Corp.) – Salaried and Non-Bargaining • True Temper Corp. – Salaried • Bally Engineered Structures – Salaried • Continental Testing – Salaried • True Temper – Hourly (USW) • Allegheny – Hourly Retired • Chemetron – Hammon Precision • Allegheny – Salaried • Ajax Forging – Salaried
<ul style="list-style-type: none"> • 05/01/79 • 07/01/83 • 11/26/85 • 03/14/86 • 12/81 • 11/74 • 05/02/77 • 12/17/82 & 04/30/86 	<ul style="list-style-type: none"> • Ajax Forging – Hourly • Sunbeam Corp. – Hourly (Former John Zink Co.) • Chemetron Fire Systems – AFL/CIO • Carmet Company – Hourly • Goddard – Hourly • Good Steel Service – Salaried • Carmet Company Amcarb Hourly • Integrated Specialties – Spin-off of Ogallala Plan
<ul style="list-style-type: none"> • Pre 86 Retirees and DVs only • 06/87 • Pre 86 Retirees and DVs only • 04/03/86 • Pre 86 Retirees and DVs only • 12/26/86 • 07/01/87 • 09/03/87 • 09/03/87 	<ul style="list-style-type: none"> • Chemetron – Railway – Salaried and Non-Bargaining • Int'l Powder Metallurgy Division of Thermco – Salaried • Kennedy Company – Salaried • Carmet Company – Precision at Springfield, TN – Hourly • Sciaky Bros., Inc. • Arnold Engineering – Salaried • IPM Division of Thermco – Columbus, OH – Hourly • Sunbeam Corp. – Oster Hourly IAM#78 • Sunbeam Corp. – Oster Hourly IBEW#1607

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Merged 01/01/87 – Retirees and DVs Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only 12/31/88 12/31/94 01/01/85 12/31/88 Merged 12/31/89 12/31/95 12/31/86 09/30/92 Merged 12/31/89 – Frozen 02/18/88 09/30/92 	<ul style="list-style-type: none"> Sunbeam Equipment – Hourly Carmet Division of Ill. Water Treatment – Salaried Sunbeam Corp. Subplan A – Salaried Sunbeam Corp. – Oster Division – Salaried Sunbeam Corp. – Dayton Facility – Hourly Sunbeam Corp. Oster Division – Cookeville Facility – Hourly Sunbeam Appliance Service Company (John Zink. Company) – Hourly Sunbeam Corp. – Tool and Die Unit – (John Zink. Company) – Hourly Sunbeam Corp. Oster Division – McMinnville Facility – Hourly Sunbeam Corp. – Southern Division – Hourly Sunbeam Corp. (John Zink Company) – General Unit – Hourly Sunbeam Corp. – Almet/Lawnlite, Inc. at Baraboo, WI – Hourly Carmet Division – Salaried and Hourly Sunbeam Corp. – Almet/Lawnlite, Inc. at Louisburg, NC – Hourly
<ul style="list-style-type: none"> 12/31/90 12/31/90 12/31/90 12/31/90 12/31/90 12/31/90 	<ul style="list-style-type: none"> Sunbeam Corp. – Almet/Lawnlite, Inc. – Salaried Sunbeam Corp. – Allegheny Inc. – Salaried Sunbeam Corp. – Subplan A – Salaried Sunbeam Corp. – Subplan B – Salaried Sunbeam Corp. – Subplan C – Salaried Sunbeam Corp. – Oster Division - Salaried
<p>Freeze Date</p> <ul style="list-style-type: none"> Plant closed 3/17/97 Plant closed 1/12/97 12/31/89 	<p>Plans merged December 31, 2002:</p> <ul style="list-style-type: none"> Sunbeam Products, Inc. – Nacogdoches, TX, etc. – Hourly Sunbeam Products, Inc. – Portland, TN – Hourly Thermco Systems, Inc.
Changes since prior valuation	Maximum compensation and maximum benefit limits were updated from 2018 to 2019.

*Schedule SB, Part V — Summary of Plan Provisions***SUNBEAM-OSTER-MCMINNVILLE SUB-PLAN**

Effective date and plan year	January 1, 1976. Plan Year is calendar year.
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Sponsoring employer	Sunbeam Americas Holdings, LTD.
Plan code	01883
Merger date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989.
Significant events	None.
DEFINITIONS	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound by the provisions in effect on their Severance Dates.
• Eligibility	Nonunion hourly employees at the McMinnville, TN plant. Effective December 31, 2003, no new entrants are allowed into the plan.
• Service considered	Service from date of hire. Service after December 31, 2005 is not considered.
• Compensation considered	N/A
• Average annual compensation	N/A
• Vesting	Five years of service
NORMAL RETIREMENT	
• Eligibility	Age 65 and five years of participation
• Benefit	\$13.00 per month per year of service on and after January 1, 1994 Plus \$12.00 per month per year of service prior to January 1, 1994 Accrued benefit payable at termination. Accrued benefits were frozen on December 31, 2005.
EARLY RETIREMENT	
• Eligibility	Age 60 and 10 years of service
• Benefit	Accrued benefit reduced 0.5% for each month benefit commencement precedes Normal Retirement Date
DEFERRED VESTED	
• Eligibility	Five years of service

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued benefit payable at Normal Retirement Age or an early retirement benefit (reduced as above) if eligible
DISABILITY	
• Eligibility	Age 50 with 15 years of service
• Benefit	Accrued benefit payable immediately
PRE-RETIREMENT DEATH	
• Eligibility	Five years of service and one year of marriage
• Benefit	The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Single life annuity • 50%, 66 2/3% or 100% joint and survivor annuity • 10 year certain and continuous annuity
• Optional forms conversion factors	As specified in Tables 1,2,3 and 4 in Appendix E of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR SALARIED EMPLOYEES OF ALLEGHENY INTERNATIONAL, INC. SUB-PLAN**

Effective date	January 1, 1984
Plan Code	00100
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	<p>The assets and liabilities with respect to all Participants who retired or terminated with a vested benefit under the plan prior to January 1, 1986 were transferred to the Allegheny International, Inc. Consolidated Retirement Plan as of January 1, 1986.</p> <p>The plan was merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective June 29, 1994 and of the current plan effective December 31, 2002.</p>
DEFINITIONS	
• Applicability	These provisions apply only to Employees who complete an Hour of Service for the Employer on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound in all respects by the provisions of the plan as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986, or to the surviving spouses or other beneficiaries of such employees.
• Vesting	<p>For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service. Participants who were employed at Allied Healthcare Products, Inc. on June 12, 1985 are 100% vested. Participants who were employed at Universal/Allied Imaging, Inc. on June 25, 1985 are 100% vested. Participants who were employed at Chemetron Fire Systems, Inc. on November 25, 1985 are 100% vested. Participants who were employed at Trans Global Films, Inc. on October 28, 1985 are 100% vested. Participants who were employed at Standard-Thomson Corporation and Joseph Pollak Corporation on June 18, 1986 are 100% vested. Participants who were employed at Sciaky Bros., Inc. on June 9, 1987 are 100% vested. Participants who were employed at Kennedy Company on September 23, 1987 are 100% vested. Participants who were employed at Kilgore Corporation on October 4, 1987 are 100% vested. The decrease in employment at the Employer resulted in a partial termination of the plan effective January 1, 1989 and all Employees affected by such partial termination are 100% vested.</p>

Schedule SB, Part V — Summary of Plan Provisions

• Benefit Accrual Service	No service credit after the Freeze Date or after normal retirement date for Employees who have not completed an Hour of Service on or after January 1, 1988.
NORMAL RETIREMENT	
• Eligibility	Age 65. <u>For Pilots:</u> Age 62.
• Benefit	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earning in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years. B. 1.6% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.
• Eligible Prior Plan Participants	An employee who was a participant in the plan as amended and in effect on December 31, 1977 and who had attained age 50 or completed at least 25 years of Service as of such date is eligible for the special benefits described below applicable to such participants.

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT													
<ul style="list-style-type: none"> Eligibility 	<table> <tr> <td>Basic</td><td>Age 55 and 10 Years of Service.</td></tr> <tr> <td>Supplement</td><td>Age 55 and 30 Years of Service.</td></tr> <tr> <td>70/80</td><td> a) 15 Years of Service; b) Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing. </td></tr> <tr> <td>60/10</td><td>Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.</td></tr> <tr> <td>62/10</td><td>Age 62 and 10 Years of Service (applies only to EPPPs).</td></tr> <tr> <td>60/10</td><td>Age 60 and 10 Years of Service (applies only to EPPPs).</td></tr> </table>	Basic	Age 55 and 10 Years of Service.	Supplement	Age 55 and 30 Years of Service.	70/80	a) 15 Years of Service; b) Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing.	60/10	Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.	62/10	Age 62 and 10 Years of Service (applies only to EPPPs).	60/10	Age 60 and 10 Years of Service (applies only to EPPPs).
Basic	Age 55 and 10 Years of Service.												
Supplement	Age 55 and 30 Years of Service.												
70/80	a) 15 Years of Service; b) Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing.												
60/10	Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.												
62/10	Age 62 and 10 Years of Service (applies only to EPPPs).												
60/10	Age 60 and 10 Years of Service (applies only to EPPPs).												
<ul style="list-style-type: none"> Benefit 	<p><u>Basic</u></p> <p>Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, service and Social Security Benefit at the earlier of the Freeze date or such date, but reduced, for Employees other than Pilots, by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date or (b) in an unreduced amount beginning on Normal Retirement Date. The reduction in subsection (a) above for Pilots is one-half of one percent for each month that the date of his benefit commencement precedes the last day of the month in which his 60th birthday occurs.</p>												

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

Benefit payments will be reduced, instead of the reduction described above, for Employees other than Pilots, by one-half of one percent for each month that the date of his benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. The reduction above for pilots is one-half of one percent for each month that the date of his benefit commencement precedes the last day of the month in which his 60th birthday occurs. Further, for employees who meet the eligibility criteria on the Freeze Date \$225 per month payable from the later of his early retirement date or the month his early retirement payments begin until the earlier of (a) his death; (b) his 62nd birthday; or (c) the date on which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.

70/80

Benefit is computed from his retirement date and ending with the month in which his 62nd birthday occurs based on his Earnings, service and Social Security Benefit on his retirement date, and reduced by one-half of one percent for each month that his retirement date precedes the last day of the month in which his 62nd birthday occurs, except that if he attains his 62nd birthday on the first day of a month, the reduction will apply for each month that his retirement date precedes the last day of the month prior to the month in which his 62nd birthday occurs. Employees who are less than age 55 at the date payments commence will be assumed to be age 55 for purposes of calculating this reduction. Beginning with the month in which he attains age 62, his early retirement income will be recomputed as a normal retirement income benefit. For employees who are eligible to retire on the Freeze Date under the 70/80 pension entitlement and who have not attained their 62nd birthday will also be entitled to a supplemental monthly pension of \$225 payable until the earlier of (a) his death; (b) his 62 birthday; or (c) the date on which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.

Schedule SB, Part V — Summary of Plan Provisions

	<p><u>60/10 (Pilots only)</u></p> <p>Benefit commences at Early Retirement Date based on the Participant's Earnings and Social Security Benefit on the earlier of the Freeze Date or such date, and on the Eligible Service that he would have accumulated had he remained an Employee until age 65. In addition, he will also be entitled to a supplemental monthly pension of \$225 payable beginning with the month in which he retires until the month in which occurs his 62nd birthday, except that if he attains his 62nd birthday on the first day of a month, the supplemental payments will end with the month prior to the month in which his 62nd birthday occurs.</p>
DEFERRED VESTED	
<ul style="list-style-type: none"> Benefit 	Normal retirement benefit as described above based on Earnings, service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of his benefit commencement (which may not be before age 55) precedes his Normal Retirement Date.
PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained his Normal Retirement Date or (2) after terminating service on or after his Normal Retirement Date, but before commencing to receive pension payments from the plan.
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single Life Annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity (QJSA)
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Single life annuity. Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant.
<ul style="list-style-type: none"> Optional forms conversion factors 	As specified in Tables 1,2,3,4,5 and 6 of Appendix L of Exhibit V of the Sunbeam Products Pension Plan Component of Jarden Consolidated Pension Plan.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR SALARIED EMPLOYEES OF THE OSTER DIVISION OF SUNBEAM CORPORATION SUB-PLAN**

Effective Date	January 1, 1984
Plan Code	05014
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Merger Date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989 and into the current plan as of December 31, 2002.
DEFINITIONS	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service.
NORMAL RETIREMENT	
• Eligibility	Age 65.
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of Social Security Benefit multiplied by years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT	
<ul style="list-style-type: none"> Eligibility 	<p><u>Basic</u> Age 55 and ten years of Service</p> <p><u>Supplement</u> Age 55 and thirty years of Service</p>
<ul style="list-style-type: none"> Benefit 	<p><u>Basic</u> Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of benefit commencement precedes the Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.</p> <p><u>Supplement</u> Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, the participant will receive \$225 per month payable from the later of his early retirement date or the month early retirement payments begin until the earlier of (a) his death; (b) 62nd birthday; or (c) the date on which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p>
DEFERRED VESTED	
<ul style="list-style-type: none"> Benefit 	<p>Normal Retirement Benefit as described above based on Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of benefit commencement (which may not be before age 55) precedes Normal Retirement Date.</p>

Schedule SB, Part V — Summary of Plan Provisions

PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	<p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p>
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single Life Annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity (QJSA)
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Single life annuity. Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant.
<ul style="list-style-type: none"> Optional forms Conversion factors 	As specified in Tables 1, 2, 3 and 4 in Appendix M of Exhibit V of the Sunbeam Products Pension Plan Component of Jarden Consolidated Pension Plan.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR SALARIED EMPLOYEES OF ALMET/LAWNLITE, INC. SUB-PLAN**

Effective Date	January 1, 1982
Plan Code	09101
History	The plan was merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective June 29, 1994 and part of the current plan as of December 31, 2002.
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound in all respects by the provisions of the plan as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by his year of Eligible Service including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT	
<ul style="list-style-type: none">Eligibility	<p><u>Basic</u> Age 55 and ten years of Service</p> <p><u>Supplement</u> Age 55 and thirty years of Service</p>
<ul style="list-style-type: none">Benefit	<p><u>Basic</u> Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.</p>

Schedule SB, Part V — Summary of Plan Provisions

	<p><u>Supplement</u></p> <p>Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of his benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, for employees who meet the eligibility criteria on the Freeze Date, \$225 per month payable from the later of his early retirement date or the month his early retirement payments begin until the earlier of (a) his death; (b) his 62nd birthday; or (c) the date on which he become eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p> <p><u>70/80</u></p> <p>Benefit is computed from his retirement date and ending with the month in which his 62nd birthday occurs based on his Earnings, service and Social Security Benefit on his retirement date, and reduced by one-half of one percent for each month that his retirement date precedes the last day of the month in which his 62nd birthday occurs, except that if he attains his 62nd birthday on the first day of a month, the reduction will apply for each month that his retirement date precedes the last day of the month prior to the month in which his 62nd birthday occurs. Employees who are less than age 55 at the date payments commence will be assumed to be age 55 for purposes of calculating this reduction. Beginning with the month in which he attains age 62, his early retirement income will be recomputed as a normal retirement income benefit. Employees who are eligible to retire on the Freeze Date under the 70/80 pension entitlement and who have not attained their 62nd birthday will also be entitled to a supplemental monthly pension of \$225 payable until the earlier of (a) his death; (b) his 62nd birthday; or (c) the date on which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p>
DEFERRED VESTED	
<ul style="list-style-type: none"> Benefit 	<p>Normal Retirement Benefit as described above based on his Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of his benefit commencement (which may not be before age 55) precedes his Normal Retirement Date.</p>

Schedule SB, Part V — Summary of Plan Provisions

PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit above is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single Life Annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Qualified joint and 50% survivor annuity (QJSA)
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Single life annuity. Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant.
<ul style="list-style-type: none"> Optional forms conversion factors 	As specified in Tables 1, 2, 3 and 4 of Appendix K of Exhibit V (Sunbeam Products Pension Plan Component) of Jarden Consolidated Pension Plan.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN FOR EMPLOYEES OF SUNBEAM CORPORATION SUB-PLAN A**

Effective Date	July 1, 1983
Plan Code	05007
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to December 31, 1984 shall be bound in all respects by the provisions of the plan document as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees. This plan was merged into the current plan as of December 31, 2002.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
• Benefit Accrual Service	No service credit after the Freeze Date or after normal retirement date for Employees who have not completed an Hour of Service on or after January 1, 1988.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by his year of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT	
<ul style="list-style-type: none"> Eligibility 	<p><u>Basic</u></p> <p>Age 55 and ten years of Service. For Participants in the plans as in effect on December 31, 1983, age 55 or 5 years of Service completed prior to December 31, 1984.</p> <p><u>Supplement</u></p> <p>Age 55 and thirty years of Service</p>
<ul style="list-style-type: none"> Benefit 	<p><u>Basic</u></p> <p>Benefit commences at (a) Early Retirement Date based on the Participant's Final Average Earnings, Eligible Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date. Participants retiring on their early retirement date who were participants in the plan as in effect as of December 31, 1983 are entitled to a guaranteed benefit which will be the greater of (a) or (b):</p> <p>(a) The monthly income to which he is entitled on his actual retirement date, including the special additional benefit of 33% of his December 31, 1983 benefit described in subsection (b) above, reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date; or</p> <p>(b) 110% of the monthly income to which he would have been entitled if he had retired on December 31, 1983 and elected to have benefits commence immediately in the form of a life annuity with ten years' payments guaranteed, reduced to reflect the earlier commencement of benefits in accordance with the reduction described in the plan as in effect as of December 31, 1983.</p> <p><u>Supplement</u></p> <p>Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of his benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, he will receive \$225 per month payable from the later of his early retirement date or the month his early retirement payments begin until the earlier of (a) his death; (b) his 62nd birthday; or (c) the date on which he become eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p>

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
<ul style="list-style-type: none"> Benefit 	<p>Retirement after Normal Retirement Date</p> <p>The greater of the normal retirement benefit increased by 0.5% per month for each of the first 36 months, 0.58% for each of the next 24 months, 0.83% for each of the next 12 months, 0.67% for each of the next 24 months and 0.75% for each of the next 24 months by which late retirement age exceeds normal retirement age or the accrued benefit calculated at late retirement.</p>
DEFERRED VESTED	
<ul style="list-style-type: none"> Benefit 	<p>Normal Retirement Benefit as described above based on his Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of his benefit commencement (which may not be before age 55) precedes his Normal Retirement Date.</p>
PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	<p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit above is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p>
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single life annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Reduced 50% joint and survivor annuity
<ul style="list-style-type: none"> Optional forms 	Single life annuity, 50%, 66 2/3% or 100% joint and survivor annuity, and five or 10 year certain and continuous annuity.
<ul style="list-style-type: none"> Optional form Conversion Factors 	As specified in Tables 1, 2, 3 and 4 of Appendix N of Exhibit V of the Sunbeam Products Pension Plan Component of Jarden Consolidated Pension Plan.

*Schedule SB, Part V — Summary of Plan Provisions***THERMCO SYSTEMS, INC. SUB-PLAN**

Effective date and plan year	January 1, 1989
Most recent amendment	This subplan was amended December 23, 2015 to reduce the minimum interest credit on cash balance accounts from 6.00% to 5.00%.
DEFINITIONS	
• Applicability	This plan merged into the current plan as of December 31, 2002.
• Eligibility	Salaried and non-union employees of Thermco Systems who had attained age 21 with one year of service. (Must have been a participant in the plan as of December 15, 1988.)
• Accrued Benefit	Life annuity equivalent of the participant's account balance, no less than his accrued benefit as of December 31, 1985. A participant's account balance is increased each year by 6% for 2015 and prior years and by 5% for years after 2015.
NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	Accrued Benefit
EARLY RETIREMENT	
• Eligibility	Age 55 and five years of service
• Benefit	Accrued benefit payable at Normal Retirement reduced .25% per month by which benefit commencement precedes Normal Retirement Date.
DEFERRED VESTED	
• Benefit	Accrued benefit payable at Normal Retirement Age reduced .25% per month by which benefit commencement precedes Normal Retirement Date.
PRE-RETIREMENT DEATH	
• Benefit	100% of the accrued benefit
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Reduced 50% joint and survivor annuity
• Optional forms	Lump sum, single life annuity, increasing life annuity, 50%, 75% or 100% joint and survivor annuity, and increasing joint and survivor annuity.

Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors

The applicable mortality table specified in Section 417(e)(3)(B) of the Code and the applicable interest rate specified in Section 417(e)(3)(C) of the Code.

*Schedule SB, Part V — Summary of Plan Provisions***DIAMOND BRANDS, INC. RETIREMENT PLAN FOR HOURLY PAID EMPLOYEES
SUB-PLAN**

Effective date	October 1, 1986
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.
DEFINITIONS	
• Eligibility	Participation begins on the first of the month coincident with or next following attainment of age 21 and completion of one year of Credited Service.
• Vesting Service	Vesting Service for eligibility and vesting purposes consists of a participant's period of employment after attainment of age 18. Years of service with the predecessor employer, Diamond Match Company, shall be included.
• Credited Service	Credited Service for calculation of benefits begins on the later of the plan's effective date (10/01/1986) or the date the employee becomes a participant in the plan. Credited Service is measured using elapsed time, with partial months of 15 days or more rounded to the next month. Effective 11/1/1988 for Dixfield employees and 9/30/1989 for Cloquet employees, no additional Credited Service is earned under the plan.
• Accrued Benefit	<p>A monthly benefit payable at Normal Retirement Date calculated in the same manner as the Normal Retirement Benefit but using Credited Service as of the date of determination.</p> <p>Note:</p> <ol style="list-style-type: none"> 1) <u>Cloquet, MN facility</u>: Benefit accruals were frozen as of 9/30/1989. 2) <u>Dixfield, Maine facility</u>: Benefit accruals were frozen as of 11/1/1988.
NORMAL RETIREMENT	
• Eligibility	First day of the month coincident with or next following attainment of age 65.

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<ul style="list-style-type: none"> Benefit 	<p>A monthly benefit payable at Normal Retirement Date equal to:</p> <p>A) <u>Cloquet, MN Facility (IUOE)</u>: \$12.25 times years of Credited Service prior to 1/1/1987; plus \$12.75 times years of Credited Service from 1/1/1987 to 12/31/1987; plus \$13.25 times years of Credited Service on or after 1/1/1988.</p> <p>B) <u>Dixfield, Maine Facility (UUPIU)</u>: \$9.50 times years of Credited Service.</p> <p>Note:</p> <p>1) <u>Cloquet, MN facility</u>: Benefit accruals were frozen as of 9/30/1989.</p> <p>2) <u>Dixfield, Maine Facility</u>: Benefit accruals were frozen as of 11/1/1988.</p>
EARLY RETIREMENT	
<ul style="list-style-type: none"> Eligibility 	<p>First day of the month coincident with or next following attainment of age 55, and completion of 5 years of vesting service.</p>
<ul style="list-style-type: none"> Benefit 	<p>Accrued Benefit actuarially reduced for payments beginning before Normal Retirement Date.</p> <p>If actuarially possible, a participant may elect to receive a converted portion of his retirement benefit to begin at early retirement date and which shall provide for payment at a certain rate prior to his normal retirement date and at a reduced rate thereafter; such benefit to be determined in accordance with the preceding paragraph and subject to further adjustment so that the difference in annual amounts payable before and after his normal retirement date shall equal as nearly as possible to estimated annual primary insurance benefit payable to him under the Social Security law at age 65, notwithstanding that he shall elect to receive such insurance benefit at an age earlier than 65, pursuant to the Social Security law then in effect.</p>
DEFERRED VESTED	
<ul style="list-style-type: none"> Eligibility 	<p>5 years of vesting service</p>
<ul style="list-style-type: none"> Benefit 	<p>Accrued Benefit payable at Normal Retirement Date. Payments may commence as early as age 55, with Accrued Benefit actuarially reduced for the payments commencing prior to Normal Retirement Date.</p>

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DISABILITY	
<ul style="list-style-type: none"> Benefit 	<p>Upon disability, as determined by a qualified physician selected by the employer, after qualification for a Social Security disability benefit, provided the participant completes a greater number of full years of employment than the number of full years between separation from employment and normal retirement date. Disability Benefit is a monthly benefit commencing five consecutive months after date of disability equal to the Participant's Accrued Benefit, reduced by weekly Workman's Compensation or similar benefits (unless the payment is made as reimbursement for medical expenses or in a lump sum).</p>
PRE-RETIREMENT DEATH	
<ul style="list-style-type: none"> Benefit 	<p>If a vested participant dies prior to retirement and has been married one year or more, a qualified pre-retirement Survivor Annuity will be payable to the surviving spouse. Any Death Benefit payable after retirement benefits have begun to the Participant will be in accordance with the optional form of benefit payments selected by the Participant.</p>
FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	<p>Single Life Annuity</p>
<ul style="list-style-type: none"> Automatic form for married participants 	<p>A married participant, except for a participant who retires because of disability before attainment of age 55, will receive a 50% joint and survivor annuity, unless he elects the normal form of payment or an optional form of payment.</p>
<ul style="list-style-type: none"> Optional forms 	<p>A participant who is eligible for normal or early retirement may elect a 100%, 66 2/3% or 50% contingent annuitant option, a ten-year certain and life option or a lump sum payment option.</p>
<ul style="list-style-type: none"> Actuarial Equivalence 	<p>Mortality table: The applicable mortality table specified in the Section 417(e)(3)(B) of the Code. Interest rate: 8%</p>

*Schedule SB, Part V — Summary of Plan Provisions***FORSTER INC. EMPLOYEES' PENSION SUB-PLAN**

Effective date	Original plan: September 1, 1977 Restated plan: October 1, 1997																
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.																
Freeze date	September 30, 1994																
DEFINITIONS																	
• Covered employees	An Employee who is a member of a collective bargaining unit and covered by a collective bargaining agreement that provides for participation at the time first credited with an Hour of Service.																
• Participation	Date of employment. Participation in the plan was frozen on the Freeze date.																
• Years of service	<p>For purposes of eligibility for a pension, Years of Service are determined from the following table:</p> <table> <tr> <th><u>Hours of Service in Year</u></th><th><u>Years of Service</u></th></tr> <tr> <td>1,000 or more</td><td>1.0</td></tr> <tr> <td>900 to 999</td><td>0.9</td></tr> <tr> <td>800 to 899</td><td>0.8</td></tr> <tr> <td>700 to 799</td><td>0.7</td></tr> <tr> <td>600 to 699</td><td>0.6</td></tr> <tr> <td>500 to 599</td><td>0.5</td></tr> <tr> <td>Less than 500</td><td>0.0</td></tr> </table> <p>A break in service occurs when an employee has less than 500 hours of service in a year. For non-union personal, Years of Service for benefit accrual purposes are assumed to cease August 31, 1992. For all employees, credited service ceased to accrue on the Freeze date.</p>	<u>Hours of Service in Year</u>	<u>Years of Service</u>	1,000 or more	1.0	900 to 999	0.9	800 to 899	0.8	700 to 799	0.7	600 to 699	0.6	500 to 599	0.5	Less than 500	0.0
<u>Hours of Service in Year</u>	<u>Years of Service</u>																
1,000 or more	1.0																
900 to 999	0.9																
800 to 899	0.8																
700 to 799	0.7																
600 to 699	0.6																
500 to 599	0.5																
Less than 500	0.0																
• Accrued benefit	Accrued benefit as of the Freeze date.																
NORMAL RETIREMENT																	
• Eligibility	The first day of the first month on or after attainment of age 63 and completion of at least five Years of Service.																

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	\$5.50 monthly (lesser amounts for retirements before September 1, 1993) multiplied by full Years of Service during the period which commenced September 1, 1957 through September 30, 1994. Plan Years in which the participant has less than 1,664 hours of service accrue lesser benefits; no benefits accrue for less than 500 hours in a Plan Year. Benefit accruals for participants who were not previously covered by the union contract ceased as of June 30, 1992 at a rate of \$4.50 monthly per Year of Service. Plan benefits were frozen on the Freeze date.
EARLY RETIREMENT	
• Eligibility	Attainment of age 55 and five Years of Service
• Benefit	Accrued benefit based on Years and Hours of Service as of Early Retirement Date. Benefit payments will be reduced by 0.5% for each month by which the Early Retirement Date precedes the Normal Retirement Date.
LATE RETIREMENT	
• Eligibility	Retirement after attainment of age 63.
• Benefit	Greater of: <ul style="list-style-type: none"> • Accrued benefit based on Years and Hours of Service determined as of your Deferred Retirement Date, and • Actuarial equivalent of accrued benefit payable at Normal Retirement Date.
DEFERRED VESTED	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued benefit at termination payable commencing at Normal Retirement Date or in an actuarially reduced amount at ages 55 to 63.
PRE-RETIREMENT DEATH	
• Benefit	The amount which would have been payable to the spouse under the 50% joint and survivor annuity option as if the participant had retired on the day before their death. If death occurred before meeting the requirements for early retirement, the annuity amount will be equal to the amount that would have been payable to the spouse if the participant had terminated service on the date of their death, survived to the earliest retirement age, retired at that time electing a 50% joint and survivor annuity, and died on the day following.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Life Annuity
<ul style="list-style-type: none"> Automatic form for married participants 	50% Joint and Survivor Annuity.
<ul style="list-style-type: none"> Optional forms 	Straight life annuity, contingent annuitant option (100%, 66-2/3% or 50%) and level income option including Social Security, all on an actuarial equivalent basis.
<ul style="list-style-type: none"> Optional form conversion factors 	<p>50% Joint & Survivor Annuity: 90% increased/decreased by 0.5% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>75% Joint & Survivor Annuity: 86% increased/decreased by 0.65% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>100% Joint & Survivor Annuity: 82% increased/decreased by 0.8% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>For contingent annuitants 15 years or more older/younger than the participant, and all other purposes: The 1971 Group Annuity Mortality Table projected to 1975 with Scale B, with a 1 1/2 –year setback, and an interest rate of 8% per year.</p>

*Schedule SB, Part V — Summary of Plan Provisions***COLEMAN COMPANY, INC. PENSION PLAN FOR WEEKLY SALARIED AND HOURLY PAID EMPLOYEES SUB-PLAN**

Effective date	<p>On June 30, 1989, the prior Coleman plan underwent a termination, which involved the settlement of accrued benefits and the recapture of excess assets. Plans were restarted effective July 1, 1989. The inception date for the original plan was May 9, 1955. The plan then became a multiple employer plan sponsored by The New Coleman Company, Inc. and Meridian Sports, Inc. As of January 1, 1995, Meridian Water Sports was removed from the MacAndrews & Forbes Controlled Group due to a stock sale. As of January 1, 1996, the plan covers only Coleman Company employees and thus is a single-employer plan. Effective March 31, 2003, assets and liabilities attributable to current and former employees of Powermate were spun-off to a new pension plan.</p> <p>Effective December 31, 2003, the plan was changed to:</p> <ul style="list-style-type: none">eliminate disability benefits for participants not in pay status,eliminate future benefit accruals, andeliminate new entrants into the plan. <p>This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.</p>						
Plan Year	January 1 through December 31						
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.						
DEFINITIONS							
<ul style="list-style-type: none">Eligibility	All full-time hourly employees of The Coleman Company, Inc. become participants on the first of the month following the later of age 21 and one year of service. No employee not otherwise a participant in the plan as of December 31, 2003 will become a participant in the plan.						
<ul style="list-style-type: none">Employee contributions	Actuarially determined as necessary to fund the plan benefits.						
<ul style="list-style-type: none">Participant contributions	None required or permitted.						
<ul style="list-style-type: none">Vesting	<p>A participant shall be vested in the plan benefit according to the following schedule:</p> <table><tr><td><u>Years of vesting service</u></td><td><u>Percent Vested</u></td></tr><tr><td>0-4</td><td>0%</td></tr><tr><td>5+</td><td>100%</td></tr></table>	<u>Years of vesting service</u>	<u>Percent Vested</u>	0-4	0%	5+	100%
<u>Years of vesting service</u>	<u>Percent Vested</u>						
0-4	0%						
5+	100%						

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Service considered 	<p><u>Vesting Service</u> The number of plan years in which the employee works at least 425 hours.</p> <p><u>Credited Service</u> The sum of (A) and (B):</p> <ol style="list-style-type: none"> Credited service under the prior plan as of June 30, 1989 Beginning July 1, 1989, based on hours of service in each calendar year as follows: <table data-bbox="698 567 1169 756"> <thead> <tr> <th>Hours of Service</th><th>Service Credit</th></tr> </thead> <tbody> <tr> <td>1700 or more</td><td>1 year</td></tr> <tr> <td>1,275-1,699</td><td>$\frac{3}{4}$ year</td></tr> <tr> <td>850-1,274</td><td>$\frac{1}{2}$ year</td></tr> <tr> <td>425-849</td><td>$\frac{1}{4}$ year</td></tr> <tr> <td>Less than 425</td><td>None</td></tr> </tbody> </table> <p>Credited Service begins at the following dates for employees of adopting employers:</p> <table data-bbox="682 819 1218 945"> <thead> <tr> <th>Employer</th><th>Date</th></tr> </thead> <tbody> <tr> <td>Powermate</td><td>January 1, 1990</td></tr> <tr> <td>Coleman Spas, Inc.</td><td>January 1, 1992</td></tr> <tr> <td>Sanborn</td><td>July 1, 1994</td></tr> </tbody> </table> <p>Credited service is not counted for periods after December 31, 2003.</p>	Hours of Service	Service Credit	1700 or more	1 year	1,275-1,699	$\frac{3}{4}$ year	850-1,274	$\frac{1}{2}$ year	425-849	$\frac{1}{4}$ year	Less than 425	None	Employer	Date	Powermate	January 1, 1990	Coleman Spas, Inc.	January 1, 1992	Sanborn	July 1, 1994
Hours of Service	Service Credit																				
1700 or more	1 year																				
1,275-1,699	$\frac{3}{4}$ year																				
850-1,274	$\frac{1}{2}$ year																				
425-849	$\frac{1}{4}$ year																				
Less than 425	None																				
Employer	Date																				
Powermate	January 1, 1990																				
Coleman Spas, Inc.	January 1, 1992																				
Sanborn	July 1, 1994																				
NORMAL RETIREMENT																					
<ul style="list-style-type: none"> Eligibility 	Age 65																				
<ul style="list-style-type: none"> Benefit 	<p>A participant who terminates and attains normal retirement age shall receive accruals according to the following table for each year of credited service.</p> <table data-bbox="714 1218 1331 1512"> <thead> <tr> <th colspan="2">Base Hourly Wage Monthly Accrual for as of December 31 Full Year of Credited Service</th></tr> </thead> <tbody> <tr> <td>\$5.00 or less</td><td>\$10.00</td></tr> <tr> <td>\$5.01 - \$5.50</td><td>\$11.00</td></tr> <tr> <td>\$5.51 - \$6.00</td><td>\$12.00</td></tr> <tr> <td>\$6.01 - \$6.50</td><td>\$13.00</td></tr> <tr> <td>\$6.51 - \$7.00</td><td>\$14.00</td></tr> <tr> <td>etc. by \$.50 increments</td><td>etc. by \$1.00 increments</td></tr> </tbody> </table> <p>Monthly accruals were frozen effective December 31, 2003.</p>	Base Hourly Wage Monthly Accrual for as of December 31 Full Year of Credited Service		\$5.00 or less	\$10.00	\$5.01 - \$5.50	\$11.00	\$5.51 - \$6.00	\$12.00	\$6.01 - \$6.50	\$13.00	\$6.51 - \$7.00	\$14.00	etc. by \$.50 increments	etc. by \$1.00 increments						
Base Hourly Wage Monthly Accrual for as of December 31 Full Year of Credited Service																					
\$5.00 or less	\$10.00																				
\$5.01 - \$5.50	\$11.00																				
\$5.51 - \$6.00	\$12.00																				
\$6.01 - \$6.50	\$13.00																				
\$6.51 - \$7.00	\$14.00																				
etc. by \$.50 increments	etc. by \$1.00 increments																				
EARLY RETIREMENT																					
<ul style="list-style-type: none"> Eligibility 	Age 55 and one year of Credited Service or 30 years of Vesting Service																				
<ul style="list-style-type: none"> Benefit 	A participant who terminates on or after attaining early retirement age may receive the accrued normal retirement benefit, reduced by 0.6% for each month by which the early retirement date precedes age 62.																				

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED	
• Benefit	A vested participant shall receive the accrued normal retirement benefit payable at age 65. In the case of early retirement, the benefit is reduced 0.6% per month for each month by which benefit commencement precedes age 65.
DISABILITY	
• Benefit	None, unless in pay status prior to 12/31/03.
PRE-RETIREMENT DEATH	
• Benefit	<p>In the case of the death of a vested participant who was eligible for early retirement, the surviving spouse will receive the portion of the benefit to which the participant would have been entitled, had the participant retired on the day before his death and elected a 50% joint and survivor annuity. The benefit commences immediately and is payable for the lifetime of the spouse.</p> <p>In the case of the death of a vested participant who was not eligible for early retirement, the surviving spouse will receive the portion of the benefit to which the participant would have been entitled, had the participant terminated employment on his or her date of death, survived to his or her earliest retirement age, elected a 50% joint and survivor annuity, and died the next day.</p>
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor Annuity
• Optional forms	Optional payment forms actuarially equivalent to a life annuity include 100% and 50% contingent annuitant options, and five and ten year certain and life options.
• Optional forms conversion factors	<p>Mortality Table: The 1971 Male Group Annuity Table with a two-year setback</p> <p>Interest Rate: 6%</p>

*Schedule SB, Part V — Summary of Plan Provisions***BRK UNION SUB-PLAN**

Effective date	August 1, 1992						
Plan Year	January 1 through December 31						
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.						
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.						
DEFINITIONS							
<ul style="list-style-type: none"> Union Participating employees 	<p>Employees become participants if they:</p> <ul style="list-style-type: none"> are an hourly employees of BRK Brands, Inc. represented by Local 134 of the IBEW employed on or before August 19, 1998, and after they complete 6 full calendar months with BRK Brands Inc. provided they complete one year of eligibility service were hired prior to July 1, 2004 						
<ul style="list-style-type: none"> Union Service considered 	<p><u>Years of Service</u>: A plan year in which the participant works at least 1,000 hours for the company or a related company.</p> <p><u>Vesting Service</u>: Years of service with the company or a related company plus any years of service credited before August 1, 1992 by Pittway Hourly Plan.</p> <p>Credited service is not counted for periods after July 1, 2004.</p>						
<ul style="list-style-type: none"> Vesting 	<p>Employees are vested according to the following schedule</p> <table> <tr> <th><u>Vesting Service</u></th><th><u>Vested Percent</u></th></tr> <tr> <td>0-4</td><td>0%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	<u>Vesting Service</u>	<u>Vested Percent</u>	0-4	0%	5 or more	100%
<u>Vesting Service</u>	<u>Vested Percent</u>						
0-4	0%						
5 or more	100%						
<ul style="list-style-type: none"> Union Compensation considered 	<p>Total, regular cash compensation including overtime and amounts contributed pre-tax to the 401 (k) savings plan and cafeteria plan. Earnings exclude bonuses, commissions, incentive compensation, severance pay or unused vacation pay (if any) paid at termination, reimbursements, travel expenses, automobile and relocation allowances, educational assistance benefits, and other special allowances.</p>						
<ul style="list-style-type: none"> Social Security wage base 	<p>The maximum amount of wages that are subject to Social Security taxes that year.</p>						
NORMAL RETIREMENT							
<ul style="list-style-type: none"> Eligibility 	<p>Age 65</p>						

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p>The annual benefit is defined as follows:</p> <p>For each year of service up to 35 years, the participant accrues:</p> <p>(a) 0.75% of earning for the plan year up to Social Security wage base, plus</p> <p>(b) 1.1% of earnings for the plan year in excess of the Social Security wage base.</p> <p>For each year of service after 35 years, the participant accrues 0.75% of earnings.</p>
EARLY RETIREMENT	
• Eligibility	Age 55 and 20 years of vesting service.
• Benefit	The accrued benefit as defined above actuarially reduced for commencement before normal retirement age.
DEFERRED VESTED	
• Eligibility	5 years of vesting service
• Benefit	Upon total and permanent disability before the attainment of early retirement or normal retirement age, a participant shall receive the accrued benefit payable at normal retirement age. The participant may elect to receive actuarially reduced benefits before normal retirement age.
DISABILITY	
• Benefit	Upon total and permanent disability before the attainment of early retirement or normal retirement age, a participant shall receive the accrued benefit payable at normal retirement age. The participant may elect to receive actuarially reduced benefits before normal retirement age.
PRE-RETIREMENT DEATH	
• Benefit	<p>Pre-retirement – Upon the death of a vested participant, the amount which the surviving spouse would have received if the participant had terminated employment on the date of his death, elected to receive his benefit as a 50% qualified joint and survivor annuity at his earliest retirement date and had immediately died.</p> <p>Post-Retirement – As set forth in option selected.</p>

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Single life annuity;5, 10 and 15 year certain and life annuity;50%, 66⅔% and 100% joint and survivor annuity;Level income;Lump sum; orFull cash refund
<ul style="list-style-type: none">Optional forms conversion factors	Mortality Table: The 1971 Group Annuity Mortality Table for males and set back to one year for participants and five years for beneficiaries. Interest rate: 6%

*Schedule SB, Part V — Summary of Plan Provisions***BRK NON-UNION SUB-PLAN**

Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
<ul style="list-style-type: none"> Nonunion Eligibility 	<p>Each employee of an employer on the effective date who was an active participant in Pittway Corporation Retirement Plan for Salaried Employees (the “Pittway plan”) immediately prior to the effective date shall become a plan participant on the effective date. Each other employee of an employer will become a participant on the later of the effective date or any January 1 thereafter if he meets both of the following requirements:</p> <p>He is a “covered employee” (as defined below); and</p> <p>He has completed three full calendar months of service with the employers; provided, however, that he completes one year of eligibility service (as defined in section 2.2) following such January 1.</p> <p>A “covered employee” shall mean any hourly or salaried employee of an employer to which the plan has been and continues to be extended excluding (i) any employee who is included in a unit of employees covered by a negotiated bargaining agreement which does not provide for such employee’s participation in the plan, provided that there is evidence that retirement benefits were the subject of good faith bargaining and (ii) and non-resident alien.</p> <p>Only plan participants on December 31, 1998, are eligible.</p>
<ul style="list-style-type: none"> Nonunion Service considered 	<p>Years of Service: A plan year in which the participant works at least 1,000 hours for the company or a related company.</p> <p>Vesting Service: Years of service with the company or a related company plus any years of service credited before August 1, 1992 by the Pittway Corporation Retirement Plan for Salaried Employees.</p> <p>Credited service is not counted for periods after January 31, 2004.</p>
<ul style="list-style-type: none"> Nonunion Earnings 	<p>Total, regular cash compensation including overtime, bonuses, and commissions. Earnings also include amounts contributed pre-tax to the 401(k) savings plan and cafeteria plan. Earnings excludes non-cash compensation, severance pay or unused vacation pay (if any) paid at termination, reimbursements, travel expenses, automobile and relocation allowances, educational assistance benefits, and other special allowances.</p>
<ul style="list-style-type: none"> Covered compensation 	<p>Average of the Social Security taxable wage bases for the last 35 years ending on the last day of the year in which a participant attains Social Security normal retirement age.</p>

Schedule SB, Part V — Summary of Plan Provisions

The following plan provisions were in effect for the non-union participants before the establishment of the cash balance plan (January 1, 1999).

NORMAL RETIREMENT	
• Eligibility	Age 65
• Benefit	<p>The annual accrued benefit is defined as follows:</p> <p>For each year of service up to 35 years, the participant accrues:</p> <p>(a) 1.20% of earnings for the plan year up to covered compensation, plus</p> <p>(b) 1.85% of earnings for the plan year in excess of covered compensation.</p> <p>For each year of service after 35 years, the participant accrues 1.2% of earnings. Benefits were frozen as of December 31, 1998.</p>
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service
• Benefit	The accrued benefit as defined above reduced by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months by which commencement precedes normal retirement age.
DEFERRED VESTED	
• Eligibility	5 years of vesting service
• Benefit	The accrued benefit as defined above.
PRE-RETIREMENT DEATH	
• Benefit	<p>Five years of service.</p> <p>The amount which the surviving spouse would have received if the participant had terminated employment on the date of his death, elected to receive his benefit as a 50% qualified and joint survivor annuity at his earliest retirement date and had immediately died.</p>
POST-RETIREMENT DEATH	
• Benefit	As set forth in option selected.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor Annuity
• Optional forms	5, 10, 15-Year Certain and Life 66-2/3%, 75%, 100% Joint and Survivor

Schedule SB, Part V — Summary of Plan Provisions

• Optional form conversion factors	Mortality Table: 1971 Group Annuity Mortality Table for males set back one year for participants and five years for beneficiaries. Interest rate: 7%
Cash Balance Benefits for the Nonunion Participants (Effective January 1, 1999)	
Eligibility	Only Plan participants on December 31, 1998 are eligible.
Opening balance calculation	The December 31, 1998 accrued benefit was converted to a lump sum based on the following assumptions: Interest rate: 7% Mortality: 83 GATT Retirement age: 65
Pay credits	<u>Eligibility:</u> Active participants with 10 years of service or 45 points and 5 years of service on January 1, 1999. <u>Amount:</u> 3% of earnings. Pay credits were frozen as of January 31, 2004.
Interest credits	Average yield on 30-year Treasuries for the November preceding the plan year.
Cash balance account	Equal to the prior year cash balance account plus pay credits and interest credits earned during the year.
Wear-away protection	The lump sum payable at retirement is the greater of (a) or (b): (a) The cash balance account. (b) The lump-sum value of the December 31, 1998 accrued benefit plus the pay credits with interest.
Lump-sum basis	Minimum prescribed under the Pension Protection Act (PPA) based on segment rates with a two month look back.

*Schedule SB, Part V — Summary of Plan Provisions***COLEMAN COMPANY, INC. RETIREMENT PLAN FOR SALARIED EMPLOYEES**

Effective date	On June 30, 1989, the prior Coleman plan underwent a termination, which involved the settlement of accrued benefits and the recapture of excess assets. Plans were restarted effective July 1, 1989. Effective March 31, 2003, assets and liabilities attributable to current and former employees of Powermate were spun-off to a new pension plan. Effective January 1, 2004, the plan was frozen to future accruals.								
Plan Year	January 1 through December 31								
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.								
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.								
DEFINITIONS									
• Eligibility	Only Plan participants on December 31, 1998, are eligible. Participation excludes leased employees.								
• Service considered	<p>Credited Service will not include service for an employer who has not adopted the plan or service while a member of the Pension Plan for Weekly Salaried and Hourly Paid Employees. Credited Service will not include service before the following dates:</p> <table> <tr> <th>Employer</th><th>Credited Service Date</th></tr> <tr> <td>Powermate</td><td>January 1, 1990</td></tr> <tr> <td>Coleman Spas, Inc.</td><td>January 1, 1992</td></tr> <tr> <td>Sanborn</td><td>July 1, 1994</td></tr> </table> <p>Vesting Service shall be determined in completed full years of service. For employment before July 1, 1989, an Employee shall be credited with Vesting Service equal to the "Vested Service" he had under the terms of the Prior Plan as of June 30, 1989. (For employment on and after July 1, 1989, an Employee shall receive credit for one full year of Vesting Service for each Plan Year in which he completes at least 500 Hours of Service during the 12-month period which begins on January 1, 1989 and ends on December 31, 1989).</p>	Employer	Credited Service Date	Powermate	January 1, 1990	Coleman Spas, Inc.	January 1, 1992	Sanborn	July 1, 1994
Employer	Credited Service Date								
Powermate	January 1, 1990								
Coleman Spas, Inc.	January 1, 1992								
Sanborn	July 1, 1994								

Schedule SB, Part V — Summary of Plan Provisions

	<p>If an Employee has less than 500 Hours of Service in the Plan Year in which he was hired (or rehired following a Break in Service), or the Plan Year in which he incurred a Termination of Service, he shall receive credit for one month of Vesting Service for each completed month of employment during such Plan Year.</p> <p>If an Employee who has had a Break in Service is subsequently reemployed as an Employee, he shall be considered a new Employee for purposes of the Plan, except:</p> <p>1) if at such Break in Service he became eligible for a benefit under Article V, the Vesting Service he had at such Break in Service shall be reinstated upon the completion of one year of Vesting Service following his reemployment;</p> <p>2) if he is reemployed before he has incurred a One-Year Break in Service, his prior Vesting Service shall be reinstated upon his reemployment: or</p> <p>if neither paragraph (1) nor (2) above is applicable and if the number of consecutive One-Year Breaks in Service ending after a Break in Service does not equal or exceed the greater of (A) five or (B) the number of years of Vesting Service he had prior to such Break in Service, his prior Vesting Service shall be reinstated upon the completion of one year of Vesting Service following his reemployment. Notwithstanding the above, any service before January 1, 1985 that was properly disregarded on account of an earlier absence under the Prior Plan shall not be reinstated under this Plan.</p>						
• Compensation considered	Regular base pay plus amounts contributed pre-tax to the 401(k) savings plan and cafeteria plan.						
• Average annual compensation	Average of an employee’s final three years of plan compensation.						
• Vesting schedule	<p>Employees are vested according to the following schedule.</p> <table><tr><th>Vesting Service</th><th>Vested Percent</th></tr><tr><td>< 5</td><td>0%</td></tr><tr><td>5 or more</td><td>100%</td></tr></table>	Vesting Service	Vested Percent	< 5	0%	5 or more	100%
Vesting Service	Vested Percent						
< 5	0%						
5 or more	100%						
The following plan provisions were in effect before the establishment of the cash balance plan (January 1, 1999)							
NORMAL RETIREMENT							
• Eligibility	First of month following attainment of age 65.						

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Two percent of final five-year average pay for each year of service up to 35 years, less the smaller of: a. 0.6% of final three-year average pay up to Social Security covered compensation multiplied by service up to 35 years, or b. 1% of final five-year average pay up to Social Security covered compensation multiplied by service up to 35 years, less any retirement benefits accrued as of June 30, 1989, under the prior plan Benefits shall not be less than the sum of accruals based on the table below for service since July 1, 1989. Hourly pay rate is derived by dividing base salary by 2,080.
EARLY RETIREMENT	
• Eligibility	Age 55 and 1 year of Credited Service or 30 years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit reduced by actuarial reduction to Social Security retirement age if benefits commence prior to Social Security retirement age less three years.
DEFERRED VESTED	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit payable at age 55. Early commencement may begin as early as age 55 with actuarial reduction from age 65.
DISABILITY	
• Eligibility	Eligible to receive benefits under the Company's Long-Term Disability Income Plan.
• Benefit	Benefit payable at Normal Retirement Age with final average pay calculated as of the date of disability and credited service as if the participant had remained active to his or her Normal Retirement Date.
PRE-RETIREMENT DEATH	
• Benefit	The amount which the surviving spouse would have received if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity payable monthly
• Automatic form for married participants	50% Joint and Survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	<ul style="list-style-type: none"> • Single life annuity • 5, 10 year certain and life • 50% and 100% contingent annuitant • Level income • Lump sum for non-highly compensated Cash Accumulation Plan Participants after 12/31/2003 																		
• Optional form conversion factors	Mortality Table: The 1971 Male Group Annuity Table with a two-year setback Interest Rate: 6%																		
CASH BALANCE BENEFITS (EFFECTIVE JANUARY 1, 1999)																			
• Opening balance calculation	The December 31, 1998, accrued benefit was converted into a lump sum based on the following assumptions: Interest rate: 7% Mortality: 1983 Group Annuity Mortality Table (50/50 Male/Female Weighting) Retirement age: 65																		
• Pay Credits	<p>Eligibility – 10 years of service or 45 points and 5 years of vesting service Amount – According to the following schedule:</p> <table> <tr> <th><u>Unit Points</u></th><th><u>Pay Credits</u></th></tr> <tr> <td>Under 55</td><td>3.00%</td></tr> <tr> <td>55 – 59</td><td>4.00%</td></tr> <tr> <td>60 – 64</td><td>5.00%</td></tr> <tr> <td>65 – 69</td><td>6.00%</td></tr> <tr> <td>70 – 74</td><td>7.00%</td></tr> <tr> <td>75 – 79</td><td>8.00%</td></tr> <tr> <td>80 – 84</td><td>9.00%</td></tr> <tr> <td>85 and Over</td><td>10.00%</td></tr> </table> <p>Pay credits are earned for a complete year of service during the calendar year, based on elapsed time. However, participants who terminate with one year of service and are age 55 or have at least 30 years of service, die or become totally and permanently disabled will get a pay credit for the final partial year of service.</p> <p>Unit Points are determined at the beginning of the year (1/1) and are equal to age plus vesting service in complete years.</p>	<u>Unit Points</u>	<u>Pay Credits</u>	Under 55	3.00%	55 – 59	4.00%	60 – 64	5.00%	65 – 69	6.00%	70 – 74	7.00%	75 – 79	8.00%	80 – 84	9.00%	85 and Over	10.00%
<u>Unit Points</u>	<u>Pay Credits</u>																		
Under 55	3.00%																		
55 – 59	4.00%																		
60 – 64	5.00%																		
65 – 69	6.00%																		
70 – 74	7.00%																		
75 – 79	8.00%																		
80 – 84	9.00%																		
85 and Over	10.00%																		

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• Interest credits	Average yield on 30-year Treasuries for the November preceding the plan year, subject to a minimum of 5% and maximum of 9%.
• Cash balance account	Equal to the prior year cash balance account plus pay credits and interest credits earned during the year.
• Wear-away protection	The lump sum payable at retirement is the greater of (a) or (b): a. The cash balance account. b. The lump-sum value of the December 31, 1998 accrued benefit plus the pay credits with interest.
• Lump-sum basis	Minimum prescribed under the Pension Protection Act (PPA) based on segment rates with a two month look back.
• Annuity conversion	Applicable mortality table specified in Section 417(e)(3)(B) of the Code, and applicable interest rate specified in Section 417(e)(3)(C) of the Code for the month of November.

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: ANTHONY/SIMPLEX**

Effective dates	Original Plan: December 1, 1973 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Covered employees	Any person employed by K2
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: Years and months of uninterrupted employment as a covered employee.
• Compensation	The salary, wages, overtime pay, commissions, bonuses, and similar forms of incentive compensation actually paid by the company to the employee during the calendar year (not exceeding \$50,000 for sales managers and \$35,000 for salesmen of the Anthony Plan, and limited by the pensionable earnings cap.)
• Average Compensation	The average of the highest five consecutive years of annual compensation paid to an employee.
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of benefit service and average annual five-year compensation at termination.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
NORMAL RETIREMENT	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), (2), or (3): (1) 1% of average five-year compensation times years of service up to 35 years. (2) \$120 times years of service (3) 37.5% of average five-year compensation (reduced by 1979 Social Security covered compensation) reduced ratable over 25 years for years of service on June 1, 1996.

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EARLY RETIREMENT	
• Benefit	<p>Monthly pension benefit determined at the early retirement date.</p> <p>The reduction for early commencement of benefits is 7% for each year before age 65 up to five years, and 5% for each year before age 60.</p> <p>In addition, the accrued benefit and early retirement factors as of June 1, 1996 are grandfathered, and will apply if greater than the accrued benefit and early retirement factors under the plan after June 1, 1996.</p>
LATE RETIREMENT	
• Benefit	Monthly pension benefit determined as of actual retirement date.
DISABILITY	
• Benefit	Monthly pension benefit payable at age 65, based on benefit service earned while on disability up to age 65 and average monthly earnings at a disability date.
PRE-RETIREMENT DEATH	
• Benefit	In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially Equivalent 50% Joint and Survivor
• Optional forms	<p>Single Life Annuity</p> <p>50%, 66-2/3%, 100% Joint and Survivor Annuity</p> <p>10, 15-year Certain and Life Annuity</p>

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<ul style="list-style-type: none">Optional form conversion factors	<p>10-Year Certain and Life: 95%</p> <p>15-Year Certain and Life: 91%</p> <p>50% Joint & Survivor Annuity:</p> <p>91% increased/decreased by 4/10 of 1% for each year by which the contingent annuitant is older/younger than the participant</p> <p>66-2/3% Joint and Survivor Annuity:</p> <p>88% increased/decreased by 6/10 of 1% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>100% Joint & Survivor Annuity:</p> <p>83% increased/decreased by 7/10 of 1% for each year by which the contingent annuitant is older/younger than the participant</p>
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*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: SHAKESPEARE SALARIED AND HOURLY**

Effective dates	Original Plan: December 1, 1967 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Employee	Any person employed by K2
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of Service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: The aggregate of an employee's periods of pensionable service.
• Compensation	Employee's regular basic monthly rate of earnings, excluding commissions, bonuses, maintenance, overtime, and other extra compensation while employed by a company (not exceeding \$50,000 for salesmen and \$75,000 for sales managers of fishing tackle division, and limited by the pensionable earnings cap). Monthly earnings shall be determined on each Accounting Date and remain in effect for all plan purposes until the next Accounting Date.
• Average compensation	The highest average monthly earnings as determined on any five consecutive accounting dates of the ten accounting dates coinciding with or immediately preceding the member's termination, disability retirement, early retirement, or actual retirement date.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
• Accrued benefit	Monthly pension benefit determined as of termination date, reduced 0.5% for each month that commencement precedes the participant's 62nd birthday.

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NORMAL RETIREMENT	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), or (2) (1) 1.4% of average monthly earning times benefit service. (2) \$5 times benefit service But not more than (3): (3) 60% of average monthly earnings.
EARLY RETIREMENT	
• Benefit	Monthly pension benefit determined at the early retirement date, reduced 0.5% for each month that commencement precedes the 62nd birthday.
LATE RETIREMENT	
• Benefit	Monthly pension benefit determined as of actual retirement date.
DISABILITY	
• Benefit	Monthly pension benefit, based on credited service earned while on disability up to age 64 and average monthly earnings at disability date. If participant is eligible for early retirement, he may elect a benefit payable immediately based on service up to commencement date, subject to the same reductions for early retirement benefits.
PRE-RETIREMENT DEATH	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 60% joint and survivor with 120 months certain benefit to commence immediately, and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	10-Year Certain and Life
• Automatic form for married participants	Joint and 60% Survivor Annuity with 10-Year Certain.
• Optional forms	10-Year Certain and Life Lump sum

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<ul style="list-style-type: none">Optional form conversion factors	10-Year Certain and Life to JS60% with 10-Year Certain: 90% increased/decreased by 1% for each year by which the contingent annuitant is older/younger than the participant (maximum adjustment is 7%)
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*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: STEARNS HOURLY**

Effective date	Original Plan: April 1, 1977 Frozen to Future Accruals as of August 31, 2004																		
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																		
DEFINITIONS																			
• Covered employees	Any person employed by K2																		
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None																		
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.																		
• Year of service	Benefit Accrual: For service prior to April 1, 1977, service after age 22. For service according to the following schedule: Hours of Service with the Company During the <table> <tr> <th><u>Plan Year</u></th><th><u>Years of Benefit Service</u></th></tr> <tr> <td>1,600 – 1,699</td><td>16/17th</td></tr> <tr> <td>1,500 – 1,599</td><td>15/17th</td></tr> <tr> <td>1,400 – 1,499</td><td>14/17th</td></tr> <tr> <td>1,300 – 1,399</td><td>13/17th</td></tr> <tr> <td>1,200 – 1,299</td><td>12/17th</td></tr> <tr> <td>1,100 – 1,199</td><td>11/17th</td></tr> <tr> <td>1,000 – 1,099</td><td>10/17th</td></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> </table>	<u>Plan Year</u>	<u>Years of Benefit Service</u>	1,600 – 1,699	16/17th	1,500 – 1,599	15/17th	1,400 – 1,499	14/17th	1,300 – 1,399	13/17th	1,200 – 1,299	12/17th	1,100 – 1,199	11/17th	1,000 – 1,099	10/17th	Less than 1,000	None
<u>Plan Year</u>	<u>Years of Benefit Service</u>																		
1,600 – 1,699	16/17th																		
1,500 – 1,599	15/17th																		
1,400 – 1,499	14/17th																		
1,300 – 1,399	13/17th																		
1,200 – 1,299	12/17th																		
1,100 – 1,199	11/17th																		
1,000 – 1,099	10/17th																		
Less than 1,000	None																		
	<p>Service will not be broken for approved absence. The maximum period of benefit service is 30 years.</p> <p>Vesting: For service prior to April 1, 1977, service after age 18, measured in completed years and months. For service after March 31, 1977, one year of vesting service will be credited for each plan year after age 18 in which an employee completed 1,000 hours or more of service.</p>																		
NORMAL RETIREMENT																			
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.																		

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	The sum of (1) plus (2): (1) \$6 times years of service prior to January 1, 1995. (2) \$12 times years of benefit service on or after January 1, 1995.
EARLY RETIREMENT	
• Benefit	The monthly retirement benefit reduced 6% per year for each year benefits commence prior to NRD.
LATE RETIREMENT	
• Benefit	Monthly pension benefit determined as of actual retirement date.
PRE-RETIREMENT DEATH	
• Benefit	In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially equivalent 50% Joint and Survivor
• Optional form conversion factors	Mortality: The 1984 Unisex Pension Table Interest: 8%

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: STEARNS SALARIED**

Effective dates	Original plan: January 8, 1975 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Employee	Any person employed by K2
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of eligibility requirements.
• Year of service	Benefit Accrual: All periods of participation measured in completed full years and months, after age 18. Vesting: Same as benefit service.
• Compensation	Total earnings in a calendar year, including salary, wages, overtime pay, commissions, bonuses, and amounts deferred pursuant to a cash-deferral arrangement offered by the company under Section 401(k).
• Average compensation	The average monthly compensation paid to an employee during the 60 consecutive months out of his last 120 calendar months of service that will produce the highest amount.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of service at termination.
NORMAL RETIREMENT	
• Eligibility	First of the month coincident with or next following attained age 65.
• Benefit	The amount equal to the product of 1% of final average compensation plus 1/2% of final average compensation in excess of covered compensation multiplied by years of benefit service up to a maximum of 30 years.
EARLY RETIREMENT	
• Benefit	Normal retirement benefit reduced by 2% per year before age 65 and after age 62, and 4% per year before age 62 and after age 55.

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
• Benefit	Monthly pension benefit determined as of actual retirement date.
DISABILITY	
• Benefit	Normal retirement benefit commencing at Disability Retirement Date based on benefit service and final average compensation at the time of disability plus benefit service during the period of disability.
PRE-RETIREMENT DEATH	
• Benefit	The amount that would have been payable to the spouse had the participant terminated on the first day of the month in which death occurred, survived to his earliest retirement date, having elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as the first day to the month following the participant's death or age 55 if later, and will continue for the spouse's life.
FORM OF BENEFITS	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially equivalent 50% Joint and Survivor
• Optional form conversion factors	Mortality Table: UP 1984 mortality table. Interest rate: 8%

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: BASF**

Effective date and plan year	Original Plan: January 1, 1986 Frozen to Future Accruals as of September 20, 2006													
DEFINITIONS														
• Employee	Any person employed by K2													
• Eligibility requirements	Each employee shall become a Participant on the date he first renders an hour of service.													
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.													
• Year of service	Benefit Accrual: One full year of benefit service is credited for 1,800 hours worked, then one month of benefit service is credited for every 150 hours of service, and another month of benefit service is counted if the remaining hours of service is 75 or more. Vesting: One year of vesting service is credited for each plan year in which an employee completed 1,000 or more hours of service.													
• Vesting	100% vesting after 5 years of service.													
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of service at termination.													
NORMAL RETIREMENT														
• Eligibility	First of the month coincident with or next following attained age 65.													
• Benefit	Benefit service at NRD times Monthly Benefit Rate. Sample rates are shown below: <table><thead><tr><th><u>Date of Retirement or Termination or Date of Disability</u></th><th><u>Monthly Benefit Rates</u></th></tr></thead><tbody><tr><td>On or after 9/21/2001 and before 9/23/2002</td><td>\$32.00</td></tr><tr><td>On or after 9/23/2002 and before 9/24/2003</td><td>\$34.00</td></tr><tr><td>On or after 9/24/2003 and before 9/21/2004</td><td>\$35.00</td></tr><tr><td>On or after 9/21/2004 and before 9/21/2005</td><td>\$36.00</td></tr><tr><td>On or after 9/21/2005 and before 9/20/2006</td><td>\$37.00</td></tr></tbody></table> Effective 9/20/2006, the pension plan is frozen.		<u>Date of Retirement or Termination or Date of Disability</u>	<u>Monthly Benefit Rates</u>	On or after 9/21/2001 and before 9/23/2002	\$32.00	On or after 9/23/2002 and before 9/24/2003	\$34.00	On or after 9/24/2003 and before 9/21/2004	\$35.00	On or after 9/21/2004 and before 9/21/2005	\$36.00	On or after 9/21/2005 and before 9/20/2006	\$37.00
<u>Date of Retirement or Termination or Date of Disability</u>	<u>Monthly Benefit Rates</u>													
On or after 9/21/2001 and before 9/23/2002	\$32.00													
On or after 9/23/2002 and before 9/24/2003	\$34.00													
On or after 9/24/2003 and before 9/21/2004	\$35.00													
On or after 9/21/2004 and before 9/21/2005	\$36.00													
On or after 9/21/2005 and before 9/20/2006	\$37.00													

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT	
• Benefit	The monthly retirement benefit determined as of early retirement date, reduced to 0.5% for each full calendar month that commencement of payment precedes the participant's 62nd birthday.
LATE RETIREMENT	
• Benefit	Monthly pension benefit determined as of actual retirement date.
DISABILITY	
• Benefit	Normal retirement benefit based on benefit service as of termination, reduced by disability benefit under any Federal or State statute, payable six months after disability.
PRE-RETIREMENT DEATH	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
FORM OF BENEFITS	
• Automatic form for unmarried participants	5-Year Certain and Life
• Automatic form for married participants	Qualified Joint and 50% Survivor Annuity
• Optional form conversion factors	Mortality: The 1971 Group Annuity Mortality Tables assuming blend of 80% male and 20% female beneficiaries. Interest: 8%

*Schedule SB, Part V — Summary of Plan Provisions***PENSION PLAN OF K2, INC. SUB-PLAN: SIMPLEX UAW LOCAL 963 UNIT 1**

Effective date and plan year	Original Plan: May 1, 1950 Frozen to Future Accruals as of June 30, 2000
Accrual status	The plan was frozen June 30, 2000.
DEFINITIONS	
• Employee	Any person employed by K2
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of service	12-consecutive month computation period in which an employee is credited with 1,000 or more hours of service. Eligibility: Employees become plan participants when they are in a bargaining unit defined in the collective bargaining agreement between the Company and Union. There are no active employees after June 30, 2000 as a result of the sale of the Simplex Products division. Benefit Accrual: (1) As of December 31, 1975 – the Plan in effect at that time. (2) Beginning on January 1, 1976 – Hours worked in the year divided by 1,600 and rounded to the nearest quarter year; maximum one per calendar year. (3) No service is accrued after June 30, 2000 Vesting: (1) As of December 31, 1975 – Determined by the Plan in effect at that time. (2) Beginning on January 1, 1976 – Hours worked in the year divided by 1,600 and rounded to the nearest quarter year; maximum one per calendar year.
• Accrued benefit	Monthly retirement benefit determined as of actual retirement date.
NORMAL RETIREMENT	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Scheduled monthly benefit levels for each year of Benefit Service									
	<u>Retirement Date</u>	<u>Amount</u>								
	July 15, 1996 to July 14, 1997	\$14.50 per month								
	July 15, 1997 to July 14, 1998	\$15.50 per month								
	July 15, 1998 to July 14, 1999	\$16.50 per month								
	July 15, 1999 to July 14, 2000	\$17.50 per month								
	On or after July 15, 2000	\$18.50 per month								
EARLY RETIREMENT										
• Benefit	Normal retirement benefit reduced by 1/180 for each month by which the early retirement date precedes age 65.									
LATE RETIREMENT										
• Benefit	Monthly retirement benefit determined as of actual retirement date.									
DISABILITY										
• Benefit	Monthly retirement benefit payable at age 65, based on years of benefit service at disability date.									
PRE-RETIREMENT DEATH										
• Benefit prior to early retirement	<p>The amount that would have been payable to the spouse if the participant had terminated on the first day of the month in which death occurred, survived to his early retirement date, and elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as of the first day of the month following the participant's death or age 55 if later, and will continue for the spouse's life.</p> <p>The retirement benefit of an employee shall be reduced for each month the Preretirement Spouse's benefit is in effect by 1/12 of the following percentages:</p> <table><tr><td>Ages 35-44</td><td>0.1%</td></tr><tr><td>Ages 45-54</td><td>0.4%</td></tr><tr><td>Ages 55-64</td><td>0.8%</td></tr><tr><td>Ages 65+</td><td>No charge</td></tr></table>		Ages 35-44	0.1%	Ages 45-54	0.4%	Ages 55-64	0.8%	Ages 65+	No charge
Ages 35-44	0.1%									
Ages 45-54	0.4%									
Ages 55-64	0.8%									
Ages 65+	No charge									
FORM OF BENEFITS										
• Automatic form for unmarried participants	Life Annuity									
• Automatic form for married participants	Actuarially equivalent 50% joint and survivor annuity									

Schedule SB, Part V — Summary of Plan Provisions

- Optional forms Conversion factors

50% Qualified Joint & Survivor Annuity:

Factor is 88%(+/-)5/10 of 1% for each complete year of the difference between the ages of the employee and the contingent annuity.

Other Optional form of benefit payments:

Mortality table: The 1951 Group Annuity Mortality Table

Interest rate: 5%

*Schedule SB, Part V — Summary of Plan Provisions***UNITED STATES PLAYING CARD COMPANY PENSION PLAN FOR NON-UNION EMPLOYEES SUB-PLAN**

Effective date and plan year	January 1, 1997
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Eligibility	All employees of The United States Playing Card Company except leased and union employees are eligible. The plan was closed to new entrants on December 31, 2005.
• Participation date	January 1 or July 1 next following the attainment of age 21 and the completion of one year of vesting service.
• Vesting service	One year for each 1,000-hour calendar year of employment.
• Credited service	One year for each 1,000-hour calendar year of employment, pro rata for each year with less than 1,000 hours. Salaried employees who were participants of the Prior Plan are credited with service under both the Salaried Retirement Plan and the Diamond International Retirement Plan prior to March 29, 1982. Credited service was frozen on December 31, 2005.
NORMAL RETIREMENT	
• Eligibility	Age 65 with five years of vesting service
• Benefit	<p><u>For Salaried employees and Hourly employees hired after January 1, 1997:</u></p> <p>The larger of the following:</p> <p>(a) Accrued benefit under the Salaried Retirement Plan at December 31, 1996.</p> <p>(b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35).</p> <p><u>For Hourly employees hired prior to January 1, 1997:</u></p> <p>The sum of the following:</p> <p>(a) Accrued benefit under the Hourly Retirement Plan at December 31, 1996. In the application of this benefit formula, credited service is limited to 28 years.</p> <p>(b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35).</p> <p>Future benefit accruals were frozen on December 31, 2005 for both salaried and hourly employees.</p>

Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT	
• Eligibility	Age 55 with 5 years of vesting service
• Benefit	The larger of the following: (a) For prior plan participants, the actuarial equivalence of the accrued benefit under the Prior Plan at December 31, 1996, using the early retirement provisions of the prior plan (b) The Normal Retirement Benefit reduced 0.5% per month by with commencement date precedes age 65.
DEFERRED VESTED	
• Eligibility	Termination for reasons other than death or retirement after completing five years of vesting service.
• Benefit	Accrued Normal Retirement Benefit payable at age 65, or if the participant has at least 5 Years of Vesting Service an amount payable as early as age 55 reduced by 0.5% for each month that benefits commence prior to age 65.
DISABILITY	
• Eligibility	Disability after completing 15 years of vesting service.
• Benefit	Normal Retirement Benefit accrued to date of commencement including years of credited service and earnings while disabled. Earnings for the plan year prior to disability are assumed to continue until retirement.
PRE-RETIREMENT DEATH	
• Preretirement spouse's death benefit eligibility	Death of a participant with 5 Years of Vesting Service who has been married for a least one year.
• Preretirement spouse's death benefit	The surviving spouse, if any, receives a monthly benefit equal to 50% of the participant's accrued benefit, reduced for the 50% joint-and-survivor option. The benefit is reduced for commencement at the participant's earliest retirement date (or date of death if later).
FORM OF BENEFITS	
• Normal form of payment	Single Life Annuity
• Optional forms	<ul style="list-style-type: none"> 50%, 66 2/3% or 100% Joint & Survivor Annuity 10 Year Certain and Life Annuity
• Optional form conversion factors	Mortality table: The 1979 George B. Buck Mortality Table blend of 70% Male and 30% female membership. Interest rate: 7%

*Schedule SB, Part V — Summary of Plan Provisions***JARDEN CORPORATION CONSOLIDATED HOURLY PENSION SUB-PLAN: ZINC PRODUCTS COMPANY – GREENEVILLE, TENNESSEE**

Effective date	April 2, 1993
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Eligibility	All benefits are frozen as of December 31, 2007. No employees covered under the Greenville collective bargaining agreement will enter the plan after December 31, 2007.
• Participation	First of month coincident with or following date of hire.
NORMAL RETIREMENT	
• Eligibility	Age 65 and 5 years of participation
• Benefit	The standard retirement benefit is a monthly pension payable for life equal to \$20.00 multiplied by benefit service. For retirement on or after January 1, 1997, the dollar multiplier increases to \$21.00. For retirement on or after January 1, 1998, the dollar multiplier increases to \$22.00. For retirement on or after January 1, 1999, the dollar multiplier increases to \$23.00. For retirement on or after January 1, 2001, the dollar multiplier increases to \$24.00. For retirement on or after January 1, 2002, the dollar multiplier increases to \$25.00. For retirement on or after January 1, 2003, the dollar multiplier increases to \$26.00. For retirement on or after January 1, 2004, the dollar multiplier increases to \$27.00. For retirement on or after January 1, 2005, the dollar multiplier increases to \$28.00. For retirement on or after January 1, 2006, the dollar multiplier increases to \$29.00. For retirement on or after January 1, 2007, the dollar multiplier increases to \$30.00. For retirement on or after January 1, 2008, the dollar multiplier increases to \$32.00.
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of vesting service

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Benefit 	<p>The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:</p> <table data-bbox="682 514 1339 1050"> <thead> <tr> <th><u>Age at Retirement</u></th><th><u>Early Retirement Factor</u></th></tr> </thead> <tbody> <tr><td>55</td><td>39.00%</td></tr> <tr><td>56</td><td>42.50%</td></tr> <tr><td>57</td><td>46.30%</td></tr> <tr><td>58</td><td>50.60%</td></tr> <tr><td>59</td><td>55.40%</td></tr> <tr><td>60</td><td>60.80%</td></tr> <tr><td>61</td><td>66.80%</td></tr> <tr><td>62</td><td>73.60%</td></tr> <tr><td>63</td><td>81.30%</td></tr> <tr><td>64</td><td>90.00%</td></tr> </tbody> </table> <p>Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 63.80%.</p>	<u>Age at Retirement</u>	<u>Early Retirement Factor</u>	55	39.00%	56	42.50%	57	46.30%	58	50.60%	59	55.40%	60	60.80%	61	66.80%	62	73.60%	63	81.30%	64	90.00%
<u>Age at Retirement</u>	<u>Early Retirement Factor</u>																						
55	39.00%																						
56	42.50%																						
57	46.30%																						
58	50.60%																						
59	55.40%																						
60	60.80%																						
61	66.80%																						
62	73.60%																						
63	81.30%																						
64	90.00%																						
LATE RETIREMENT																							
<ul style="list-style-type: none"> Eligibility 	Subject to continued employment after normal retirement																						
<ul style="list-style-type: none"> Benefit 	The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.																						
DEFERRED VESTED																							
<ul style="list-style-type: none"> Eligibility 	5 years of vesting service																						
<ul style="list-style-type: none"> Benefit 	<p>The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:</p> <table data-bbox="682 1638 1307 1770"> <thead> <tr> <th><u>Service</u></th><th><u>Vested Percentage</u></th></tr> </thead> <tbody> <tr><td>Less than 5 years</td><td>0%</td></tr> <tr><td>5 or more years</td><td>100%</td></tr> </tbody> </table>	<u>Service</u>	<u>Vested Percentage</u>	Less than 5 years	0%	5 or more years	100%																
<u>Service</u>	<u>Vested Percentage</u>																						
Less than 5 years	0%																						
5 or more years	100%																						
DISABILITY																							
<ul style="list-style-type: none"> Eligibility 	10 years of vesting service																						

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	The accrued retirement benefit as of the disability retirement date shall be payable commencing immediately.
PRE-RETIREMENT DEATH	
• Eligibility	5 years of vesting service
• Benefit	The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.
FORM OF BENEFITS	
• Normal form of payment	Single Life Annuity
• Optional forms	<ul style="list-style-type: none"> • 50%, 75% or 100% Joint & Survivor Annuity • 10 Year Certain and Life Annuity
• Optional form conversion factors	As specified in Section 4.5 of Plan Supplement#1 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan.

*Schedule SB, Part V — Summary of Plan Provisions***JARDEN CORPORATION CONSOLIDATED HOURLY PENSION SUB-PLAN:
METAL SERVICES COMPANY – BALTIMORE, MARYLAND**

Effective date	April 2, 1993												
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.												
DEFINITIONS													
• Participation	First of month coincident with or following date of hire.												
NORMAL RETIREMENT													
• Eligibility	Age 65 and 5 years of participation												
• Benefit	The standard retirement benefit is a monthly pension payable for life equal to \$15.00 multiplied by benefit service. For retirement on or after January 1, 1995, the dollar multiplier increases to \$16.00. For retirement on or after October 13, 1995, the dollar multiplier increases to \$17.00. This location was sold as of April 26, 1996.												
EARLY RETIREMENT													
• Eligibility	Age 60 and 10 years of vesting service												
• Benefit	<p>The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:</p> <table> <tr> <th><u>Age at Retirement</u></th><th><u>Early Retirement Factor</u></th></tr> <tr> <td>60</td><td>70.00%</td></tr> <tr> <td>61</td><td>76.00%</td></tr> <tr> <td>62</td><td>82.00%</td></tr> <tr> <td>63</td><td>88.00%</td></tr> <tr> <td>64</td><td>94.00%</td></tr> </table> <p>Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 73.00%.</p>	<u>Age at Retirement</u>	<u>Early Retirement Factor</u>	60	70.00%	61	76.00%	62	82.00%	63	88.00%	64	94.00%
<u>Age at Retirement</u>	<u>Early Retirement Factor</u>												
60	70.00%												
61	76.00%												
62	82.00%												
63	88.00%												
64	94.00%												
LATE RETIREMENT													
• Eligibility	Subject to continued employment after normal retirement												
• Benefit	The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.												

Schedule SB, Part V — Summary of Plan Provisions

DEFERRED VESTED															
• Eligibility	3 years of vesting service														
• Benefit	<p>The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:</p> <table> <tr> <th><u>Service</u></th><th><u>Vested Percentage</u></th></tr> <tr> <td>Less than 3 years</td><td>0%</td></tr> <tr> <td>3 years</td><td>20%</td></tr> <tr> <td>4 years</td><td>40%</td></tr> <tr> <td>5 years</td><td>60%</td></tr> <tr> <td>6 years</td><td>80%</td></tr> <tr> <td>7 or more years</td><td>100%</td></tr> </table>	<u>Service</u>	<u>Vested Percentage</u>	Less than 3 years	0%	3 years	20%	4 years	40%	5 years	60%	6 years	80%	7 or more years	100%
<u>Service</u>	<u>Vested Percentage</u>														
Less than 3 years	0%														
3 years	20%														
4 years	40%														
5 years	60%														
6 years	80%														
7 or more years	100%														
DISABILITY															
• Eligibility	Age 55 and 15 years of vesting service														
• Benefit	The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.														
PRE-RETIREMENT DEATH															
• Eligibility	3 years of vesting service														
• Benefit	The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.														
FORM OF BENEFITS															
• Normal form of payment	Single Life Annuity														
• Optional forms	50%, 75% or 100% Joint & Survivor Annuity														
• Optional form conversion factors	As specified in Section 4.5 of Plan Supplement #2 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan.														

*Schedule SB, Part V — Summary of Plan Provisions***JARDEN CORPORATION CONSOLIDATED HOURLY PENSION PLAN SUB-PLAN:
METAL SERVICES COMPANY - CHICAGO, ILLINOIS**

Effective date	April 2, 1993												
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.												
DEFINITIONS													
• Participation	First of month coincident with or following date of hire.												
NORMAL RETIREMENT													
• Eligibility	Age 65 and 5 years of participation												
• Benefit	<p><u>For GCIU:</u></p> <p>The dollar multiplier is \$17.00. This location was sold as of April 26, 1996.</p> <p><u>For USW Union:</u></p> <p>The standard retirement benefit is a monthly pension payable for life equal to \$16.00 multiplied by benefit service. This location was sold as of April 26, 1996.</p>												
EARLY RETIREMENT													
• Eligibility	Age 60 and 10 years of vesting service												
• Benefit	<p>The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:</p> <table> <tr> <th><u>Age at Retirement</u></th><th><u>Early Retirement Factor</u></th></tr> <tr> <td>60</td><td>70.00%</td></tr> <tr> <td>61</td><td>76.00%</td></tr> <tr> <td>62</td><td>82.00%</td></tr> <tr> <td>63</td><td>88.00%</td></tr> <tr> <td>64</td><td>94.00%</td></tr> </table> <p>Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 73.00%.</p>	<u>Age at Retirement</u>	<u>Early Retirement Factor</u>	60	70.00%	61	76.00%	62	82.00%	63	88.00%	64	94.00%
<u>Age at Retirement</u>	<u>Early Retirement Factor</u>												
60	70.00%												
61	76.00%												
62	82.00%												
63	88.00%												
64	94.00%												
LATE RETIREMENT													
• Eligibility	Subject to continued employment after normal retirement												

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.														
DEFERRED VESTED															
• Eligibility	3 years of vesting service														
• Benefit	<p>The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:</p> <table> <tr> <th><u>Service</u></th><th><u>Vested Percentage</u></th></tr> <tr> <td>Less than 3 years</td><td>0%</td></tr> <tr> <td>3 years</td><td>20%</td></tr> <tr> <td>4 years</td><td>40%</td></tr> <tr> <td>5 years</td><td>60%</td></tr> <tr> <td>6 years</td><td>80%</td></tr> <tr> <td>7 or more years</td><td>100%</td></tr> </table>	<u>Service</u>	<u>Vested Percentage</u>	Less than 3 years	0%	3 years	20%	4 years	40%	5 years	60%	6 years	80%	7 or more years	100%
<u>Service</u>	<u>Vested Percentage</u>														
Less than 3 years	0%														
3 years	20%														
4 years	40%														
5 years	60%														
6 years	80%														
7 or more years	100%														
DISABILITY															
• Eligibility	Age 55 and 15 years of vesting service														
• Benefit	The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.														
PRE-RETIREMENT DEATH															
• Eligibility	3 years of vesting service														
• Benefit	The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.														
FORM OF BENEFITS															
• Normal form of payment	Single Life Annuity														
• Optional forms	50%, 75% or 100% Joint & Survivor Annuity														

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	As specified in Plan Supplement 4.5 of Plan Supplement #3 Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan.
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*Schedule SB, Part V — Summary of Plan Provisions***JARDEN CORPORATION CONSOLIDATED HOURLY PENSION SUB-PLAN:
CONSUMER PRODUCTS COMPANY – MUNCIE, INDIANA**

Effective date	April 2, 1993
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Participation	First of month coincident with or following date of hire. Employees hired after October 15, 2006 are not eligible to participate in this plan.
NORMAL RETIREMENT	
• Eligibility	Age 65 and 5 years of participation
• Special early retirement	Age 62
• Benefit	The standard retirement benefit is a monthly pension payable for life equal to \$23.00 multiplied by benefit service. For retirement on or after October 1, 2001, the dollar multiplier increase to \$24.00. For retirement on or after October 1, 2002, the dollar multiplier increased to \$25.00. For retirement on or after October 1, 2003, the dollar multiplier increased to \$26.00. For retirement on or after October 1, 2004, the dollar multiplier increased to \$27.00. For retirement on or after October 1, 2005, the dollar multiplier increased to \$28.00. For retirement on or after October 1, 2006 the dollar multiplier increased to \$29.00. For retirement on or after October 1, 2008 the dollar multiplier increases to \$30.00. Benefit service after December 31, 2012 is not considered.
EARLY RETIREMENT	
• Eligibility	Age 55 and 15 years of vesting service

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Benefit 	<p>The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:</p> <table data-bbox="803 598 1356 987"> <thead> <tr> <th><u>Age at Retirement</u></th><th><u>Early Retirement Factor</u></th></tr> </thead> <tbody> <tr><td>55</td><td>58.00%</td></tr> <tr><td>56</td><td>64.00%</td></tr> <tr><td>57</td><td>70.00%</td></tr> <tr><td>58</td><td>76.00%</td></tr> <tr><td>59</td><td>82.00%</td></tr> <tr><td>60</td><td>88.00%</td></tr> <tr><td>61</td><td>94.00%</td></tr> </tbody> </table> <p>Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 91.00%.</p>	<u>Age at Retirement</u>	<u>Early Retirement Factor</u>	55	58.00%	56	64.00%	57	70.00%	58	76.00%	59	82.00%	60	88.00%	61	94.00%
<u>Age at Retirement</u>	<u>Early Retirement Factor</u>																
55	58.00%																
56	64.00%																
57	70.00%																
58	76.00%																
59	82.00%																
60	88.00%																
61	94.00%																
<ul style="list-style-type: none"> Special early retirement benefit 	<p>The accrued retirement benefit as of the special early retirement date shall be payable commencing immediately.</p>																
LATE RETIREMENT																	
<ul style="list-style-type: none"> Eligibility 	<p>Subject to continued employment after normal retirement</p>																
<ul style="list-style-type: none"> Benefit 	<p>The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.</p>																
DEFERRED VESTED																	
<ul style="list-style-type: none"> Eligibility 	<p>5 years of vesting service; All actives as of 12/31/2012 are fully vested</p>																
<ul style="list-style-type: none"> Benefit 	<p>The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable on the normal retirement date. The vested percentage is based on the following table:</p> <table data-bbox="836 1648 1323 1789"> <thead> <tr> <th><u>Service</u></th><th><u>Vested Percentage</u></th></tr> </thead> <tbody> <tr><td>Less than 5 years</td><td>0%</td></tr> <tr><td>5 or more years</td><td>100%</td></tr> </tbody> </table>	<u>Service</u>	<u>Vested Percentage</u>	Less than 5 years	0%	5 or more years	100%										
<u>Service</u>	<u>Vested Percentage</u>																
Less than 5 years	0%																
5 or more years	100%																

Schedule SB, Part V — Summary of Plan Provisions

DISABILITY	
• Eligibility	10 years of vesting service
• Benefit	The accrued retirement benefit as of the disability retirement date shall be payable commencing immediately.
PRE-RETIREMENT DEATH	
• Eligibility	5 years of vesting service
• Benefit	The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.
FORM OF BENEFITS	
• Normal form of payment	Single Life Annuity
• Optional forms	50%, 75%, 100% Joint and Survivor Annuity
• Optional form conversion factors	As specified in Section 4.5 in Plan Supplement #5 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.

*Schedule SB, Part V — Summary of Plan Provisions***PENN FISHING TACKLE MANUFACTURING COMPANY PENSION SUBPLAN**

Effective date	Original Plan: October 18, 1961 Merged into the Jarden Consolidated Pension Plan on January 1, 2012.
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
DEFINITIONS	
• Eligibility Requirements	Each Non-union Employee becomes a participant on the first of the month following date of hire. Effective May 31, 2007, the Plan is frozen to new participants.
• Credited service	Prior to October 1, 1976, an employee will receive credit for all full calendar years and completed months of continuous employment. After September 30, 1976, an employee will receive credit for each Year of Service (a plan year during which the Employee completes 1,000 or more Hours of Service.) Effective May 31, 2007 the Plan is frozen. No further service will be accrued.
• Vesting	100% vesting after 5 years of service.
• Vested Benefit	The vested benefit shall be the vested portion of the Accrued Benefit as of the date of determination.
• Compensation	Compensation is the total compensation received by the participant for the prior plan year, including any amount deferred under a qualified 401(k), 403(b), or 125 plan. Excluded are amounts for other fringe benefits, moving expenses, automobile allowances, and taxable values of employer paid group term life insurance.
• Average Plan Compensation	After December 31, 2005: The average of the highest consecutive five years of Compensation in the last ten calendar years of service, but not less than the value calculated under the Plan's provisions in effect at December 31, 2005. Before January 1, 2006: The average of the highest consecutive 60 calendar months of compensation during the last 120 months of service. Effective May 31, 2007 benefit accruals were frozen; compensation after that date is not considered.

Schedule SB, Part V — Summary of Plan Provisions

• Accrued Benefit	Monthly lifetime annuity payable commencing at the participant's Normal Retirement Date based on the Normal retirement benefit formula using Credited Service and Average Plan Compensation at date of determination, or May 31, 2007 if earlier.
NORMAL RETIREMENT	
• Eligibility	First of the month coincident with or next following attainment of age 65.
• Benefit	<p>The amount of Monthly Retirement Benefit payable as a life annuity is calculated as 1/12th of the greatest of a, b, c and d where:</p> <p>a) 0.9% of Average Plan Compensation multiplied by Credited Service, plus 0.6% of the excess, if any, of Average Plan Compensation over Covered Compensation multiplied by Credited Service limited to 43, 39, or 36 years if the participant's Social Security Retirement Age is 65, 66, or 67 respectively.</p> <p>b) \$240 time years of Credited Service</p> <p>c) The annual benefit under the Plan provisions in effect at October 1, 1981 without recognition of compensation increases after September 1, 1981.</p> <p>d) The Accrued benefit earned under the Plan in effect at September 30, 1989.</p> <p>Covered compensation is the average of Social Security Taxable Wage Base for the 35-year period ending at the participant's Social Security retirement age.</p> <p>Effective May 31, 2007, the Plan is frozen; no further benefit will be accrued.</p>
EARLY RETIREMENT	
• Eligibility	Eligibility is contingent upon the attainment of Age 60 and completion of 5 Years of Vesting Service.
• Benefit	A participant may retire on the first day of any month following attainment of eligibility. The amount of the monthly Early Retirement Benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments. The reduction is 1/180 for each of the first 60 months and actuarially thereafter by which the benefit commences prior to Normal Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions

LATE RETIREMENT	
• Eligibility	Eligibility is the first of the month on or next following the actual date the participant terminates employment after Normal Retirement Date.
• Benefit	The Benefit is the greater of the Accrued Benefit as of the actual retirement date or, if greater, the Actuarial Equivalent of Normal Retirement Benefit.
DISABILITY	
• Eligibility	First day of the seventh month from date of termination of service, by reason of total and permanent disability as defined by the Social Security Administration.
• Benefit	Accrued Benefit as of the Disability Retirement Date, without reduction for early commencement.
PRE-RETIREMENT DEATH	
• Eligibility	Eligibility is contingent upon the vesting date.
• Benefit	If there is no Surviving Eligible Spouse, there is no benefit to be paid. Monthly Benefit to Surviving Spouse is the 50% Qualified Survivor Annuity. The date of payment is the Participant's Earliest Retirement Date.
POST-RETIREMENT DEATH	Post-retirement Death Benefits are dependent upon the form of payment selected.

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Methods of Payments 	<p>Under the Normal Form of Payment, a Participant's retirement benefit is payable as a monthly annuity for life, without further payments after death. A Participant may elect to receive the benefit under one of the following Actuarially Equivalent optional modes:</p> <p>A reduced benefit is paid to the Participant for life, with 100%, 75% or 50% of such benefit continued after death for the subsequent lifetime of the designated contingent annuitant.</p> <p>A reduced benefit is paid to the Participant for life, with 60, 120, or 180 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 60, 120 or 180 payments have been paid.</p> <p>The actuarial equivalent Lump Sum value of the Accrued Benefit.</p> <p>Unless the Participant has elected an option above, it is automatically assumed that a married Participant has elected an Actuarially Equivalent Joint and Survivor Option with one-half of the initial amount continued to the surviving spouse as contingent annuitant.</p>
<ul style="list-style-type: none"> Optional form conversion factors 	<p>As specified in Tables A and B in Appendix A of Exhibit XV (Penn Fishing Tackle Manufacturing Company Pension Plan), of the Jarden Consolidated Pension Plan document.</p>

*Schedule SB, Part V — Summary of Plan Provisions***JOSTENS PENSION PLAN A COMPONENT**

EFFECTIVE DATE AND PLAN YEAR	
Jostens Hourly Employees – Plan A & C	Original plan: July 1, 1962 Restated plan: January 1, 2010
Jostens Salaried Employees – Plan D	Original plan: July 1, 1943 Restated plan: January 1, 2010
Status of the plan	<p>The Plan is closed to new hires.</p> <p>The accrued benefit for non-union hourly employees is frozen as of December 31, 2012. The accrued benefit for union hourly employees is frozen as of December 31, 2013.</p> <p>The accrued benefit for non-union salaried employees is frozen as of December 31, 2012.</p> <p>The accrued benefit for a participant who is an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.</p>
DEFINITIONS	
Eligibility & Participation	
<ul style="list-style-type: none"> Jostens hourly employees - Former Jostens Pension Plan A 	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is covered by a collective bargaining agreement which includes a provision approving this plan shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of nine months of employment or attainment of age 20.</p> <p>Effective July 1, 2008, the plan is closed to new hires.</p>
<ul style="list-style-type: none"> Jostens hourly employees – Former Jostens Pension Plan C 	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is compensated on an hourly wage rate basis, including on and after July 1, 1983 office-clerical employees, and who is not covered by a collective bargaining agreement shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21 (was 25 prior to July 1, 1985). The Photo division employees were excluded from participation under Plan C effective July 1, 1998.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p>

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Jostens salaried employees 	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976 a salaried employee (excluding employees compensated in whole or in part on a commission basis and any employees represented by a collective bargaining agreement) shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21.</p> <p>The Photo division employees began participation in Plan D effective July 1, 1998. College division employees (former sales reps) began participation effective July 1, 1997. Indiana School Pictures, Inc. employees began participation in Plan D effective January 1, 2003. School Annual Publishing Company employees began participation in Plan D effective September 22, 2003.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p>
<ul style="list-style-type: none"> Lehigh Press 	<p>The January 1 or July 1 coincident with or next following attainment of age 21 and completion of twelve months of service following date of hire, or any subsequent plan year, in which 1,000 or more hours of service are credited.</p> <p>Effective January 1, 2007, the plan is closed to new hires.</p>
<ul style="list-style-type: none"> Von Hoffman 	<p>Employees of the Von Hoffmann Jefferson City facility who were in covered employment as of January 1, 2007, became eligible to participate in Plan C on that date. They were eligible to accrue the same benefits as Jostens Plan C employees until their termination due to the sale of Von Hoffmann in May 2007.</p>
Vesting service	
<ul style="list-style-type: none"> Jostens hourly employees - Former Jostens Pension Plan A 	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 21 (age 17 effective July 1, 1985), in which an employee works at least 1,000 hours.</p>
<ul style="list-style-type: none"> Jostens hourly employees – Former Jostens Pension Plan C 	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, in which an employee works at least 1,000 hours. No vesting service is given prior to the attainment of age 18.</p>

Schedule SB, Part V — Summary of Plan Provisions

• Jostens salaried employees	One day of future vesting service is credited for each day, subsequent to the employee's eighteenth birthday, that a person is in the employ of the company.										
• Lehigh Press	A full year is credited for each calendar year (excluding calendar years ending before attainment of age 18) in which 1,000 or more hours of service are credited. For Lehigh Press participants employed at the Dallas and Carrollton locations, no vesting service is earned before June 1, 1977.										
Benefit service											
• Jostens hourly employees	<p>Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.</p> <p>Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:</p> <table> <tr> <th><u>Hours Worked per Plan Year or Calendar Year</u></th><th><u>Benefit Service</u></th></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> <tr> <td>1,000 to 1,399</td><td>.50 year</td></tr> <tr> <td>1,400 to 1,799</td><td>.75 year</td></tr> <tr> <td>1,800 or more</td><td>1.00 year</td></tr> </table>	<u>Hours Worked per Plan Year or Calendar Year</u>	<u>Benefit Service</u>	Less than 1,000	None	1,000 to 1,399	.50 year	1,400 to 1,799	.75 year	1,800 or more	1.00 year
<u>Hours Worked per Plan Year or Calendar Year</u>	<u>Benefit Service</u>										
Less than 1,000	None										
1,000 to 1,399	.50 year										
1,400 to 1,799	.75 year										
1,800 or more	1.00 year										
• Jostens salaried employees	One day of benefit service is credited for each day a person is a salaried employee of the company.										
• Service freeze	Effective January 1, 2013, non-union employees do not accrue additional service after December 31, 2012. Effective January 1, 2014, union employees do not accrue additional service after December 31, 2013.										
Credited service											

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Lehigh Press	A full year is credited for each plan year after 1975 in which 1,000 or more hours of service are credited. However, in the first and last plan years of service only, a participant shall accrue a partial year (to the nearest month) of credited service if a pro rata number of hours of service are credited. For participants employed at the Dallas and Carrollton locations, no credited service is earned before June 1, 1977. Effective January 1, 2007, a participant who is an office employee of Lehigh Lithographers or Lehigh Direct shall not accrue additional service after December 31, 2006.
Pensionable earnings	
<ul style="list-style-type: none">Jostens salaried employees	Basic earnings plus bonuses, 401(k) deferrals and other specified pay

Schedule SB, Part V — Summary of Plan Provisions

• Lehigh Press	Base earnings plus bonuses, overtime pay up to \$2,000, qualified pre-tax salary deferrals, unused vacation pay and severance pay, but excluding commissions and fringe benefits. For benefits accruing after 2001, annual Compensation may not exceed the inflation-adjusted limit specified by the IRS.
Average Compensation / Average Annual Salary	
• Jostens salaried employees	Average of highest five consecutive annual salaries. Annual salary is limited to the level prescribed by IRC Section 401(a)(17). The average Compensation for non-union salaried employees is frozen as of December 31, 2012.
• Lehigh Press	The average of Compensation in the 60 consecutive months within the last 120 months of service for which such average is the highest. The average of Compensation for an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.
Covered Compensation	Average of Social Security Taxable Wage Bases over 35 years. Effective July 1, 1989 the average is over the 35-year period ending with the last day of the year in which the employee attains Social Security Normal Retirement Age. The Covered Compensation for non-union salaried employees is frozen as of December 31, 2012.
NORMAL RETIREMENT	
<i>Jostens hourly employees – Former Jostens Pension Plan A</i>	
• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Benefit Level times Benefit Service at Normal Retirement:	
	Date of Retirement	Benefit Level
	7/1/1988 to 6/30/1989	\$12.00
	7/1/1989 to 6/30/1990	\$12.50
	7/1/1990 to 6/30/1991	\$13.25
	7/1/1991 to 6/30/1992	\$14.00
	7/1/1992 to 6/30/1993	\$15.00
	7/1/1993 to 6/30/1994	\$15.75
	7/1/1994 to 6/30/1995	\$16.50
	7/1/1995 to 6/30/1996	\$17.00
	7/1/1996 to 6/30/1997	\$17.50
	7/1/1997 to 6/30/1998	\$18.00
	7/1/1998 to 6/30/1999	\$18.50
	7/1/1999 to 6/30/2000	\$19.25
	7/1/2000 to 6/30/2001	\$20.00
	7/1/2001 to 6/30/2002	\$20.50
	7/1/2002 to 6/30/2003	\$20.75
	7/1/2003 to 6/30/2004	\$21.00
	7/1/2004 to 6/30/2005	\$21.50
	7/1/2005 to 6/30/2007	\$22.00
	7/1/2007 to 6/30/2008	\$22.25
	7/1/2008 and later	\$22.50

*Schedule SB, Part V — Summary of Plan Provisions**Jostens hourly employees – Former Jostens Pension Plan C*

• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.														
• Benefit	<p>Benefit Level times Benefit Service at Normal Retirement Date.</p> <table> <tr> <th>Date of Retirement</th><th>Benefit Level</th></tr> <tr> <td>7/1/1989 to 7/1/1990</td><td>\$13.00</td></tr> <tr> <td>7/1/1990 to 7/1/1991</td><td>\$13.50</td></tr> <tr> <td>7/1/1991 to 12/31/1993</td><td>\$14.00</td></tr> <tr> <td>1/1/1994 to 12/31/1996</td><td>\$15.00</td></tr> <tr> <td>1/1/1997 to 12/31/1998</td><td>\$16.00</td></tr> <tr> <td>1/1/1999 and later</td><td>\$17.00</td></tr> </table> <p>For office-clerical employees who also receive a benefit under the salary formula attributable to service prior to July 1, 1983, an offset equal to the salary formula benefit is required.</p>	Date of Retirement	Benefit Level	7/1/1989 to 7/1/1990	\$13.00	7/1/1990 to 7/1/1991	\$13.50	7/1/1991 to 12/31/1993	\$14.00	1/1/1994 to 12/31/1996	\$15.00	1/1/1997 to 12/31/1998	\$16.00	1/1/1999 and later	\$17.00
Date of Retirement	Benefit Level														
7/1/1989 to 7/1/1990	\$13.00														
7/1/1990 to 7/1/1991	\$13.50														
7/1/1991 to 12/31/1993	\$14.00														
1/1/1994 to 12/31/1996	\$15.00														
1/1/1997 to 12/31/1998	\$16.00														
1/1/1999 and later	\$17.00														

Jostens salaried employees

• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.
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<ul style="list-style-type: none"> Benefit 	<p><i>New Formula</i></p> <p>A. 0.85% of Average Annual Salary, not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service as of December 31, 2005 (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of December 31, 2005]</p> <p>Plus</p> <p>B. 1% of Total Annual Salary, after December 31, 2005.</p> <p>For employees who were greater than age 45 and had more than 15 years of service on December 31, 2005, will be given the greater of the old formula and the new formula.</p> <p><i>Prior Formula</i></p> <p>0.85% of Average Annual Salary not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of termination date]</p> <p>Transition Rule Minimum: The July 1, 1988 accrued pension increased for service after July 1, 1988 (up to 35 years) and increased by 3% per year.</p> <p>Hourly Formula Minimum: Amount payable under the hourly formula. Currently \$17.00 per month per year of service. All participants are eligible.</p> <p>Office hourly employees transferred to the hourly formula as of July 1, 1983 remain entitled to their accrued benefit determined as of June 30, 1983.</p>
<p><i>Former Hunter Employees</i></p>	<p>Participants who were participants under the Hunter plan are eligible for a benefit equal to the greater of the following:</p> <ul style="list-style-type: none"> Hunter plan benefit as of October 31, 1989 plus the accrued Jostens Pension Plan C benefit after November 1, 1989 using the hourly or salary formulas respectively, or The benefit accrued using service from November 1, 1989 plus half of the participant's service up to October 31, 1989 under the Hunter Plan (sum is limited to 35 years for salaried participants) using the hourly or salary formulas respectively.

Schedule SB, Part V — Summary of Plan Provisions

Lehigh Press																																																																									
<ul style="list-style-type: none">Eligibility	The first day of the month coincident with or next following the later of attainment of age 65 or the fifth anniversary of the date of participation																																																																								
<ul style="list-style-type: none">Benefit	The accrued benefit under the prior plan as of December 31, 1975, plus 1% of Average Compensation multiplied by Credited Service as of December 31, 1998, plus 1.1% of Average Compensation multiplied by Credited Service after December 31, 1998, based on Average Compensation and Credited Service as of the date of determination.																																																																								
EARLY RETIREMENT																																																																									
<ul style="list-style-type: none">Eligibility	After attaining age 55 and completing ten years of vesting service																																																																								
<ul style="list-style-type: none">Benefit	<div>The early retirement benefit is the accrued normal retirement benefit based on Average Annual Salary, Covered Compensation and Benefit Service at the time of termination of employment and reduced according to the following table for benefit commencement prior to age 65:</div> <table><thead><tr><th>Benefit Comm. Age</th><th>Former Plan A</th><th>Former Plan C</th><th>Jostens Salaried</th><th>Jostens Hunter Plan</th><th>Lehigh Press</th></tr></thead><tbody><tr><td>65 & over</td><td>100.0%</td><td>100.0%</td><td>100.0%</td><td>100.0%</td><td>100.0%</td></tr><tr><td>64</td><td>97.6%</td><td>94.0%</td><td>92.2%</td><td>93.3%</td><td>96.0%</td></tr><tr><td>63</td><td>95.2%</td><td>88.0%</td><td>84.4%</td><td>86.7%</td><td>92.0%</td></tr><tr><td>62</td><td>92.8%</td><td>82.0%</td><td>76.6%</td><td>80.0%</td><td>88.0%</td></tr><tr><td>61</td><td>76.0%</td><td>76.0%</td><td>72.4%</td><td>73.3%</td><td>84.0%</td></tr><tr><td>60</td><td>70.0%</td><td>70.0%</td><td>68.2%</td><td>66.7%</td><td>80.0%</td></tr><tr><td>59</td><td>65.2%</td><td>65.2%</td><td>64.0%</td><td>63.3%</td><td>74.0%</td></tr><tr><td>58</td><td>60.4%</td><td>60.4%</td><td>59.8%</td><td>60.0%</td><td>68.0%</td></tr><tr><td>57</td><td>55.6%</td><td>55.6%</td><td>55.6%</td><td>56.7%</td><td>62.0%</td></tr><tr><td>56</td><td>50.8%</td><td>50.8%</td><td>51.4%</td><td>53.3%</td><td>56.0%</td></tr><tr><td>55</td><td>46.0%</td><td>46.0%</td><td>47.2%</td><td>50.0%</td><td>50.0%</td></tr></tbody></table>	Benefit Comm. Age	Former Plan A	Former Plan C	Jostens Salaried	Jostens Hunter Plan	Lehigh Press	65 & over	100.0%	100.0%	100.0%	100.0%	100.0%	64	97.6%	94.0%	92.2%	93.3%	96.0%	63	95.2%	88.0%	84.4%	86.7%	92.0%	62	92.8%	82.0%	76.6%	80.0%	88.0%	61	76.0%	76.0%	72.4%	73.3%	84.0%	60	70.0%	70.0%	68.2%	66.7%	80.0%	59	65.2%	65.2%	64.0%	63.3%	74.0%	58	60.4%	60.4%	59.8%	60.0%	68.0%	57	55.6%	55.6%	55.6%	56.7%	62.0%	56	50.8%	50.8%	51.4%	53.3%	56.0%	55	46.0%	46.0%	47.2%	50.0%	50.0%
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Schedule SB, Part V — Summary of Plan Provisions

• Eligibility	Actual retirement date after Normal Retirement Date.
• Benefit	Normal Retirement Benefit with continued Benefit Service and current Benefit Level if applicable.
<i>Lehigh Press</i>	
• Eligibility	The first day of the month coincident with or next following the date of termination of service if it occurs after the Normal Retirement Date.
• Benefit	Normal Retirement Benefit with continued Credited Service and current Average Compensation.
DEFERRED VESTED	
• Eligibility	Five years of vesting service.
• Benefit	Same as Early Retirement Benefit. The benefit is available at age 55 if the participant has 10 years of vesting service.
DISABILITY	
<i>Jostens hourly employees – Former Jostens Pension Plan A</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of Vesting Service may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on Benefit Service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens hourly employees –Former Jostens Pension Plan C</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service and attaining age 50 may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on benefit service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens salaried employees</i>	

Schedule SB, Part V — Summary of Plan Provisions

• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service may be eligible to receive disability benefits.
• Benefit	The normal retirement benefit, with actuarial reduction, based on benefit service accruing until normal retirement date is payable beginning on the disability retirement date and continuing until death. The average annual salary is determined on the date of disability.
<i>Lehigh Press</i>	
• Eligibility	Eligibility for Social Security disability benefits, provided that disability commences after completion of five years of vesting service.
• Benefit	The accrued normal retirement benefit (reduced if it commences before the normal retirement date) with credited service accruing during the period of disability until retirement and assuming that compensation in the last full plan year preceding the date of disability remains level to retirement.
POST-AGE 55 DEATH	
<i>Jostens</i>	
• Eligibility	<p>If the Participant had completed at least 10 years of Vesting Service, the survivor benefit starts the month after the Participant's death occurs.</p> <p>If the Participant had completed less than 10 years of Vesting Service, the survivor benefit starts the month following the month during which the participant would have attained his Normal Retirement Date had he lived.</p>

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">• Benefit	<p>An amount equal to the greater value of:</p> <ul style="list-style-type: none">a. The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),b. Forty-five percent (45%) of the Participant's Accrued Benefit determined as of the date of his death, orc. The survivor portion of the 100% Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) in the case of a Participant who properly elected such Optional Pension Form before his date of death, but who died before the Benefit Commencement Date.
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*Schedule SB, Part V — Summary of Plan Provisions***PRE-AGE 55 AND POST-TERMINATION DEATH***Jostens*

- **Eligibility**
If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.
If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.

- **Benefit**
The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),
The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.

PRERETIREMENT DEATH*Lehigh Press*

- **Eligibility**
Surviving spouses of participants with a vested Accrued Benefit who die before commencement of payments.
- **Benefit**
100% of the benefit which would have been payable had the deceased participant instead terminated service on the date of death, survived to the earliest possible benefit commencement date, elected a joint and 100% survivor annuity, and died on that same date.

FORM OF BENEFITS

- Automatic form for unmarried participants
Life annuity
- Automatic form for married participants
Joint and 50% Survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity with 10 years certain Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death Other forms of payment are available subject to the approval of Jostens
<ul style="list-style-type: none"> Optional form conversion factors 	<p>For Jostens hourly and salaried employees, the actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 1994 GAR tables, projected to 2002.</p> <p>For Lehigh Press employees, the optional form conversion factors are defined at each specific age in the plan document for each optional form.</p>
MISCELLANEOUS	
<ul style="list-style-type: none"> Maximum benefits 	<p>Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2019, the limit is \$225,000</p>

*Schedule SB, Part V — Summary of Plan Provisions***JOSTENS PENSION PLAN B COMPONENT**

Effective date and plan year	Original plan: July 1, 1962 Restated plan: January 1, 2010										
Status of the plan	The plan was closed to new hires on January 1, 2008. All employees have transferred to another Jostens plan or location that does not participate in this plan and therefore the benefits shown for active employees are effectively frozen.										
DEFINITIONS											
• Participation	Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is covered by a collective bargaining agreement which includes a provision approving this plan shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of one year of employment or attainment of age 21 (was 25 prior to July 1, 1985). Effective January 1, 2008, the plan is closed to new hires.										
• Vesting service	Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 18, in which an employee works at least 1,000 hours.										
• Benefit service	<p>- Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.</p> <p>- Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year, and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:</p> <table> <tr> <th><u>Hours Worked per Plan Year or Calendar Year Benefit Service</u></th><th><u>Benefit Service</u></th></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> <tr> <td>1,000 to 1,399</td><td>0.50 year</td></tr> <tr> <td>1,400 to 1,799</td><td>0.75 year</td></tr> <tr> <td>1,800 or more</td><td>1.00 year</td></tr> </table>	<u>Hours Worked per Plan Year or Calendar Year Benefit Service</u>	<u>Benefit Service</u>	Less than 1,000	None	1,000 to 1,399	0.50 year	1,400 to 1,799	0.75 year	1,800 or more	1.00 year
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Less than 1,000	None										
1,000 to 1,399	0.50 year										
1,400 to 1,799	0.75 year										
1,800 or more	1.00 year										

Schedule SB, Part V — Summary of Plan Provisions

NORMAL RETIREMENT																																											
• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.																																										
• Benefit	<p data-bbox="678 653 1349 682">Benefit Level times Benefit Service at Normal Retirement</p> <table data-bbox="716 722 1305 1474"> <thead> <tr> <th data-bbox="716 722 1019 751"><u>Date of Retirement</u></th><th data-bbox="1146 722 1305 751"><u>Benefit Level</u></th></tr> </thead> <tbody> <tr><td data-bbox="756 758 1019 787">9/1/1988 to 8/30/1989</td><td data-bbox="1182 758 1268 787">\$10.00</td></tr> <tr><td data-bbox="756 793 1019 823">9/1/1989 to 8/30/1990</td><td data-bbox="1182 793 1268 823">\$10.50</td></tr> <tr><td data-bbox="756 829 1019 858">9/1/1990 to 8/30/1991</td><td data-bbox="1182 829 1268 858">\$11.00</td></tr> <tr><td data-bbox="756 865 1019 894">9/1/1991 to 8/30/1992</td><td data-bbox="1182 865 1268 894">\$11.50</td></tr> <tr><td data-bbox="756 900 1019 930">9/1/1992 to 8/30/1993</td><td data-bbox="1182 900 1268 930">\$11.75</td></tr> <tr><td data-bbox="756 936 1019 966">9/1/1993 to 8/30/1994</td><td data-bbox="1182 936 1268 966">\$12.25</td></tr> <tr><td data-bbox="756 972 1019 1001">9/1/1994 to 8/30/1995</td><td data-bbox="1182 972 1268 1001">\$13.00</td></tr> <tr><td data-bbox="756 1008 1019 1037">9/1/1995 to 8/30/1996</td><td data-bbox="1182 1008 1268 1037">\$13.75</td></tr> <tr><td data-bbox="756 1043 1019 1073">9/1/1996 to 8/30/1997</td><td data-bbox="1182 1043 1268 1073">\$14.25</td></tr> <tr><td data-bbox="756 1079 1019 1108">9/1/1997 to 8/30/1998</td><td data-bbox="1182 1079 1268 1108">\$14.75</td></tr> <tr><td data-bbox="756 1115 1019 1144">9/1/1998 to 8/30/2002</td><td data-bbox="1182 1115 1268 1144">\$15.00</td></tr> <tr><td data-bbox="756 1150 1019 1180">9/1/1999 to 8/30/2004</td><td data-bbox="1182 1150 1268 1180">\$15.25</td></tr> <tr><td data-bbox="756 1186 1019 1215">9/1/2000 to 8/30/2005</td><td data-bbox="1182 1186 1268 1215">\$15.50</td></tr> <tr><td data-bbox="756 1222 1019 1251">9/1/2001 to 8/30/2006</td><td data-bbox="1182 1222 1268 1251">\$15.75</td></tr> <tr><td data-bbox="756 1257 1019 1287">9/1/2002 to 8/30/2007</td><td data-bbox="1182 1257 1268 1287">\$16.00</td></tr> <tr><td data-bbox="756 1293 1019 1323">9/1/2003 to 8/30/2008</td><td data-bbox="1182 1293 1268 1323">\$16.25</td></tr> <tr><td data-bbox="756 1329 1019 1358">9/1/2004 to 8/30/2009</td><td data-bbox="1182 1329 1268 1358">\$16.50</td></tr> <tr><td data-bbox="756 1365 1019 1394">9/1/2005 to 8/30/2010</td><td data-bbox="1182 1365 1268 1394">\$16.75</td></tr> <tr><td data-bbox="756 1400 1019 1430">9/1/2007 to 8/30/2011</td><td data-bbox="1182 1400 1268 1430">\$17.00</td></tr> <tr><td data-bbox="756 1436 1019 1465">9/1/2011 and later</td><td data-bbox="1182 1436 1268 1465">\$17.25</td></tr> </tbody> </table>	<u>Date of Retirement</u>	<u>Benefit Level</u>	9/1/1988 to 8/30/1989	\$10.00	9/1/1989 to 8/30/1990	\$10.50	9/1/1990 to 8/30/1991	\$11.00	9/1/1991 to 8/30/1992	\$11.50	9/1/1992 to 8/30/1993	\$11.75	9/1/1993 to 8/30/1994	\$12.25	9/1/1994 to 8/30/1995	\$13.00	9/1/1995 to 8/30/1996	\$13.75	9/1/1996 to 8/30/1997	\$14.25	9/1/1997 to 8/30/1998	\$14.75	9/1/1998 to 8/30/2002	\$15.00	9/1/1999 to 8/30/2004	\$15.25	9/1/2000 to 8/30/2005	\$15.50	9/1/2001 to 8/30/2006	\$15.75	9/1/2002 to 8/30/2007	\$16.00	9/1/2003 to 8/30/2008	\$16.25	9/1/2004 to 8/30/2009	\$16.50	9/1/2005 to 8/30/2010	\$16.75	9/1/2007 to 8/30/2011	\$17.00	9/1/2011 and later	\$17.25
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Schedule SB, Part V — Summary of Plan Provisions

EARLY RETIREMENT																									
• Eligibility	Age 55 and 10 years of Vesting Service.																								
• Benefit	<p>Normal retirement benefit based on Benefit Service to the date of termination and reduced according to the following table for benefit commencement prior to age 65:</p> <table> <tr> <th><u>Commencement Age</u></th><th><u>Percentage of Benefit payable</u></th></tr> <tr> <td>65 and over</td><td>100%</td></tr> <tr> <td>64</td><td>94%</td></tr> <tr> <td>63</td><td>88%</td></tr> <tr> <td>62</td><td>82%</td></tr> <tr> <td>61</td><td>76%</td></tr> <tr> <td>60</td><td>70%</td></tr> <tr> <td>59</td><td>65%</td></tr> <tr> <td>58</td><td>60%</td></tr> <tr> <td>57</td><td>56%</td></tr> <tr> <td>56</td><td>51%</td></tr> <tr> <td>55</td><td>46%</td></tr> </table>	<u>Commencement Age</u>	<u>Percentage of Benefit payable</u>	65 and over	100%	64	94%	63	88%	62	82%	61	76%	60	70%	59	65%	58	60%	57	56%	56	51%	55	46%
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• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of Vesting Service and attaining age 50 may be eligible to receive disability benefits.																								
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on Benefit Service to the date of disability is payable beginning on the disability retirement date and continuing until death.																								

Schedule SB, Part V — Summary of Plan Provisions

POST-AGE 55 DEATH	
• Eligibility	<p>If the Participant had completed at least 10 years of Vesting Service, the survivor benefit starts the month after the Participant's death occurs.</p> <p>If the Participant had completed less than 10 years of Vesting Service, the survivor benefit starts the month following the month during which the participant would have attained his Normal Retirement Date had he</p>
• Benefit	<p>An amount equal to the greater value of:</p> <p>a. The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),</p> <p>b. Forty-five percent (45%) of the Participant's Accrued Benefit determined as of the date of his death, or</p> <p>c. The survivor portion of the Joint Life with 100% to Surviving Spouse form of benefit (based on the Participant's Accrued Benefit as of the date of his death) in the case of a Participant who properly elected such Optional Pension Form before his date of death, but who died before the Benefit Commencement Date</p>
PRE-AGE 55 AND POST-TERMINATION DEATH	
• Eligibility	<p>If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.</p> <p>If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.</p>
• Benefit	<p>The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later).</p> <p>The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.</p>

Schedule SB, Part V — Summary of Plan Provisions

FORM OF BENEFITS	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Single Life Annuity
<ul style="list-style-type: none"> Automatic form for married participants 	Joint and 50% Survivor annuity
<ul style="list-style-type: none"> Optional forms 	<ul style="list-style-type: none"> Life annuity with 10 years certain Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death Other forms of payment are available subject to the approval of Jostens
<ul style="list-style-type: none"> Optional form conversion factors 	The actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 94 GAR, projected to 2002.
MISCELLANEOUS	
<ul style="list-style-type: none"> Maximum benefits 	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2019, the limit is \$225,000.

*Schedule SB, Part V — Summary of Plan Provisions***ELMER'S PENSION PLAN COMPONENT**

Effective date and plan year	Original plan: February 3, 1961 Amended and Restated plan: October 1, 1999 Most recent amendment effective: May 15, 2015
Status of the plan	Benefit accruals were frozen for all participants effective January 1, 2008.
DEFINITIONS	
• Eligibility and participation	Employee who is not in a collectively bargained unit becomes a participant on the October 1 following date of hire.
• Pensionable earnings	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of 180,000 be used to determine benefits. Compensation is frozen as of January 1, 2008.
• Final average earnings	Plan Compensation averaged over the highest five consecutive years. Compensation is frozen as of January 1, 2008.
• Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
• Accrued benefit	Benefits are frozen as of January 1, 2008.
NORMAL RETIREMENT	
• Eligibility	Age 65 and five years of participation

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p>The sum of (i) and (ii):</p> <p>(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.</p> <p>(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.</p> <p>For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.</p> <p>Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).</p> <p>Benefit accruals were frozen effective January 1, 2008.</p>
EARLY RETIREMENT	
• Eligibility	Age 55 and 10 years of service
• Benefit	<p>Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii):</p> <p>(i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced.</p> <p>(ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.</p>
POSTPONED RETIREMENT	
• Eligibility	Retirement after normal retirement date
• Benefit	Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.
DEFERRED VESTED	
• Eligibility	5 years of vesting service

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation, payable at Normal Retirement.
DISABILITY	<p><u>Ineligible for long-term disability benefits</u>: amount calculated under the Normal Retirement formula as of the date of Disability.</p> <p><u>Eligible for long-term disability benefits</u>: amount calculated under the Normal Retirement formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on the first date of absence.</p>
PRE-RETIREMENT DEATH	<p><u>Death before early retirement eligibility</u>: plan provides for a qualified joint and survivor benefit.</p> <p><u>Death after early retirement eligibility</u>: spouse shall receive an immediate benefit equal to ½ of the participant's accrued benefit at the time of death.</p>
FORM OF BENEFITS	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50% survivor annuity
• Optional forms	Certain & life annuity; 50%, 75% or 100% joint and survivor annuities; lump sum
• Optional form conversion factors	UP-1984 mortality table, applying a two-year setback for participants and one-year setback for spouses and 7.5% interest.
MISCELLANEOUS	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

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

Unless noted below, all benefits provided by the plan, as amended and restated effective January 1, 2016 and last amended effective December 31, 2017, are included in this valuation:

- **Most recent plan amendments included:** Effective December 31, 2017.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued either including a late retirement actuarial increase from the plan provisions or back payments to age 65.
- **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.
- **IRC Section 436 benefit restrictions:**
 - Unpredictable contingent event benefits: Not applicable.
 - *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.

Schedule SB, Part V — Summary of Plan Provisions

- *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.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

PLAN PROVISION CHANGES SINCE PRIOR VALUATION

None.

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

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

December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Common Stock and Registered Funds			
#REORG/RAYTHEON STOCK MERGER RAYTHEON 2FIQAS3 04-03-2020	165 shares	\$ 6,188	\$ 36,257
		<u>6,188</u>	<u>36,257</u>
Governmental and Municipal Bonds			
COLOMBIA REP 5% DUE 06-15-2045 REG	275,000 principal amount	314,296	319,413
COLOMBIA REP 5% DUE 06-15-2045 REG	200,000 principal amount	198,036	232,300
COLOMBIA REP GLOBAL BD 4.5% DUE 01-28-2026/09-28-2015 REG	200,000 principal amount	197,524	217,824
ISRAEL(STATE OF) BD 4.5% DUE 01-30-2043 REG	80,000 principal amount	96,788	95,840
PANAMA REP 4.5% DUE 04-16-2050 REG	220,000 principal amount	255,676	260,370
PANAMA REP GLOBAL BD 4.3% DUE 04-29-2053REG SINKING FUND 04-29-2051	310,000 principal amount	354,430	360,375
PANAMA REP GLOBAL BD TBOND 3.16% 01-23-2030	505,000 principal amount	515,761	520,150
PERU REP GLOBAL BD 8.75% DUE 11-21-2033 REG	200,000 principal amount	283,087	329,000
PHILIPPINES REP GLOBAL BD 3.75% DUE 01-14-2029 REG	30,000 principal amount	33,113	33,088
PHILIPPINES REP GLOBAL BD 3.95% DUE 01-20-2040	195,000 principal amount	223,606	223,215
PHILIPPINES REP GLOBAL BD 6.375% DUE 01-15-2032 REG	55,000 principal amount	75,323	74,770
PHILIPPINES(REPUBLIC OF) 3.7% DUE 02-02-2042 REG	40,000 principal amount	41,550	45,204
REPUBLIC OF CHILE 3.5% 01-25-2050	345,000 principal amount	349,880	357,499
REPUBLIC OF CHILE BNDS 3.86% DUE 06-21-2047 REG	35,000 principal amount	39,323	38,800
REPUBLIC OF COLOMBIA 5.2% DUE 05-15-2049	175,000 principal amount	207,412	210,613
REPUBLIC OF COLOMBIA 5.625 02-26-2044 REG	80,000 principal amount	98,835	99,400
REPUBLIC OF INDONESIA 4.35% DUE 01-11-2048 REG	145,000 principal amount	158,856	159,657
REPUBLIC OF PANAMA 3.87% 07-23-2060	200,000 principal amount	199,878	215,300
REPUBLICA ORIENTAL DEL URUGUAY BD 4.975%DUE 04-20-2055 REG	240,000 principal amount	280,134	282,792
UNITED MEXICAN STATES 4.5% DUE 04-22-2029 REG	160,000 principal amount	166,481	175,440
UNITED MEXICAN STATES 4.5% DUE 01-31-2050 REG	210,000 principal amount	213,818	227,010
UNITED MEXICAN STS 4.6% DUE 01-23-2046	636,000 principal amount	671,616	690,060
UNITED MEXICAN STS 4.6% DUE 01-23-2046	290,000 principal amount	297,407	314,650
UNITED STATES OF AMER TREAS BONDS DTD 02/15/2015 2.5% DUE 02-15-2045 REG	3,110,000 principal amount	2,792,249	3,180,704
UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	3,755,000 principal amount	3,381,464	3,843,154
UNITED STATES OF AMERICA TBOND 1.75% 11-15-2029	415,000 principal amount	410,661	409,067
UNITED STATES T-BOND 2.875% 05-15-2049	1,066,000 principal amount	1,236,859	1,178,138
UNITED STATES TREAS BDS 2.25% DUE 08-15-2046	7,563,400 principal amount	6,706,752	7,368,997
UNITED STATES TREAS BDS 2.25% DUE 08-15-2046	345,000 principal amount	343,221	336,132
UNITED STATES TREAS BDS 2.875% DUE 11-15-2046	2,895,000 principal amount	2,810,577	3,183,369
UNITED STATES TREAS BDS 2.875% DUE 11-15-2046	1,000,000 principal amount	998,867	1,099,609
UNITED STATES TREAS BDS 0 DEB 15/02/2040USD1000 4.625 DUE 02-15-2040REG	610,000 principal amount	822,454	844,707
UNITED STATES TREAS BDS 00245 2.875% DUE 08-15-2045 REG	1,040,000 principal amount	1,190,876	1,139,531
UNITED STATES TREAS BDS 2.25% 08-15-2049	320,000 principal amount	323,543	311,300
UNITED STATES TREAS BDS 2.25% 08-15-2049	970,000 principal amount	953,149	943,628
UNITED STATES TREAS BDS 2.875 DUE 05-15-2043	720,000 principal amount	705,588	786,066
UNITED STATES TREAS BDS 3% DUE 05-15-2047 REG	8,911,000 principal amount	9,418,552	10,036,362
UNITED STATES TREAS BDS 3% DUE 05-15-2045	895,000 principal amount	1,045,830	1,001,456
UNITED STATES TREAS BDS 3.125 DUE 08-15-2044	255,000 principal amount	315,218	290,710
UNITED STATES TREAS BDS 3.375 05-15-2044REG	5,275,000 principal amount	6,381,157	6,255,820
UNITED STATES TREAS BDS 3.625 DUE 02-15-2044 TBOND	1,860,000 principal amount	2,247,710	2,290,488
UNITED STATES TREAS BDS 3.625 DUE 08-15-2043	3,205,000 principal amount	3,610,948	3,938,394
UNITED STATES TREAS BDS 3.75 DUE 11-15-2043 REG	107,000 principal amount	119,856	134,080
UNITED STATES TREAS BDS 4.375% DUE 11-15-2039	1,090,000 principal amount	1,459,330	1,461,068
UNITED STATES TREAS BDS BD 3.125% DUE 02-15-2043 REG	4,210,000 principal amount	4,353,117	4,784,435
UNITED STATES TREAS BDS BD 3.75% DUE 08-15-2041 REG	1,315,000 principal amount	1,762,969	1,635,531
UNITED STATES TREAS BDS BDS 3% DUE 05-15-2042 REG	1,130,000 principal amount	1,287,141	1,259,641
UNITED STATES TREAS BDS DTD 3.125% 05-15-2048	480,000 principal amount	490,377	554,100
UNITED STATES TREAS BDS DTD 00206 4.5% DUE 05-15-2038 REG	105,000 principal amount	131,094	142,082
UNITED STATES TREAS BDS DTD 00210 4.25% DUE 05-15-2039 REG	860,000 principal amount	1,151,644	1,133,520

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
UNITED STATES TREAS BDS DTD 00218 3.875%DUE 08-15-2040 REG	560,000 principal amount	\$ 717,954	\$ 707,022
UNITED STATES TREAS BDS DTD 00218 3.875%DUE 08-15-2040 REG	2,500,000 principal amount	2,758,919	3,156,348
UNITED STATES TREAS BDS DTD 00219 4.25% DUE 11-15-2040 REG	255,000 principal amount	343,144	338,044
UNITED STATES TREAS BDS DTD 00219 4.25% DUE 11-15-2040 REG	300,000 principal amount	413,414	397,699
UNITED STATES TREAS BDS DTD 00246 3% DUE11-15-2045 REG	2,575,000 principal amount	2,923,275	2,887,420
UNITED STATES TREAS BDS DTD 02/15/2001 5.375 15 FEB 2031	1,455,000 principal amount	2,017,956	1,954,190
UNITED STATES TREAS BDS DTD 02/15/2006 4.5% DUE 02-15-2036 REG	163,000 principal amount	197,268	216,395
UNITED STATES TREAS BDS DTD 11/15/2012 2.75% DUE 11-15-2042 REG	1,465,000 principal amount	1,450,730	1,566,749
UNITED STATES TREAS BDS DTD 11/15/2012 2.75% DUE 11-15-2042 REG	3,000,000 principal amount	2,445,869	3,208,359
UNITED STATES TREAS BDS TBOND FIXED 3% 02-15-2049	1,665,000 principal amount	1,939,775	1,883,271
UNITED STATES TREAS SEC STRIP 0% STRIP 02-15-2048	897,000 principal amount	415,484	447,179
UNITED STATES TREAS SEC STRIPPED INT PMT00751 05-15-2035 (UNDDATE) REG	375,000 principal amount	253,973	263,486
UNITED STATES TREAS SEC STRIPPED INT PMT00752 11-15-2035 (UNDDATE) REG	695,000 principal amount	366,529	481,258
UNITED STATES TREAS SEC STRIPPED INT PMT00837 08-15-2033 (UNDDATE) REG	750,000 principal amount	529,455	553,354
UNITED STATES TREAS SEC STRIPPED INT PMT00838 02-15-2034 (UNDDATE) REG	530,000 principal amount	368,785	385,421
US TREAS BD STRIPPED PRIN PMT STRIPPED PRIN PMT 11-15-2042 REG	1,250,000 principal amount	591,975	722,625
US TREAS BDS DTD 05-16-2011 4.375 DUE 05-15-2041 REG	1,805,000 principal amount	2,333,933	2,437,385
US TREAS SEC 4.5 DUE 08-15-2039 REG	515,000 principal amount	668,397	700,018
UTD MEXICAN STS TRANCHE # TR 00026 4.75 DUE 03-08-2044	75,000 principal amount	81,613	82,875
UTD MEXICAN STS TRANCHE # TR 00026 4.75 DUE 03-08-2044	480,000 principal amount	486,876	530,400
UTD MEXICAN STS UTD MEXICAN STATES4.35 01-15-2047 REG 4.35 DUE 01-15-2047 REG	115,000 principal amount	117,588	121,325
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2043	5,000,000 principal amount	2,398,900	2,784,756
WI TREASURY SEC 3.375% DUE 11-15-2048 REG	6,000,000 principal amount	7,119,306	7,258,125
ALAMEDA CNTY CALIF JT PWRS AUTH LEASE REV 7.046% 12-01-2044 BEO TAXABLE	100,000 principal amount	130,863	157,256
AMERICAN MUN PWR OHIO INC REV 5.939% 02-15-2047 BEO TAXABLE	200,000 principal amount	256,810	275,948
AMERICAN MUN PWR OHIO INC REV 5.084% 02-15-2050 BEO TAXABLE	70,000 principal amount	113,242	119,845
AMERN MUN PWR OH INC REV 6.27 DUE 02-15-2050	95,000 principal amount	115,031	126,910
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 6.263 04-01-2049 BEO	100,000 principal amount	141,625	152,746
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 6.918% 04-01-2040 BEO TAXABLE	280,000 principal amount	364,283	409,973
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 7.043% 04-01-2050 BEO TAXABLE	90,000 principal amount	136,399	146,102
CALIFORNIA ST 7.625% 03-01-2040 BEO TAXABLE	190,000 principal amount	252,588	304,234
CALIFORNIA ST 7.625% 03-01-2040 BEO TAXABLE	500,000 principal amount	569,783	800,615
CALIFORNIA STATE 7.55 MUN BDS DUE 04-01-2039 USD5000	285,000 principal amount	377,667	457,146
CALIFORNIA STATE 7.55 MUN BDS DUE 04-01-2039 USD5000	475,000 principal amount	612,044	761,910
CHICAGO ILL 5.432% 01-01-2042 BEO TAXABLE	35,000 principal amount	30,189	36,134
CHICAGO ILL 6.314% 01-01-2044 BEO TAXABLE	90,000 principal amount	86,568	102,303
CITY OF NEW YORK 5.517 DUE 10-01-2037	45,000 principal amount	56,948	57,810
COMMONWEALTH FING AUTH PA REV 4.144% 06-01-2038 BEO TAXABLE	25,000 principal amount	26,052	27,438
DALLAS CNTY TEX HOSP DIST 5.621% 08-15-2044 BEO TAXABLE	80,000 principal amount	99,926	105,436
DALLAS TEX AREA RAPID TRAN SALES TAX REV5.022% 12-01-2048 BEO TAXABLE	50,000 principal amount	57,954	66,117
DISTRICT COLUMBIA WTR & SWR AUTH PUB UTITAXABLE-SR LIEN-SER A 4.814 10-01-2114	45,000 principal amount	65,331	59,124
HOUSTON TEX 3.961% 03-01-2047 BEO TAXABLE	175,000 principal amount	175,978	193,487
ILLINOIS ST TOLL HWY AUTH TOLL HIGHWAY REV 6.184% 01-01-2034 BEO TAXABLE	20,000 principal amount	25,735	26,548
JOBOSOHIO BEVERAGE SYS OHIO STATEWIDE LIQUOR PROFITS REV 4.532% 01-01-2035 BEO	120,000 principal amount	128,014	140,647
L A CAL DEPT ARPTS ARPT REV TAX BUILD AMER BD 6.582 DUE 05-15-2039	50,000 principal amount	65,452	66,347
LOS ANGELES CALIF CMNTY COLLEGE DIST 6.75% 08-01-2049 BEO TAXABLE	15,000 principal amount	23,192	24,626
LOS ANGELES CALIF DEPT WTR & PWR REV 6.574% 07-01-2045 BEO TAXABLE	75,000 principal amount	104,950	117,238
LOS ANGELES CALIF DEPT WTR & PWR WTRWKS REV 6.008% 07-01-2039 BEO TAXABLE	60,000 principal amount	73,092	77,702
LOS ANGELES CALIF UNI SCH DIST 5.75% 07-01-2034 BEO TAXABLE	50,000 principal amount	63,068	64,031
LOS ANGELES CALIF UNI SCH DIST 6.758% DUE 07-01-2034 BEO TAXABLE	260,000 principal amount	330,857	358,441
LOS ANGELES CALIF UNI SCH DIST 6.758% DUE 07-01-2034 BEO TAXABLE	355,000 principal amount	464,393	489,410
MASSACHUSETTS ST 2.9% 09-01-2049 BEO TAXABLE	110,000 principal amount	110,000	103,826
MICHIGAN FIN AUTH REV MUNI 3.384% 12-01-2040	75,000 principal amount	75,000	74,832
MISSOURI ST HEALTH & EDL FACS AUTH EDL FACS REV 3.652% 08-15-2057 BEO TAXABLE	210,000 principal amount	207,442	220,681
MUNICIPAL ELEC AUTH GA 6.637% 04-01-2057BEO TAXABLE	30,000 principal amount	40,876	40,394
NEW JERSEY ST TPK AUTH TPK REV 7.414% 01-01-2040 BEO TAXABLE	130,000 principal amount	178,840	203,926
NEW YORK N Y 5.846% 06-01-2040 BEO TAXABLE	150,000 principal amount	184,485	203,481
NEW YORK N Y CITY MUN WTR FIN AUTH WTR &SWR SYS REV 5.44% 06-15-2043 BEO TAXABLE	100,000 principal amount	130,568	137,460
NEW YORK N Y CITY MUN WTR FIN AUTH WTR &SWR SYS REV 5.952% 06-15-2042 REG	60,000 principal amount	77,674	86,522
NEW YORK N Y CITY TRANSITIONAL FIN AUTH REV 5.508% 08-01-2037 BEO TAXABLE	215,000 principal amount	273,474	272,755

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
NEW YORK N Y CITY TRANSITIONAL FIN AUTH REV 5.572% 11-01-2038 BEO TAXABLE	100,000 principal amount	\$ 125,484	\$ 126,270
NEW YORK N Y CITY TRANSITIONAL FIN AUTH REV 5.767% 08-01-2036 BEO TAXABLE	110,000 principal amount	135,435	136,655
NEW YORK ST DORM AUTH ST PERS INCOME MUNI 3.11% 02-15-2039	180,000 principal amount	180,000	180,097
NEW YORK ST DORM AUTH ST PERS INCOME TAXREV 5.628% 03-15-2039 BEO TAXABLE	75,000 principal amount	94,027	92,264
NEW YORK ST TWY AUTH GEN REV 2.9% 01-01-2035 BEO TAXABLE	180,000 principal amount	180,004	179,392
NEW YORK ST URBAN DEV CORP REV 5.77% 03-15-2039 BEO TAXABLE	90,000 principal amount	110,534	109,148
NORTH TEX TWY AUTH REV 6.718% 01-01-2049BEO TAXABLE	35,000 principal amount	52,285	54,913
OHIO ST UNIV GEN RCPTS 4.048% DUE 12-01-2056 BEO TAXABLE N/C	81,000 principal amount	81,000	93,505
OHIO UNIV GEN RCPTS ATHENS 5.59% 12-01-2114 BEO TAXABLE	100,000 principal amount	100,000	128,906
OHIO UNIV GEN RCPTS ATHENS 5.59% 12-01-2114 BEO TAXABLE	65,000 principal amount	76,409	83,789
PORT AUTH N Y & N J 4.458% 10-01-2062 BEO TAXABLE	95,000 principal amount	96,781	116,432
PORT AUTH N Y & N J 4.458% 10-01-2062 BEO TAXABLE	295,000 principal amount	283,612	361,552
PORT AUTH N Y & N J 4.96% 08-01-2046 BEOTAXABLE	115,000 principal amount	115,000	148,541
PORT AUTH N Y & N J 5.647 ONE HUNDRED SIXTY(FIFTH) 11-01-40	105,000 principal amount	128,190	140,159
REGIONAL TRANSN DIST COLO SALES TAX REV 5.844% 11-01-2050 BEO TAXABLE	35,000 principal amount	47,597	50,765
SALES TAX SECURITIZATION CORP ILL 3.587%01-01-2043 BEO TAXABLE	230,000 principal amount	229,453	226,759
SALES TAX SECURITIZATION CORP ILL 3.82% 01-01-2048 BEO TAXABLE	70,000 principal amount	70,000	70,503
SAN ANTONIO TEX ELEC & GAS REV TAXABLE 5.808 02-01-41	60,000 principal amount	75,739	82,511
SAN DIEGO CNTY CALIF REGL TRANSN COMMN SALES TAX REV 5.911% 04-01-2048 REG	45,000 principal amount	59,727	64,952
SAN FRANCISCO CALIF CY & CNTY PUB UTILS COMMN WTR REV 6 11-01-2040 BEO TAXABLE	90,000 principal amount	112,130	117,985
SAN JOSE CALIF REDEV AGY SUCC AGY TX ALLOCATION 3.375 08-01-2034 BEO TAXABLE	65,000 principal amount	61,941	66,812
TEXAS ST 5.517% 04-01-2039 BEO TAXABLE	75,000 principal amount	92,850	101,245
TEXAS TRANSN COMMN ST HWY FD REV 5.178% 04-01-2030 BEO TAXABLE	255,000 principal amount	298,727	306,977
UNIV CALIF REGTS MED CTR POOLED REV 6.583% 05-15-2049 BEO TAXABLE	35,000 principal amount	47,559	50,393
UNIVERSITY CALIF REVS 4.767% 05-15-2115 BEO TAXABLE	250,000 principal amount	252,611	301,985
UNIVERSITY CALIF REVS 4.767% 05-15-2115 BEO TAXABLE	50,000 principal amount	51,143	60,397
UNIVERSITY CALIF REVS 4.858% 05-15-2112 BEO TAXABLE	80,000 principal amount	82,638	98,626
UNIVERSITY VA UNIV REVS 6.2% 09-01-2039 BEO TAXABLE	220,000 principal amount	306,082	321,944
ASIAN DEV BK BD 5.82% DUE 06-16-2028 REG	50,000 principal amount	62,713	63,560
FFCB TRANCHE 3.93% 08-01-2044	200,000 principal amount	202,360	239,951
FHLB BD 5.5 07-15-2036	125,000 principal amount	170,294	175,708
FHLMC DTD 10/25/2000 6.75 03-15-2031	80,000 principal amount	117,018	115,929
FHLMC MTN 6.25 07-15-2032	100,000 principal amount	137,825	144,040
FHLMC PRIN STRIP PRIN PMT ON 6.875% DEB 2031 03-15-2031 (UNDDATE)	500,000 principal amount	319,705	381,767
FNMA DTD 11/03/2000 6.625 11-15-2030	715,000 principal amount	982,012	1,019,277
INTER-AMERN DEVEL BK BD 4.375 DUE 01-24-2044 BEO	45,000 principal amount	54,568	59,373
ISRAEL(STATE OF) AID-ISRAEL 5.5% DUE 09-18-2033 REG	285,000 principal amount	384,978	389,879
PEMEX PROJ FDG MASTER TR GTD BD 6.625% DUE 06-15-2038 BEO	410,000 principal amount	426,648	409,385
PETROLEOS MEXICANOS 6.75% DUE 09-21-2047	27,000 principal amount	29,550	27,051
PETROLEOS MEXICANOS FIXED 6.35% 02-12-2048	128,000 principal amount	117,399	123,520
PVTPL PETROLEOS MEXICANOS 7.69% DUE 01-23-2050/09-23-2019 BEO	266,000 principal amount	298,741	290,296
RESOLUTION FDG CORP FED BOOK ENTRY PRIN STRIPS GENERIC PRIN PMT 04-15-2030	165,000 principal amount	92,578	128,839
TENNESSEE VY AUTH GLOBAL PWR BD 2009 SERC 5.25% DUE 09-15-2039 REG	125,000 principal amount	164,494	172,283
TENNESSEE VY AUTH GLOBAL PWR BD 2012 SERB 3.5% DUE 12-15-2042 REG	125,000 principal amount	130,838	140,263
TENNESSEE VY AUTH GLOBAL PWR BD SER A 4.25% DUE 09-15-2065 REG	110,000 principal amount	131,290	143,188
TENNESSEE VY AUTH TENN VALLEY AUTH 4.875% DUE 01-15-2048 REG	119,000 principal amount	137,049	163,456
		106,398,562	113,239,206
Corporate Bonds			
3M CO FIXED 3.625% 10-15-2047	35,000 principal amount	34,005	36,371
ABBOTT LABS 4.75% 04-15-2043	95,000 principal amount	99,804	119,669
ABBOTT LABS 4.75% DUE 11-30-2036	155,000 principal amount	159,533	194,393
ABBOTT LABS 4.9% DUE 11-30-2046	235,000 principal amount	254,282	308,851
ABBOTT LABS 4.9% DUE 11-30-2046	135,000 principal amount	154,953	177,425
ABBOTT LABS 5.3 DUE 05-27-2040	82,000 principal amount	95,537	107,820
ABBVIE INC 4.3% DUE 05-14-2036	30,000 principal amount	31,466	33,025
ABBVIE INC 4.4% DUE 11-06-2042	100,000 principal amount	98,690	107,484
ABBVIE INC 4.45% DUE 05-14-2046	130,000 principal amount	128,596	139,241
ABBVIE INC FIXED 4.7% DUE 05-14-2045	240,000 principal amount	242,136	268,193
ACTAVIS FDG SCS 4.75% DUE 03-15-2045	160,000 principal amount	170,412	174,258

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

December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
ACTAVIS INC 4.625% DUE 10-01-2042	25,000 principal amount	\$ 23,058	\$ 26,174
ADVOCATE HLTH & 3.387% DUE 10-15-2049	55,000 principal amount	55,000	55,112
AEP TRANSP CO LLC 3.15% DUE 09-15-2049	10,000 principal amount	9,927	9,676
AETNA INC 4.125% DUE 11-15-2042	30,000 principal amount	30,242	30,736
AETNA INC 4.125% DUE 11-15-2042	60,000 principal amount	57,541	61,472
AETNA INC NEW 4.5% DUE 05-15-2042	179,000 principal amount	176,826	193,091
AETNA INC NEW 4.75% DUE 03-15-2044	70,000 principal amount	68,480	78,196
AFLAC INC 4.75% DUE 01-15-2049	175,000 principal amount	173,845	213,203
AFLAC INC 4.75% DUE 01-15-2049	120,000 principal amount	130,124	146,196
ALABAMA PWR CO 3.45% DUE 10-01-2049	120,000 principal amount	119,598	123,121
ALABAMA PWR CO 3.85% DUE 12-01-2042	115,000 principal amount	114,655	122,461
ALABAMA PWR CO 3.85% DUE 12-01-2042	150,000 principal amount	149,550	159,731
ALBEMARLE CORP 5.45% DUE 12-01-2044	50,000 principal amount	53,501	57,340
ALBERTA ENERGY LTD 7.375% DUE 11-01-2031	200,000 principal amount	263,224	244,006
ALEXANDRIA REAL 3.375% DUE 08-15-2031	25,000 principal amount	24,965	25,987
ALLERGAN FDG SCS 4.85% DUE 06-15-2044	35,000 principal amount	38,369	38,146
ALLSTATE CORP 3.85% DUE 08-10-2049	30,000 principal amount	30,006	33,228
ALLSTATE CORP 4.2% DUE 12-15-2046	120,000 principal amount	120,280	138,299
ALTA ENERGY LTD NT 8.125 DUE 09-15-2030 BEO	50,000 principal amount	64,915	64,481
ALTRIA GROUP INC 4.25% DUE 08-09-2042	50,000 principal amount	47,948	50,025
ALTRIA GROUP INC 5.375 BDS DUE 01-31-2044 USD1000	55,000 principal amount	62,138	62,146
ALTRIA GROUP INC 5.8% DUE 02-14-2039	85,000 principal amount	90,894	100,004
ALTRIA GROUP INC 6.2% DUE 02-14-2059	115,000 principal amount	137,446	137,032
AMAZON COM INC 4.05% 08-22-2047	220,000 principal amount	220,871	258,906
AMAZON COM INC 4.95% DUE 12-05-2044	90,000 principal amount	121,278	117,937
AMAZON COM INC FIXED 3.875% DUE 08-22-2037	165,000 principal amount	159,017	187,536
AMAZON COM INC FIXED 4.25% DUE 08-22-2057	95,000 principal amount	115,531	115,893
AMER MOVIL SAB DE 4.375% DUE 04-22-2049	255,000 principal amount	254,104	292,832
AMER MOVIL SAB DE CV 6.125% 03-30-2040	55,000 principal amount	68,444	73,693
AMERADA HESS CORP 7.3% DUE 08-15-2031	280,000 principal amount	339,214	356,860
AMEREN ILL CO 4.5% 03-15-2049	225,000 principal amount	224,791	274,163
AMEREN ILLINOIS CO 3.25% DUE 03-15-2050	65,000 principal amount	64,679	65,826
AMERICA MOVIL S A DE C V SR NT 6.375% DUE 03-01-2035 REG	200,000 principal amount	241,908	267,408
AMERICAN INTERNATIONAL GROUP INC BNDS 4.8% DUE 07-10-2045 REG	85,000 principal amount	88,403	102,015
AMERN FINL GROUP 4.5% DUE 06-15-2047	115,000 principal amount	117,730	124,462
AMERN INTL GROUP 4.375% DUE 01-15-2055	200,000 principal amount	187,400	219,621
AMERN INTL GROUP 6.25% DUE 05-01-2036	45,000 principal amount	55,660	60,145
AMERN TOWER CORP 3.7% DUE 10-15-2049	80,000 principal amount	79,769	79,733
AMERN WTR CAP CORP 4.3% DUE 12-01-2042	125,000 principal amount	125,054	139,642
AMERN WTR CAP CORP 6.593% DUE 10-15-2037	35,000 principal amount	50,026	49,415
AMGEN INC 4.95% DUE 10-01-2041	205,000 principal amount	218,424	244,202
AMGEN INC 5.15% DUE 11-15-2041	110,000 principal amount	117,605	133,168
ANALOG DEVICES INC 4.5% DUE 12-05-2036	11,000 principal amount	10,928	11,881
ANHEUSER BUSCH 8% DUE 11-15-2039	40,000 principal amount	62,368	63,646
ANHEUSER BUSCH INBEV FIN INC 4.625 DUE 02-01-2044 REG	40,000 principal amount	44,748	45,370
ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	145,000 principal amount	175,212	182,473
ANHEUSER BUSCH INC 4.439% DUE 10-06-2048	180,000 principal amount	171,619	201,891
ANHEUSER BUSCH INC 4.439% DUE 10-06-2048	580,000 principal amount	494,678	650,536
ANHEUSER-BUSCH 4% DUE 01-17-2043	65,000 principal amount	59,949	69,517
ANHEUSER-BUSCH 4.375% DUE 04-15-2038	125,000 principal amount	111,299	140,423
ANHEUSER-BUSCH 4.6% DUE 04-15-2048	125,000 principal amount	115,446	143,050
ANHEUSER-BUSCH 4.75% DUE 04-15-2058	35,000 principal amount	36,806	40,936
ANHEUSER-BUSCH 4.95% DUE 01-15-2042	185,000 principal amount	199,124	218,989
ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036	360,000 principal amount	363,971	417,152
ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036	1,365,000 principal amount	1,445,974	1,581,700
ANHEUSER-BUSCH COS LLC CORP 4.9% 02-01-2046	370,000 principal amount	410,763	438,865
ANTHEM INC 4.375% 12-01-2047	143,000 principal amount	147,600	157,889
ANTHEM INC 4.65% DUE 08-15-2044	140,000 principal amount	140,547	158,697
ANTHEM INC FIXED 3.7% 09-15-2049	240,000 principal amount	236,383	239,630
AON CORP SR NT 6.25 DUE 09-30-2040	30,000 principal amount	36,706	40,942

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
AON PLC 4.45% DUE 05-24-2043	125,000 principal amount	\$ 122,841	\$ 137,041
AON PLC 4.75% DUE 05-15-2045	95,000 principal amount	112,281	112,044
APACHE CORP 4.75% 04-15-2043	100,000 principal amount	99,725	96,623
APACHE CORP 5.1% DUE 09-01-2040	300,000 principal amount	315,774	305,441
APACHE CORP 5.1% DUE 09-01-2040	80,000 principal amount	85,671	81,451
APPALACHIAN PWR CO 6.7% DUE 08-15-2037	250,000 principal amount	278,270	341,218
APPALACHIAN PWR CO FIXED 4.5% 03-01-2049	75,000 principal amount	74,487	86,862
APPLE INC 3.45% DUE 02-09-2045	105,000 principal amount	105,344	110,682
APPLE INC 3.45% DUE 02-09-2045	254,000 principal amount	250,690	267,745
APPLE INC 3.75% DUE 09-12-2047	120,000 principal amount	117,935	133,669
APPLE INC 3.85% DUE 05-04-2043	260,000 principal amount	241,956	291,494
APPLE INC 3.85% DUE 08-04-2046	110,000 principal amount	109,226	124,058
APPLE INC 3.85% DUE 08-04-2046	59,000 principal amount	58,844	66,540
APPLE INC 4.375% DUE 05-13-2045	52,000 principal amount	51,810	63,145
APPLE INC 4.65% DUE 02-23-2046	140,000 principal amount	150,465	175,665
APPLE INC FIXED 2.95% 09-11-2049	150,000 principal amount	143,570	145,439
APPLE INC FIXED 3.75% 11-13-2047	100,000 principal amount	103,426	111,056
ARCHER-DANIELS 4.016% DUE 04-16-2043	145,000 principal amount	110,499	160,253
ARIZONA PUB SVC CO 3.5% DUE 12-01-2049 BEO	30,000 principal amount	29,983	30,254
ARIZONA PUB SVC CO 4.35% DUE 11-15-2045	120,000 principal amount	131,418	138,261
ARIZONA PUB SVC CO 4.5% DUE 04-01-2042	80,000 principal amount	88,752	91,861
ASTRAZENECA PLC 4% DUE 09-18-2042	145,000 principal amount	159,084	159,255
ASTRAZENECA PLC 4.375% DUE 11-16-2045	200,000 principal amount	217,107	233,243
AT&T INC 4.35% DUE 06-15-2045	335,000 principal amount	346,239	361,670
AT&T INC 4.55% DUE 03-09-2049	262,000 principal amount	245,231	290,955
AT&T INC 4.75% DUE 05-15-2046	33,000 principal amount	32,883	37,348
AT&T INC 4.8% DUE 06-15-2044	350,000 principal amount	365,837	399,348
AT&T INC 4.8% DUE 06-15-2044	150,000 principal amount	149,454	171,149
AT&T INC 4.9% 06-15-2042	150,000 principal amount	133,918	171,257
AT&T INC 5.15% DUE 03-15-2042	225,000 principal amount	224,134	262,910
AT&T INC 5.15% DUE 03-15-2042	127,000 principal amount	126,363	148,398
AT&T INC 5.35% 12-15-2043	265,000 principal amount	264,596	314,204
AT&T INC 5.35% DUE 09-01-2040	569,000 principal amount	561,745	686,764
AT&T INC 5.45% DUE 03-01-2047	140,000 principal amount	165,547	173,918
AT&T INC 5.55% DUE 08-15-2041	60,000 principal amount	65,881	73,423
AT&T INC 5.55% DUE 08-15-2041	102,000 principal amount	102,738	124,819
AT&T INC 6% DUE 08-15-2040	70,000 principal amount	74,521	89,659
AT&T INC 6% DUE 08-15-2040	180,000 principal amount	201,412	230,552
AT&T INC 6.1% DUE 07-15-2040	175,000 principal amount	201,528	223,095
AT&T INC 6.25% DUE 03-29-2041	80,000 principal amount	92,193	104,179
AT&T INC 6.375% DUE 03-01-2041	120,000 principal amount	138,382	159,094
AT&T INC FIXED 5.15% DUE 11-15-2046	30,000 principal amount	27,132	35,920
ATHENE HLDG LTD 4.125% DUE 01-12-2028	52,000 principal amount	51,920	53,843
ATMOS ENERGY CORP 5.5% DUE 06-15-2041	150,000 principal amount	156,117	193,768
B A T CAP CORP 4.39% 08-15-2037	295,000 principal amount	281,551	298,735
B A T CAP CORP 4.54% 08-15-2047	315,000 principal amount	315,000	316,803
BAE SYS HLDGS INC 4.75% DUE 10-07-2044	60,000 principal amount	59,686	68,299
BAKER HUGHES A GE CO LLC/BAKER HUGHES 4.08% 12-15-2047	151,000 principal amount	145,858	154,852
BAKER HUGHES HOLDINGS LLC 5.125% DUE 09-15-2040	150,000 principal amount	155,553	176,734
BANK AMER CORP 3.946% DUE 01-23-2049	112,000 principal amount	112,000	127,216
BANK AMER CORP 4.33% 03-15-2050	25,000 principal amount	28,084	30,139
BANK AMER CORP 4.33% 03-15-2050	545,000 principal amount	556,390	657,026
BANK AMER CORP BNDS 4.443% 01-20-2048	145,000 principal amount	145,000	176,876
BANK AMER CORP FIXED 4.078% 04-23-2040	390,000 principal amount	390,000	442,380
BANK AMER CORP FIXED 4.078% 04-23-2040	25,000 principal amount	26,780	28,358
BANK AMER CORP FLTGT RT 4.244% DUE 04-24-2038	200,000 principal amount	196,054	230,584
BARRICK GOLD CORP 5.25% DUE 04-01-2042	45,000 principal amount	52,679	53,705
BARRICK N AMER FIN 5.75% DUE 05-01-2043	40,000 principal amount	43,743	50,932
BARRICK PD 5.95% DUE 10-15-2039	190,000 principal amount	232,294	241,039
BAXALTA INC 5.25% DUE 06-23-2045	38,000 principal amount	37,986	49,079

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

December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
BECTON DICKINSON & 4.669% DUE 06-06-2047	130,000 principal amount	\$ 136,002	\$ 154,986
BECTON DICKINSON & 4.685% DUE 12-15-2044	79,000 principal amount	84,011	92,454
BELL CANADA 4.464% 04-01-2048	130,000 principal amount	134,062	150,768
BELL CDA FIXED 4.3% 07-29-2049	230,000 principal amount	258,108	260,540
BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	250,000 principal amount	247,958	289,062
BERKSHIRE HATHAWAY 4.4% DUE 05-15-2042	80,000 principal amount	86,772	94,130
BERKSHIRE HATHAWAY FIN CORP 4.2% DUE 08-15-2048 REG	360,000 principal amount	397,178	426,232
BERKSHIRE HATHAWAY FIN CORP 4.25% DUE 01-15-2049	60,000 principal amount	59,654	71,189
BLACK HILLS CORP 3.875% DUE 10-15-2049	80,000 principal amount	79,997	79,948
BLACK HILLS CORP 4.2% DUE 09-15-2046	25,000 principal amount	25,276	26,179
BLACK HILLS CORP 4.35% DUE 05-01-2033	85,000 principal amount	84,777	94,360
BLACKSTONE HLDGS 4.45% DUE 07-15-2045	25,000 principal amount	24,830	28,191
BOEING CO 2.95% DUE 02-01-2030	115,000 principal amount	117,724	117,718
BOEING CO FIXED 3.5% DUE 03-01-2039	95,000 principal amount	92,966	98,092
BOEING CO FIXED 3.55% DUE 03-01-2038	70,000 principal amount	73,655	72,625
BOEING CO FIXED 3.625% DUE 03-01-2048	70,000 principal amount	68,832	72,308
BOEING CO FIXED 3.95% DUE 08-01-2059	205,000 principal amount	203,083	218,977
BOEING CO FIXED 3.95% DUE 08-01-2059	230,000 principal amount	227,850	245,682
BP CAP MKTS P L C 3.723% DUE 11-28-2028	35,000 principal amount	38,218	38,171
BRIGHTHOUSE FINL 4.7% DUE 06-22-2047	55,000 principal amount	53,417	50,964
BRISTOL MYERS 3.25% DUE 08-01-2042	30,000 principal amount	24,668	29,978
BRISTOL MYERS SQUIBB CO SR NT EXCH 144A 4.625% 05-15-2044	80,000 principal amount	83,419	96,987
BROOKFIELD FIN INC FIXED 4.7% 09-20-2047	129,000 principal amount	129,996	148,377
BSTN SCIENTIFIC 4.55% DUE 03-01-2039	45,000 principal amount	47,868	52,939
BSTN SCIENTIFIC 4.7% DUE 03-01-2049	185,000 principal amount	192,202	225,133
BUCKEYE PARTNERS L 5.85% DUE 11-15-2043	55,000 principal amount	55,104	49,605
BURL NORTH SANTA FIXED 4.7% DUE 09-01-2045	135,000 principal amount	148,267	164,727
BURL NORTHN 4.4 DUE 03-15-2042	130,000 principal amount	129,461	150,639
BURL NORTHN SANTA 3.9% DUE 08-01-2046	30,000 principal amount	28,922	32,953
BURL NORTHN SANTA 4.45% DUE 03-15-2043	140,000 principal amount	127,737	164,500
BURL NORTHN SANTA 4.95% DUE 09-15-2041	100,000 principal amount	99,871	122,499
BURL NORTHN SANTA 7.29% DUE 06-01-2036	90,000 principal amount	103,567	132,759
BURLINGTON NORTHN SANTA 4.55 09-01-2044	120,000 principal amount	120,262	143,107
BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043	130,000 principal amount	129,230	165,961
CAMPBELL SOUP CO 4.8% 03-15-2048	25,000 principal amount	29,019	28,959
CANADIAN NATL RY CO 3.65% 02-03-2048	30,000 principal amount	29,552	33,125
CARDINAL HLTH INC 4.9% DUE 09-15-2045	80,000 principal amount	74,250	83,482
CATERPILLAR INC 4.75% DUE 05-15-2064	145,000 principal amount	170,171	183,063
CBS CORP NEW 4.85% DUE 07-01-2042	25,000 principal amount	25,401	27,978
CDN NAT RES LTD 5.85% DUE 02-01-2035	26,000 principal amount	29,023	32,025
CDN NAT RES LTD 6.25% DUE 03-15-2038	175,000 principal amount	205,149	227,730
CDN NAT RES LTD 6.45% DUE 06-30-2033	200,000 principal amount	235,253	255,797
CDN NAT RES LTD FIXED 4.95% DUE 06-01-2047	30,000 principal amount	35,829	36,481
CDN NATL RY CO 3.2% DUE 08-02-2046	65,000 principal amount	56,513	66,369
CDN PAC RY CO NEW 5.95% DUE 05-15-2037	60,000 principal amount	69,640	80,770
CDN PAC RY CO NEW 6.125% DUE 09-15-2115	191,000 principal amount	209,994	280,544
CENOVUS ENERGY INC 6.75% DUE 11-15-2039	156,000 principal amount	173,166	198,755
CENOVUS ENERGY INC FIXED 5.25% DUE 06-15-2037	110,000 principal amount	114,547	121,922
CENTERPOINT ENERGY 3.95% 03-01-2048	30,000 principal amount	29,855	33,702
CENTERPOINT ENERGY 5.85 DUE 01-15-2041	150,000 principal amount	163,913	191,254
CENTERPOINT ENERGY 6.95% DUE 03-15-2033	135,000 principal amount	185,248	190,425
CENTERPOINT ENERGY HOUSTON ELEC LLC 4.25% 02-01-2049	30,000 principal amount	30,140	35,307
CENTERPOINT ENERGY INCCORP 2.95% 03-01-2030	235,000 principal amount	234,067	231,705
CHARTER 5.375% 05-01-2047	45,000 principal amount	44,942	50,486
CHARTER 6.484% DUE 10-23-2045	150,000 principal amount	182,225	185,959
CHARTER 6.834% DUE 10-23-2055	50,000 principal amount	50,000	65,481
CHARTER COMMUNICATIONS OPER LLC CAP 5.125% DUE 07-01-2049 BEO	110,000 principal amount	117,363	119,719
CHARTER COMMUNICATIONS OPER LLC/CHARTE 4.8% DUE 03-01-2050	75,000 principal amount	75,335	79,088
CHARTER COMMUNICATIONS OPER LLC/CHARTE 4.8% DUE 03-01-2050	185,000 principal amount	189,165	195,083
CHARTER FIXED 5.75% DUE 04-01-2048	680,000 principal amount	723,849	794,189

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
CHUBB INA HOLDINGS 4.35% DUE 11-03-2045	33,000 principal amount	\$ 32,918	\$ 39,994
CIGNA CORP NEW CORP 4.8% 08-15-2038	155,000 principal amount	154,615	180,795
CITIGROUP INC 4.65% DUE 07-23-2048	135,000 principal amount	149,454	168,862
CITIGROUP INC 4.65% DUE 07-23-2048	90,000 principal amount	89,957	112,575
CITIGROUP INC 4.75% DUE 05-18-2046	425,000 principal amount	457,147	508,355
CITIGROUP INC 6% DUE 10-31-2033	35,000 principal amount	42,494	45,078
CITIGROUP INC 6.625 DUE 06-15-2032 BEO	206,000 principal amount	227,626	277,429
CITIGROUP INC 6.625 DUE 06-15-2032 BEO	80,000 principal amount	99,987	107,739
CITIGROUP INC 6.875% DUE 02-15-2098	30,000 principal amount	40,084	41,827
CITIGROUP INC 8.125% DUE 07-15-2039	73,000 principal amount	97,878	121,870
CITIGROUP INC 8.125% DUE 07-15-2039	55,000 principal amount	88,970	91,820
CITIGROUP INC NEW 2.976% DUE 11-05-2030	225,000 principal amount	225,000	228,500
CLEV CLINIC FNDTN 4.858% DUE 01-01-2114	55,000 principal amount	55,000	68,735
CLEV CLINIC FNDTN 4.858% DUE 01-01-2114	55,000 principal amount	54,389	68,735
COCA-COLA FEMSA S A B DE C V 5.25 DUE 11-26-2043	90,000 principal amount	107,035	109,953
COLUMBIA PIPELN 5.8% DUE 06-01-2045	60,000 principal amount	72,937	76,127
COMCAST CORP 4.5 BDS DUE 01-15-2043 REG	115,000 principal amount	116,507	135,107
COMCAST CORP 4.7% 10-15-2048	125,000 principal amount	156,304	154,346
COMCAST CORP NEW 3.25% 11-01-2039	80,000 principal amount	79,848	81,270
COMCAST CORP NEW 3.45% DUE 02-01-2050	675,000 principal amount	678,354	692,003
COMCAST CORP NEW 3.45% DUE 02-01-2050	100,000 principal amount	99,761	102,519
COMCAST CORP NEW 3.9% DUE 03-01-2038	164,000 principal amount	163,205	181,710
COMCAST CORP NEW 3.9% DUE 03-01-2038	340,000 principal amount	363,204	376,715
COMCAST CORP NEW 4% DUE 03-01-2048	140,000 principal amount	154,097	155,423
COMCAST CORP NEW 4% DUE 08-15-2047	30,000 principal amount	33,168	33,080
COMCAST CORP NEW 4.049% DUE 11-01-2052	274,000 principal amount	251,636	306,981
COMCAST CORP NEW 4.049% DUE 11-01-2052	466,000 principal amount	350,190	522,092
COMCAST CORP NEW 4.25% DUE 01-15-2033	350,000 principal amount	347,064	405,679
COMCAST CORP NEW 4.6% 10-15-2038	100,000 principal amount	99,934	119,227
COMCAST CORP NEW 4.6% DUE 08-15-2045	45,000 principal amount	53,206	54,104
COMCAST CORP NEW 4.75% DUE 03-01-2044	110,000 principal amount	109,241	133,877
COMCAST CORP NEW 4.95% DUE 10-15-2058	45,000 principal amount	59,147	58,645
COMCAST CORP NEW 4.95% DUE 10-15-2058	90,000 principal amount	89,921	117,290
COMCAST CORP NEW 6.4% DUE 05-15-2038	45,000 principal amount	52,706	63,434
COMCAST CORP NEW FIXED 3.999% DUE 11-01-2049	524,000 principal amount	414,071	581,084
COMCAST CORP NEW FIXED 3.999% DUE 11-01-2049	95,000 principal amount	92,591	105,349
COMMONSPIRIT HLTH 4.187% DUE 10-01-2049	160,000 principal amount	161,526	159,972
COMMONWEALTH EDISON 4.0% DUE 03-01-2049 BEO	25,000 principal amount	25,464	28,311
COMMONWEALTH EDISON CO 1ST MTG BD SER 113 3.8 DUE 10-01-2042	100,000 principal amount	99,761	107,980
COMMONWEALTH EDISON CO 3.2% DUE 11-15-2049	45,000 principal amount	44,648	44,803
COMMONWEALTH EDISON CO 3.75% 08-15-2047	110,000 principal amount	102,574	118,854
COMWLTH EDISON CO 4.6% DUE 08-15-2043	130,000 principal amount	146,579	155,440
COMWLTH EDISON CO 4.6% DUE 08-15-2043	200,000 principal amount	199,548	239,139
CONAGRA BRANDS INC 5.4% 11-01-2048	80,000 principal amount	79,598	97,713
CONAGRA BRANDS INC FIXED 5.3% 11-01-2038	20,000 principal amount	19,917	23,753
CONCHO RES INC 4.875% DUE 10-01-2047	50,000 principal amount	57,084	58,416
CONOCOPHILLIPS CDA 5.95% DUE 10-15-2036	45,000 principal amount	53,857	61,038
CONOCOPHILLIPS CO 4.3% DUE 11-15-2044	70,000 principal amount	80,622	82,179
CONS EDISON CO N Y 3.85% DUE 06-15-2046	35,000 principal amount	37,972	37,720
CONS EDISON CO N Y 3.875% DUE 06-15-2047	150,000 principal amount	147,526	162,662
CONS EDISON CO N Y 4.3% DUE 12-01-2056	90,000 principal amount	94,076	101,650
CONS EDISON CO N Y 4.5% DUE 05-15-2058	86,000 principal amount	85,604	100,008
CONS EDISON CO N Y 5.5% DUE 12-01-2039	75,000 principal amount	84,144	96,319
CONS EDISON CO N Y 5.5% DUE 12-01-2039	130,000 principal amount	145,570	166,953
CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG	60,000 principal amount	61,678	69,720
CONSTELLATION 4.5% DUE 05-09-2047	65,000 principal amount	64,671	70,933
CONSTELLATION 5.25% DUE 11-15-2048	45,000 principal amount	54,845	54,738
CONSTELLATION 5.25% DUE 11-15-2048	20,000 principal amount	19,918	24,328
CONSUMERS ENERGY 4.1% DUE 11-15-2045	80,000 principal amount	90,569	88,779
CONSUMERS ENERGY 4.35% DUE 08-31-2064	100,000 principal amount	99,614	117,255

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer		(c) Description of Investment	(d) Cost	(e) Current Value
CONSUMERS ENERGY FIXED 3.75%	02-15-2050	45,000 principal amount	\$ 44,475	\$ 49,746
CONTL RES INC 4.375% DUE 01-15-2028		65,000 principal amount	65,788	69,120
CONTL RES INC 4.9% DUE 06-01-2044		85,000 principal amount	81,709	90,249
COOPERATIEVE 3.75% DUE 07-21-2026		350,000 principal amount	357,060	364,695
COOPERATIEVE RABOBANK U A 5.25% DUE 08-04-2045 BEO		155,000 principal amount	192,639	198,353
CORNING INC 5.45% DUE 11-15-2079		205,000 principal amount	211,277	224,604
CORNING INC 5.85% DUE 11-15-2068		110,000 principal amount	109,838	131,311
CORPORACION NACIONAL DEL COBRE DE 3.0% 144A 09-30-2029		160,000 principal amount	159,658	157,771
CSX CORP 3.35%	09-15-2049	65,000 principal amount	64,549	64,113
CSX CORP 4.1 DUE 03-15-2044		35,000 principal amount	35,446	38,201
CSX CORP 4.25% DUE 11-01-2066		25,000 principal amount	25,039	26,745
CSX CORP 4.5% DUE 08-01-2054		55,000 principal amount	54,078	63,406
CSX CORP 4.75% DUE 11-15-2048		40,000 principal amount	46,793	48,541
CSX CORP 4.75% DUE 11-15-2048		150,000 principal amount	161,740	182,029
CSX CORP 6.22 DUE 04-30-2040		230,000 principal amount	248,067	312,100
CSX CORP FIXED 4.65% DUE 03-01-2068		80,000 principal amount	78,383	91,910
CVS CAREMARK CORP 5.3 DUE 12-05-2043		95,000 principal amount	98,826	113,462
CVS HEALTH CORP 3.25% DUE 08-15-2029		150,000 principal amount	149,419	152,451
CVS HEALTH CORP 4.78% DUE 03-25-2038		200,000 principal amount	196,028	227,374
CVS HEALTH CORP 4.78% DUE 03-25-2038		180,000 principal amount	185,717	204,636
CVS HEALTH CORP 5.05% DUE 03-25-2048		604,000 principal amount	604,381	715,756
CVS HEALTH CORP 5.125% DUE 07-20-2045		60,000 principal amount	63,124	71,179
CVS HEALTH CORP PASSTHRU CTF 5.773% DUE 01-10-2033/03-10-2011 BEO SF 06-10-2015		161,849 principal amount	164,431	182,543
DARDEN RESTAURANTS INC 4.55% 02-15-2048		45,000 principal amount	42,245	45,667
DEUTSCHE TELEKOM 9.25% DUE 06-01-2032		253,000 principal amount	400,033	402,490
DEVON ENERGY CORP 4.75% DUE 05-15-2042		65,000 principal amount	71,937	72,924
DEVON ENERGY CORP 5.6 DUE 07-15-2041		170,000 principal amount	180,739	206,739
DEVON ENERGY CORP 7.95% DUE 04-15-2032		55,000 principal amount	69,133	78,049
DEVON ENERGY CORP FIXED 5% DUE 06-15-2045		130,000 principal amount	145,766	150,888
DEVON FING CORP U 7.875% DUE 09-30-2031		75,000 principal amount	93,151	104,512
DH EUROPE FIN II S 3.4% DUE 11-15-2049		500,000 principal amount	498,780	509,445
DIAGEO CAP PLC 2.375%	10-24-2029	55,000 principal amount	54,658	54,267
DIAMOND 1 FIN CORP 8.1% DUE 07-15-2036		140,000 principal amount	140,834	184,091
DIAMONDBACK ENERGY INC 3.5% DUE 12-01-2029		65,000 principal amount	65,390	66,144
DISCOVERY 6.35% DUE 06-01-2040		70,000 principal amount	75,435	89,073
DISCOVERY COMMUNICATIONS LLC 5.0% DUE 09-20-2037/09-21-2017		70,000 principal amount	69,930	79,113
DISCOVERY COMMUNICATIONS LLC 5.3% 05-15-2049		67,000 principal amount	66,593	79,424
DISNEY WALT CO 2% DUE 09-01-2029		620,000 principal amount	607,815	601,708
DISNEY WALT CO 2.75% DUE 09-01-2049		510,000 principal amount	487,710	481,452
DISNEY WALT CO NEW MEDIUM TERM NTS BOOK 3.7 DUE 12-01-2042		105,000 principal amount	101,456	114,744
DISNEY WALT CO SR NT 5.4% 10-01-2043		100,000 principal amount	99,455	136,189
DISNEY WALT CO SR NT 6.65% 11-15-2037		70,000 principal amount	95,911	104,057
DOMINION ENERGY GAS HLDGS LLC FORMERLY 3.9% DUE 11-15-2049		88,000 principal amount	87,954	87,894
DOMINION GAS HLDGS 4.8% DUE 11-01-2043		130,000 principal amount	129,691	148,660
DOMINION RES INC 4.05% DUE 09-15-2042		100,000 principal amount	99,792	105,455
DOMINION RESOURCES INC 4.9% 08-01-2041		35,000 principal amount	39,437	41,071
DOW CHEM CO 4.625% DUE 10-01-2044		35,000 principal amount	32,699	38,650
DOW CHEMICAL CO 4.375% DUE 11-15-2042		65,000 principal amount	64,605	69,431
DOW CHEMICAL CO FIXED 5.55% DUE 11-30-2048		100,000 principal amount	123,843	124,999
DOW CHEMICAL CO FIXED 5.55% DUE 11-30-2048		413,000 principal amount	437,177	516,245
DOWDUPONT INC 5.319% DUE 11-15-2038		265,000 principal amount	299,597	316,323
DOWDUPONT INC 5.319% DUE 11-15-2038		95,000 principal amount	95,000	113,399
DOWDUPONT INC 5.419% DUE 11-15-2048		25,000 principal amount	30,978	30,847
DR PEPPER SNAPPLE 4.42% DUE 12-15-2046		24,000 principal amount	26,465	25,869
DR PEPPER SNAPPLE 4.5% DUE 11-15-2045		165,000 principal amount	177,846	182,857
DTE ELECTRIC CO 3.95%	03-01-2049	75,000 principal amount	74,409	85,845
DTE ENERGY CO 3.4% DUE 06-15-2029		60,000 principal amount	60,626	61,864
DUKE ENERGY 3.7% DUE 10-15-2046		32,000 principal amount	31,918	34,264
DUKE ENERGY 4.15% DUE 12-01-2044		170,000 principal amount	169,796	192,197
DUKE ENERGY 4.25% DUE 12-15-2041		275,000 principal amount	286,762	314,449

Newell Brands Consolidated Pension Plan

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
FIRSTENERGY CORP 4.85% 07-15-2047	24,000 principal amount	\$ 23,849	\$ 28,551
FISERV INC 4.4% DUE 07-01-2049	45,000 principal amount	44,725	51,088
FISERV INC 4.4% DUE 07-01-2049	120,000 principal amount	124,334	136,234
FL PWR & LT CO 3.7% 12-01-2047	70,000 principal amount	67,094	76,448
FL PWR & LT CO 5.95% DUE 02-01-2038	250,000 principal amount	323,304	346,406
FMC CORP 4.5% DUE 10-01-2049	40,000 principal amount	42,170	43,648
FORD MTR CO DEL NT 4.75 01-15-2043	50,000 principal amount	42,453	44,439
FORD MTR CR CO LLC FIXED 5.113% 05-03-2029	90,000 principal amount	90,461	92,754
GA PWR CO SR NT SER 2012A 4.3 DUE 03-15-2042	55,000 principal amount	60,849	60,353
GE CAP INTL FDG CO 4.418% DUE 11-15-2035	520,000 principal amount	523,692	556,262
GE CAP INTL FDG CO 4.418% DUE 11-15-2035	684,000 principal amount	647,988	731,698
GEN ELEC CAP CORP 6.15% DUE 08-07-2037	90,000 principal amount	110,380	111,922
GEN MTRS FINL CO 4% DUE 10-06-2026	70,000 principal amount	69,903	73,401
GEN MTRS FINL CO FIXED 4.3% DUE 07-13-2025	100,000 principal amount	99,863	106,894
GENERAL ELEC CO 4.125% DUE 10-09-2042	22,000 principal amount	22,368	22,696
GENERAL ELEC CO 4.125% DUE 10-09-2042	14,000 principal amount	11,593	14,443
GENERAL MLS INC FIXED 4.55% DUE 04-17-2038	20,000 principal amount	19,969	23,179
GENERAL MTRS CO 5.15% DUE 04-01-2038	85,000 principal amount	75,497	86,954
GENERAL MTRS CO 5.2% DUE 04-01-2045	170,000 principal amount	153,548	171,700
GENERAL MTRS CO 5.2% DUE 04-01-2045	210,000 principal amount	213,354	212,100
GENERAL MTRS CO 5.4% 04-01-2048	135,000 principal amount	127,298	139,819
GENERAL MTRS CO 6.25% DUE 10-02-2043	95,000 principal amount	112,058	106,736
GENERAL MTRS CO 6.75% DUE 04-01-2046	120,000 principal amount	133,158	140,775
GILEAD SCIENCES 4.5% DUE 02-01-2045	228,000 principal amount	226,662	265,050
GLAXOSMITHKLINE 6.375% DUE 05-15-2038	70,000 principal amount	78,483	100,517
GLAXOSMITHKLINE CAP PLC 3.375% 06-01-2029	490,000 principal amount	487,955	525,941
GLOBAL PMTS INC 4.15% DUE 08-15-2049	125,000 principal amount	124,680	133,736
GOLDMAN SACHS 4.75% DUE 10-21-2045	430,000 principal amount	481,407	524,951
GOLDMAN SACHS 6.75% DUE 10-01-2037	430,000 principal amount	468,661	597,325
GOLDMAN SACHS FLTG RT 4.017% DUE 10-31-2038	180,000 principal amount	181,613	195,621
GOLDMAN SACHS FLTG RT 4.017% DUE 10-31-2038	215,000 principal amount	218,277	233,658
GOLDMAN SACHS GROUP INC 6 45 05 01 6.45 DUE 05-01-2036 BEO	45,000 principal amount	58,139	60,032
GRAINGER W W INC 3.75% DUE 05-15-2046	40,000 principal amount	39,792	41,253
GRAINGER W W INC FIXED 4.6% DUE 06-15-2045	105,000 principal amount	104,971	125,548
GRAINGER W W INC FIXED 4.6% DUE 06-15-2045	70,000 principal amount	73,177	83,699
GRUPO TELEvisa S A FIXAED 5.25% 05-24-2049	55,000 principal amount	56,572	59,515
GUARDIAN LIFE INS 4.85% DUE 01-24-2077	86,000 principal amount	85,170	104,807
HALLIBURTON CO 4.75% DUE 08-01-2043	300,000 principal amount	297,894	333,614
HALLIBURTON CO 4.85% DUE 11-15-2035	28,000 principal amount	27,993	31,681
HALLIBURTON CO 5% DUE 11-15-2045	44,000 principal amount	43,986	50,298
HALLIBURTON CO 5% DUE 11-15-2045	45,000 principal amount	49,077	51,441
HARRIS CORP DEL 4.854% DUE 04-27-2035	55,000 principal amount	57,443	64,934
HARTFORD FINL SVCS GROUP INC 4.4% 03-15-2018	150,000 principal amount	148,496	172,901
HARTFORD FINL SVCS GROUP INC 4.4% 03-15-2018	40,000 principal amount	38,709	46,107
HARTFORD FINL SVCS SR NT 6.625 DUE 03-30-2040	70,000 principal amount	84,036	98,275
HCA INC 5.5% DUE 06-15-2047	270,000 principal amount	281,040	310,364
HCP INC 6.75% DUE 02-01-2041	100,000 principal amount	106,781	140,908
HEALTH CARE REIT INC 5.125 DUE 03-15-2043	130,000 principal amount	119,700	151,297
HESS CORP 6% DUE 01-15-2040	70,000 principal amount	72,745	82,716
HIGHLANDS ENERGY CORP PART DEB SER 1 0.00001 BD DUE 09-30-2010 FILED 11	138,432 principal amount	138,432	-
HOME DEPOT INC 3.5% DUE 09-15-2056	43,000 principal amount	42,182	44,785
HOME DEPOT INC 4.25% DUE 04-01-2046	55,000 principal amount	65,360	64,859
HOME DEPOT INC 4.25% DUE 04-01-2046	52,000 principal amount	51,869	61,321
HOME DEPOT INC 4.4 DUE 03-15-2045 REG	150,000 principal amount	152,307	179,293
HOME DEPOT INC 4.4 DUE 03-15-2045 REG	235,000 principal amount	265,255	280,893
HOME DEPOT INC 4.875 DUE 02-15-2044	260,000 principal amount	258,813	330,945
HOME DEPOT INC 5.4% DUE 09-15-2040	95,000 principal amount	119,054	126,058
HONEYWELL INTL INC FIXED 3.812% DUE 11-21-2047	100,000 principal amount	92,441	113,778
HSBC BK USA N A 7 DUE 01-15-2039	90,000 principal amount	122,764	131,428
HSBC HLDGS PLC 4.583% 06-19-2029	250,000 principal amount	250,238	279,561

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
HSBC HLDGS PLC 6.1% DUE 01-14-2042	25,000 principal amount	\$ 34,965	\$ 35,504
HSBC HLDGS PLC 6.8% DUE 06-01-2038	285,000 principal amount	362,635	406,100
IN MICH PWR CO 4.55% DUE 03-15-2046	140,000 principal amount	154,199	163,514
INDIANA UNIV HEALTH INC 3.97% BNDS 11-01-2048	60,000 principal amount	60,000	67,352
INGERSOLL-RAND 5.75% DUE 06-15-2043	190,000 principal amount	190,253	242,440
INTEL CORP 3.25% DUE 11-15-2049	450,000 principal amount	453,230	452,520
INTEL CORP 4.1% DUE 05-19-2046	70,000 principal amount	72,484	80,816
INTEL CORP 4.25% DUE 12-15-2042	85,000 principal amount	90,037	99,914
INTERNATIONAL BUSINESS MACHS CORP 4 NTS DUE 06-20-2042 USD1000	100,000 principal amount	95,250	110,493
INTERNATIONAL BUSINESS MACHS CORP 4.15% DUE 05-15-2039	210,000 principal amount	209,887	236,886
INTERNATIONAL BUSINESS MACHS CORP 4.25% DUE 05-15-2049 REG	110,000 principal amount	125,271	125,891
INTERNATIONAL BUSINESS MACHS CORP 4.25% DUE 05-15-2049 REG	315,000 principal amount	310,530	360,506
INTL FLAVORS & 5% DUE 09-26-2048	100,000 principal amount	99,278	113,539
INTL PAPER CO 4.4% DUE 08-15-2047	45,000 principal amount	47,980	48,197
INTL PAPER CO 4.8% DUE 06-15-2044	50,000 principal amount	53,357	54,952
INTL PAPER CO 5.15% DUE 05-15-2046	55,000 principal amount	52,172	63,292
INTL PAPER CO 6 DUE 11-15-2041	25,000 principal amount	30,985	31,207
INTL PAPER CO 7.3% DUE 11-15-2039	25,000 principal amount	34,485	34,637
JOHNSON & JOHNSON 3.4% 01-15-2038	115,000 principal amount	109,831	123,399
JOHNSON & JOHNSON 3.625% DUE 03-03-2037	180,000 principal amount	187,533	198,839
JOHNSON & JOHNSON 3.7% DUE 03-01-2046	45,000 principal amount	45,203	50,867
JOHNSON & JOHNSON 3.75% DUE 03-03-2047	130,000 principal amount	126,735	148,679
JOHNSON CTLS INTL PLC SR NT STEP UP 07-02-2064 12-28-2016	83,000 principal amount	84,533	87,822
JPMORGAN CHASE & 3.882% DUE 07-24-2038	30,000 principal amount	29,559	33,208
JPMORGAN CHASE & CO 3.964% DUE 11-15-2048	455,000 principal amount	468,496	515,566
JPMORGAN CHASE & CO BNDS 4.032% 07-24-2048	165,000 principal amount	173,913	188,591
JPMORGAN CHASE & CO BNDS 4.26% 02-22-2048	75,000 principal amount	76,064	88,643
KAISER FNDTN HOSPS 3.266% DUE 11-01-2049	110,000 principal amount	110,000	110,406
KAISER FNDTN HOSPS 4.15% DUE 05-01-2047	110,000 principal amount	112,408	125,634
KANSAS CITY POWER & LIGHT CO 4.2% 03-15-2048	150,000 principal amount	149,870	172,052
KENTUCKY UTILS CO 4.375% DUE 10-01-2045	115,000 principal amount	117,122	133,523
KEURIG DR PEPPER 5.085% DUE 05-25-2048	60,000 principal amount	73,277	72,291
KEURIG DR PEPPER INC CORP 4.985% 05-25-2038	150,000 principal amount	151,937	177,128
KEYCORP 2.55% 10-01-2029 BEO	115,000 principal amount	111,901	112,462
KIMCO RLTY CORP 3.7% DUE 10-01-2049	50,000 principal amount	49,486	48,680
KIMCO RLTY CORP 4.125% DUE 12-01-2046	65,000 principal amount	62,896	68,777
KIMCO RLTY CORP RT 4.25% DUE 04-01-2045	50,000 principal amount	52,613	53,036
KINDER MORGAN 6.375% DUE 03-01-2041	185,000 principal amount	213,755	232,336
KINDER MORGAN 6.5% DUE 02-01-2037	30,000 principal amount	33,206	37,421
KINDER MORGAN 6.55% DUE 09-15-2040	210,000 principal amount	241,177	267,187
KINDER MORGAN 6.95% DUE 01-15-2038	170,000 principal amount	207,054	225,229
KINDER MORGAN ENERGY PARTNERS L P 5 DUE 03-01-2043	70,000 principal amount	67,269	76,775
KINDER MORGAN INC 5.2% 03-01-2048	230,000 principal amount	229,446	267,087
KONINKLIJKE 6.875% DUE 03-11-2038	100,000 principal amount	113,752	141,616
KRAFT FOODS GROUP 5% DUE 06-04-2042	135,000 principal amount	137,005	144,250
KRAFT FOODS GROUP 5% DUE 06-04-2042	95,000 principal amount	98,828	101,509
KRAFT FOODS GROUP 6.5% DUE 02-09-2040	105,000 principal amount	116,132	127,460
KRAFT HEINZ FOODS 4.375% DUE 06-01-2046	70,000 principal amount	58,284	69,004
KRAFT HEINZ FOODS 5% DUE 07-15-2035	200,000 principal amount	195,053	222,211
KROGER CO 5.15% DUE 08-01-2043	160,000 principal amount	168,317	183,671
KROGER CO 8% DUE 09-15-2029	50,000 principal amount	72,049	68,761
LAB CORP AMER 4.7% DUE 02-01-2045	54,000 principal amount	53,587	60,804
LAM RESH CORP 4.875% DUE 03-15-2049	60,000 principal amount	65,927	75,138
LIBERTY MUT GROUP INC SR NT 144A 3.951% 10-15-2050	210,000 principal amount	161,351	218,433
LILLY ELI & CO 3.95% 03-15-2049	105,000 principal amount	105,654	121,630
LILLY ELI & CO 4.15% 03-15-2059	135,000 principal amount	138,187	159,454
LILLY ELI & CO 4.15% 03-15-2059	70,000 principal amount	69,565	82,680
LINCOLN NATL CORP 3.05% DUE 01-15-2030	55,000 principal amount	55,345	55,196
LINCOLN NATL CORP 4.35% 03-01-2048	85,000 principal amount	93,680	93,706
LINCOLN NATL CORP 7% DUE 06-15-2040	100,000 principal amount	99,789	142,297

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer		(c) Description of Investment	(d) Cost	(e) Current Value
LOCKHEED MARTIN CORP 4.09%	09-15-2052	188,000 principal amount	\$ 174,016	\$ 220,598
LOUISVILLE GAS & ELEC CO 4.25%	04-01-2049	90,000 principal amount	92,310	103,706
LOWES COS INC 3.7% DUE 04-15-2046		55,000 principal amount	55,468	56,106
LOWES COS INC 4.25% DUE 09-15-2044		55,000 principal amount	59,189	59,317
LOWES COS INC 4.375% DUE 09-15-2045		105,000 principal amount	98,255	117,206
LOWES COS INC FIXED 4.55% 04-05-2049		113,000 principal amount	112,523	133,417
LYB INTL FIN III LLC 4.2% DUE 10-15-2049		60,000 principal amount	59,093	62,624
MA INST TECH 4.678% DUE 07-01-2114		62,000 principal amount	65,638	79,958
MA INST TECH FIXED 2.989% DUE 07-01-2050		70,000 principal amount	70,000	69,534
MAGELLAN MIDSTREAM 5.15% DUE 10-15-2043		130,000 principal amount	139,668	152,237
MAGELLAN MIDSTREAM 5.15% DUE 10-15-2043		55,000 principal amount	55,906	64,408
MAGELLAN MIDSTREAM PARTNERS LP 4.85% 02-01-2049 REG		35,000 principal amount	40,059	40,642
MARATHON OIL CORP 6.6% DUE 10-01-2037		80,000 principal amount	92,712	102,072
MARATHON PETE CORP 5% DUE 09-15-2054		45,000 principal amount	43,252	48,614
MARATHON PETE CORP 5% DUE 09-15-2054		40,000 principal amount	39,024	43,212
MARATHON PETE CORP 5.85% DUE 12-15-2045		110,000 principal amount	119,322	126,323
MARATHON PETE CORP 6.5% DUE 03-01-2041		170,000 principal amount	185,642	220,807
MARATHON PETE CORP 6.5% DUE 03-01-2041		170,000 principal amount	194,310	220,807
MARATHON PETE CORP FIXED 4.5% DUE 04-01-2048		60,000 principal amount	61,241	63,845
MARKEL CORP 5% DUE 04-05-2046		30,000 principal amount	29,685	34,429
MARTIN MARIETTA 4.25% 12-15-2047		60,000 principal amount	59,809	62,389
MASCO CORP 6.5% DUE 08-15-2032		100,000 principal amount	114,579	122,771
MASTERCARD INC 3.65% DUE 06-01-2049		80,000 principal amount	82,091	88,870
MAYO CLINIC 4.128% DUE 11-15-2052		38,000 principal amount	38,000	43,623
MCDONALDS CORP 4.45% DUE 03-01-2047 REG		40,000 principal amount	46,159	45,483
MCDONALD'S CORP 3.625 DUE 05-01-2043		70,000 principal amount	65,126	69,750
MCDONALDS CORP 4.7% DUE 12-09-2035		24,000 principal amount	23,923	28,465
MCDONALDS CORP 4.875% DUE 07-15-2040		100,000 principal amount	112,165	117,173
MCDONALDS CORP 6.3% DUE 10-15-2037		45,000 principal amount	52,798	61,122
MCDONALDS CORP MEDIUM TERM NTS 3.7 DUE 02-15-2042		250,000 principal amount	241,595	253,918
MCDONALDS CORP MEDIUM TERM NTS 3.7 DUE 02-15-2042		45,000 principal amount	39,668	45,705
MCDONALDS CORP MEDIUM TERM NTS BOOK 3.625% DUE 09-01-2049		85,000 principal amount	87,538	86,464
MCDONALDS CORP MEDIUM TERM NTS BOOK ENTRTRANCHE # TR 00104 5.7 01 FEB 2039		80,000 principal amount	96,131	101,308
MEDTRONIC INC 4.625% DUE 03-15-2045		22,000 principal amount	23,502	27,710
MEM 4.2% DUE 07-01-2055		100,000 principal amount	98,199	116,066
MEM 4.2% DUE 07-01-2055		40,000 principal amount	41,341	46,427
MEMORIAL HLTH SVCS 3.447% DUE 11-01-2049		75,000 principal amount	75,000	73,774
MEMORIAL SLOAN-KETTERING CANCER CTR TAXABLE BD SER 2012A 4.125 7-1-52		60,000 principal amount	61,236	68,529
MERCK & CO INC 4.15% DUE 05-18-2043		210,000 principal amount	209,357	250,569
MERCK & CO INC NEW 3.4% DUE 03-07-2029		360,000 principal amount	377,413	390,019
MERRILL LYNCH & CO 7.75% DUE 05-14-2038		280,000 principal amount	313,599	441,393
METHANEX CORP 5.65% DUE 12-01-2044		30,000 principal amount	29,742	28,777
METLIFE INC 4.875% DUE 11-13-2043		40,000 principal amount	44,257	49,603
METLIFE INC 5.875% DUE 02-06-2041		55,000 principal amount	67,578	74,915
METLIFE INC 5.875% DUE 02-06-2041		100,000 principal amount	126,224	136,209
METLIFE INC 6.5% DUE 12-15-2032		238,000 principal amount	291,198	335,469
METLIFE INC FIXED 10.75% DUE 08-01-2069		25,000 principal amount	39,038	41,750
METLIFE INC STEP CPN 4.721% DUE 12-15-2044		105,000 principal amount	116,616	128,213
MICROSOFT CORP 3.7% DUE 08-08-2046		470,000 principal amount	479,373	531,454
MICROSOFT CORP 3.75% DUE 02-12-2045		155,000 principal amount	162,405	176,272
MICROSOFT CORP 3.75% DUE 02-12-2045		110,000 principal amount	109,592	125,096
MICROSOFT CORP 3.95% DUE 08-08-2056		192,000 principal amount	192,901	227,551
MICROSOFT CORP 3.95% DUE 08-08-2056		165,000 principal amount	187,120	195,552
MICROSOFT CORP 4% DUE 02-12-2055		350,000 principal amount	350,302	415,018
MICROSOFT CORP 4% DUE 02-12-2055		104,000 principal amount	104,028	123,319
MICROSOFT CORP 4.45% DUE 11-03-2045		295,000 principal amount	368,292	369,398
MICROSOFT CORP 4.75% DUE 11-03-2055		50,000 principal amount	58,212	66,801
MICROSOFT CORP FIXED 4.25% DUE 02-06-2047		515,000 principal amount	546,786	631,936
MICROSOFT CORP FIXED 4.5% DUE 02-06-2057		193,000 principal amount	192,431	250,342
MICROSOFT CORP FIXED 4.5% DUE 02-06-2057		95,000 principal amount	123,522	123,225

Newell Brands Consolidated Pension Plan

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
MIDAMERICAN ENERGY CO 3.15% DUE 04-15-2050	205,000 principal amount	\$ 203,844	\$ 202,502
MIDAMERICAN ENERGY CO 3.65% 08-01-2048	45,000 principal amount	44,607	48,669
MISSISSIPPI PWR CO 4.75% DUE 10-15-2041	35,000 principal amount	37,223	36,602
MITSUBISHI UFJ 3.751% DUE 07-18-2039	215,000 principal amount	215,928	235,709
MITSUBISHI UFJ 3.751% DUE 07-18-2039	200,000 principal amount	200,000	219,265
MITSUBISHI UFJ 4.286% DUE 07-26-2038	55,000 principal amount	57,681	63,527
MITSUBISHI UFJ 4.286% DUE 07-26-2038	250,000 principal amount	250,000	288,757
MITSUBISHI UFJ FIXED 4.153% DUE 03-07-2039	90,000 principal amount	90,588	103,391
MOODY'S CORPORATION 4.875% 12-17-2048 BEO	70,000 principal amount	68,830	86,359
MORGAN STANLEY 3.95% DUE 04-23-2027	242,000 principal amount	245,060	259,643
MORGAN STANLEY 3.971% 07-22-2038	371,000 principal amount	371,000	412,158
MORGAN STANLEY 3.971% 07-22-2038	220,000 principal amount	214,981	244,407
MORGAN STANLEY 4.3% DUE 01-27-2045	100,000 principal amount	103,558	117,632
MORGAN STANLEY 6.25% DUE 08-09-2026	335,000 principal amount	403,763	408,041
MOSAIC CO NEW 5.45% DUE 11-15-2033	180,000 principal amount	179,327	204,334
MPLX LP 4.5% 04-15-2038	205,000 principal amount	199,284	208,603
MPLX LP 4.5% 04-15-2038	93,000 principal amount	91,894	94,634
MPLX LP 4.7% 04-15-2048	227,000 principal amount	223,420	231,299
MPLX LP 4.7% 04-15-2048	50,000 principal amount	51,787	50,947
MPLX LP 5.5% DUE 02-15-2049	150,000 principal amount	161,792	170,413
MPLX LP FIXED 5.2% DUE 03-01-2047	70,000 principal amount	72,757	75,685
NEVADA PWR CO 6.65% DUE 04-01-2036	75,000 principal amount	102,946	103,911
NEW ENGLAND PWR CO 3.8% DUE 12-05-2047	70,000 principal amount	72,391	73,534
NEW YORK & 3.954% DUE 08-01-2119	145,000 principal amount	145,000	146,363
NEW YORK & 4.024% DUE 08-01-2045	115,000 principal amount	116,471	128,424
NEW YORK LIFE INS 6.75% DUE 11-15-2039	100,000 principal amount	131,568	146,653
NEWMONT GOLDCORP CORP 5.875% 04-01-2035	34,000 principal amount	40,186	43,642
NEWMONT GOLDCORP FIXED 2.8% 10-01-2029	310,000 principal amount	309,813	307,137
NEXTERA ENERGY CAP HLDGS INC 2.75% DUE 11-01-2029	40,000 principal amount	40,088	40,213
NISOURCE FIN CORP 4.375% 05-15-2047	115,000 principal amount	112,827	127,590
NISOURCE FIN CORP 4.8% DUE 02-15-2044	55,000 principal amount	58,563	63,973
NISOURCE FIN CORP 5.65% DUE 02-01-2045	95,000 principal amount	113,565	121,385
NISOURCE FIN CORP GTD NT 6.25 DUE 12-15-2040	285,000 principal amount	281,381	377,163
NOBLE ENERGY INC 5.05% DUE 11-15-2044	90,000 principal amount	94,760	100,082
NOBLE ENERGY INC 5.25% DUE 11-15-2043	45,000 principal amount	46,879	50,705
NOBLE ENERGY INC 6% DUE 03-01-2041	136,000 principal amount	150,176	163,675
NOBLE ENERGY INC 6% DUE 03-01-2041	100,000 principal amount	115,402	120,349
NORDSTROM INC 5% DUE 01-15-2044	300,000 principal amount	285,113	294,084
NORFOLK SOUTHN 3.4% DUE 11-01-2049	135,000 principal amount	133,770	134,124
NORFOLK SOUTHN 4.45% DUE 06-15-2045	50,000 principal amount	57,162	57,715
NORFOLK SOUTHN 4.8 DUE 08-15-2043	88,000 principal amount	90,247	100,818
NORFOLK SOUTHN FIXED 3.942% DUE 11-01-2047	115,000 principal amount	96,602	123,948
NORFOLK SOUTHN FIXED 4.05% DUE 08-15-2052	145,000 principal amount	145,956	159,635
NORFOLK SOUTHN FIXED 4.05% DUE 08-15-2052	49,000 principal amount	36,894	53,945
NORTH STS PWR CO 4.85% DUE 08-15-2040	100,000 principal amount	116,166	118,585
NORTHROP GRUMMAN 4.03% DUE 10-15-2047	140,000 principal amount	140,839	156,393
NORTHWESTERN UNIV 3.662% DUE 12-01-2057	35,000 principal amount	35,410	38,690
NUCOR CORP 4.4% DUE 05-01-2048	45,000 principal amount	46,901	51,057
NUCOR CORP 5.2% DUE 08-01-2043	145,000 principal amount	162,239	179,107
NUCOR CORP 6.4% DUE 12-01-2037	80,000 principal amount	104,989	108,376
NUTRIEN LTD 6.125% DUE 01-15-2041	190,000 principal amount	243,667	234,353
NV PWR CO NV PWR CO 6.75 DUE 07-01-2037 BEO	180,000 principal amount	205,139	254,633
NYU HOSPS CTR 5.75% DUE 07-01-2043	40,000 principal amount	50,709	53,144
OCCIDENTAL PETE 4.2% DUE 03-15-2048	40,000 principal amount	40,350	39,737
OCCIDENTAL PETE 4.4% DUE 04-15-2046	70,000 principal amount	69,457	70,912
OCCIDENTAL PETE 4.625% DUE 06-15-2045	53,000 principal amount	52,432	54,854
OCCIDENTAL PETE 6.2% DUE 03-15-2040	250,000 principal amount	262,122	300,426
OCCIDENTAL PETE 7.95% DUE 06-15-2039	65,000 principal amount	85,523	90,151
OCCIDENTAL PETE CORP DEB 7.95% 04-15-2029	125,000 principal amount	158,856	163,323

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
OCCIDENTAL PETE FIXED 4.5% DUE 07-15-2044	130,000 principal amount	\$ 133,332	\$ 131,339
OCCIDENTAL PETE FIXED 7.875% DUE 09-15-2031	125,000 principal amount	172,702	167,729
OGLETHORPE PWR 4.2% DUE 12-01-2042	100,000 principal amount	96,895	101,585
OGLETHORPE PWR CORP 5.05% DUE 10-01-2048	35,000 principal amount	34,756	41,234
OHIO PWR CO CORP 4.0% 06-01-2049	75,000 principal amount	74,817	84,242
ONCOR ELEC FIXED 3.8% DUE 09-30-2047	40,000 principal amount	39,924	44,156
ONCOR ELEC FIXED 4.1% DUE 11-15-2048	85,000 principal amount	84,917	97,318
ONE GAS INC 4.5% DUE 11-01-2048	74,000 principal amount	73,195	87,967
ONEOK INC NEW 4.45% DUE 09-01-2049	120,000 principal amount	119,406	124,473
ONEOK INC NEW 4.45% DUE 09-01-2049	95,000 principal amount	94,530	98,541
ONEOK PARTNERS L P 6.125% DUE 02-01-2041	125,000 principal amount	147,111	150,517
ONEOK PARTNERS L P 6.2% DUE 09-15-2043	55,000 principal amount	57,604	69,654
ONEOK PARTNERS L P 6.85% DUE 10-15-2037	125,000 principal amount	99,793	159,280
ORACLE CORP 4% 11-15-2047	20,000 principal amount	22,142	22,375
ORACLE CORP 4.125% DUE 05-15-2045	45,000 principal amount	43,609	50,850
ORACLE CORP 4.125% DUE 05-15-2045	300,000 principal amount	294,834	339,002
ORACLE CORP 4.3% DUE 07-08-2034	150,000 principal amount	153,615	175,496
ORACLE CORP 4.375% DUE 05-15-2055	330,000 principal amount	328,826	391,850
ORACLE CORP 4.375% DUE 05-15-2055	25,000 principal amount	29,351	29,686
ORACLE CORP 4.5% DUE 07-08-2044	80,000 principal amount	91,721	95,107
ORACLE CORP 5.375% DUE 07-15-2040	265,000 principal amount	328,365	344,458
ORANGE NT STEP UP 03-01-2031 02-28-2031	100,000 principal amount	155,159	154,903
ORLANDO HEALTH INC 4.089% DUE 10-01-2048	15,000 principal amount	15,000	16,480
PACIFICORP 4.125% DUE 01-15-2049	120,000 principal amount	125,441	137,236
PACIFICORP 4.125% DUE 01-15-2049	175,000 principal amount	174,608	200,135
PACIFICORP 4.15% 02-15-2050	90,000 principal amount	89,582	103,437
PACIFICORP 4.15% 02-15-2050	150,000 principal amount	149,303	172,395
PACIFICORP 5.75% DUE 04-01-2037	125,000 principal amount	131,829	165,421
PACIFICORP 6% DUE 01-15-2039	75,000 principal amount	103,448	102,847
PACIFICORP 6.1% DUE 08-01-2036	70,000 principal amount	92,489	94,504
PACIFICORP 6.25% DUE 10-15-2037	35,000 principal amount	44,766	49,106
PACKAGING CORP OF AMERICA 4.05% DUE 12-15-2049	60,000 principal amount	59,472	62,377
PARKER-HANNIFIN 3.25% DUE 06-14-2029	35,000 principal amount	34,890	36,566
PARKER-HANNIFIN CORP 4.45% 11-21-2044	46,000 principal amount	45,939	52,105
PEACEHEALTH 4.787% DUE 11-15-2048	65,000 principal amount	65,000	80,032
PECO ENERGY CO 3% DUE 09-15-2049	95,000 principal amount	93,182	91,307
PECO ENERGY CO FIXED 3.7% 09-15-2047	85,000 principal amount	84,680	93,086
PEPSICO INC 2.875% DUE 10-15-2049	100,000 principal amount	98,258	96,723
PEPSICO INC 3.375% DUE 07-29-2049	245,000 principal amount	245,321	257,003
PERRIGO FIN PLC 4.9% DUE 12-15-2044	95,000 principal amount	93,850	87,844
PETRO-CDA 5.95% DUE 05-15-2035	160,000 principal amount	192,380	207,818
PETRO-CDA 6.8% DUE 05-15-2038	125,000 principal amount	159,740	178,084
PETRO-CDA 6.8% DUE 05-15-2038	200,000 principal amount	232,858	284,934
PETROLEOS MEXICANOS FIXED 6.5% DUE 01-23-2029	34,000 principal amount	33,984	35,768
PFIZER INC 3.45% 03-15-2029	150,000 principal amount	161,292	161,652
PFIZER INC 4% DUE 03-15-2049	75,000 principal amount	73,775	86,338
PFIZER INC 4% DUE 03-15-2049	125,000 principal amount	122,959	143,897
PFIZER INC 4.1% 09-15-2038	90,000 principal amount	90,029	102,918
PFIZER INC 4.2% 09-15-2048	40,000 principal amount	45,986	46,937
PFIZER INC 4.3% DUE 06-15-2043	50,000 principal amount	50,485	58,720
PFIZER INC 5.6% DUE 09-15-2040	85,000 principal amount	100,351	114,916
PFIZER INC NT 7.2 DUE 03-15-2039	30,000 principal amount	45,851	47,194
PHILIP MORRIS INTERNATIONAL INC 3.875 BDS DUE 08-21-2042 USD1000	50,000 principal amount	47,601	52,087
PHILIP MORRIS INTERNATIONAL INC 3.875 BDS DUE 08-21-2042 USD1000	110,000 principal amount	110,820	114,592
PHILIP MORRIS INTL 4.125% DUE 03-04-2043	100,000 principal amount	97,197	107,415
PHILIP MORRIS INTL 4.25% DUE 11-10-2044	55,000 principal amount	60,029	60,815
PHILIP MORRIS INTL 4.375% DUE 11-15-2041	165,000 principal amount	160,187	182,887
PHILLIPS 66 4.875% DUE 11-15-2044	30,000 principal amount	31,406	36,193
PHILLIPS 66 4.9% DUE 10-01-2046	40,000 principal amount	39,721	45,449
PHILLIPS 66 5.875 DUE 05-01-2042	103,000 principal amount	120,647	139,172

Newell Brands Consolidated Pension Plan

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

December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
PLAINS ALL AMERN 6.65% DUE 01-15-2037	90,000 principal amount	\$ 95,910	\$ 106,360
POTOMAC ELEC PWR 4.15% DUE 03-15-2043	165,000 principal amount	173,654	186,481
POTOMAC ELECTRIC POWER CO 4.95 DUE 11-15-2043 BEO	305,000 principal amount	302,740	366,309
PPL ELEC UTILS 3% DUE 10-01-2049	60,000 principal amount	58,993	57,369
PPL ELEC UTILS 4.15% DUE 10-01-2045	40,000 principal amount	46,648	45,190
PPL ELEC UTILS 4.75 DUE 07-15-2043	115,000 principal amount	114,271	138,958
PRECISION 4.375% DUE 06-15-2045	110,000 principal amount	109,635	127,223
PROGRESS ENERGY 6.5% DUE 02-01-2042	125,000 principal amount	142,740	148,688
PROGRESS ENERGY 6.5% DUE 02-01-2042	35,000 principal amount	37,172	41,633
PROGRESSIVE CORP 4.2% DUE 03-15-2048	40,000 principal amount	46,181	46,836
PROGRESSIVE CORP OH 4.125% DUE 04-15-2047 REG	95,000 principal amount	106,619	110,566
PROVID HLTH & SVCS 3.744% DUE 10-01-2047	42,000 principal amount	42,000	44,714
PROVID ST JOSEPH 2.532% DUE 10-01-2029	35,000 principal amount	35,000	34,369
PRUDENTIAL FINANCIAL INC 4.418% 03-27-2048	120,000 principal amount	126,217	139,598
PRUDENTIAL FINL 5.75% DUE 07-15-2033	55,000 principal amount	61,279	70,980
PRUDENTIAL FINL 5.875% DUE 09-15-2042	100,000 principal amount	100,000	107,500
PRUDENTIAL FINL FIXED 4.35% DUE 02-25-2050	45,000 principal amount	53,218	51,878
PRUDENTIAL FINL INC 3.7% DUE 03-13-2051 REG	370,000 principal amount	370,473	389,475
PRUDENTIAL FINL INC 3.935% DUE 12-07-2049	121,000 principal amount	99,867	132,106
PRUDENTIAL FINL INC 4.6 DUE 05-15-2044 REG	45,000 principal amount	46,292	53,142
PRUDENTIAL FINL INC DTD 06-21-2010 6.62506-21-2040	180,000 principal amount	186,668	253,045
PRUDENTIAL FINL INC MED TRM NTS BOOK TRANCHE # TR 00028 6.625 12-01-2037	45,000 principal amount	56,919	62,437
PUB SVC ELEC & GAS 3.6% DUE 12-01-2047	100,000 principal amount	101,295	108,428
PUB SVC ELEC & GAS FIXED 3.65% DUE 09-01-2028	50,000 principal amount	49,572	54,540
PUB SVC ELEC GAS 3.8% DUE 03-01-2046	50,000 principal amount	49,915	55,154
PUBLIC SVC COLORADO 3.8% 06-15-2047	90,000 principal amount	91,919	97,931
PUBLIC SVC CO COLO 3.2% DUE 03-01-2050	90,000 principal amount	88,805	89,869
PUBLIC SVC CO COLO 4.75% DUE 08-15-2041	300,000 principal amount	308,202	352,405
PUBLIC SVC CO N H 3.6% DUE 07-01-2049	60,000 principal amount	59,858	64,129
PUBLIC SVC CO N H 3.6% DUE 07-01-2049	40,000 principal amount	39,905	42,753
PUBLIC SVC ELEC GAS CO SECD MEDIUM TERM 3.2% DUE 08-01-2049	60,000 principal amount	59,565	60,633
PUGET SOUND ENERGY 5.795% DUE 03-15-2040	70,000 principal amount	90,036	93,156
PUGET SOUND ENERGY FIXED 3.25% DUE 09-15-2049	105,000 principal amount	102,689	104,631
PUGET SOUND ENERGY FIXED 4.223% DUE 06-15-2048	25,000 principal amount	24,206	28,813
PVPTL BAYER US FIN II LLC 4.625% 06-25-2038	215,000 principal amount	198,768	233,694
PVTPL ABBVIE INC 4.05% DUE 11-21-2039	180,000 principal amount	180,487	189,190
PVTPL ABBVIE INC SR NT 144A 4.25% DUE 11-21-2049/11-21-2019	45,000 principal amount	48,318	47,782
PVTPL ABBVIE INC SR NT 144A 4.25% DUE 11-21-2049/11-21-2019	524,000 principal amount	521,710	556,393
PVTPL AIG SUNAMERICA GLOBAL FING X SR NT144A 6.9% DUE 03-15-2032 BEO	230,000 principal amount	270,856	322,639
PVTPL AMERICAN TRANSMISSION SYS INC SR NT 5% DUE 09-01-2044	35,000 principal amount	37,645	43,929
PVTPL BAYER US FIN II LLC 4.7% 07-15-2064	120,000 principal amount	121,257	115,831
PVTPL BRISTOL MYERS SQUIBB CO 4.35% DUE 11-15-2047	255,000 principal amount	258,491	304,295
PVTPL BRISTOL MYERS SQUIBB CO 4.35% DUE 11-15-2047	235,000 principal amount	257,851	280,429
PVTPL BRISTOL MYERS SQUIBB CO 4.125% 06-15-2039	190,000 principal amount	189,350	219,307
PVTPL BRISTOL MYERS SQUIBB CO 4.25% 10-26-2049	156,000 principal amount	154,686	185,215
PVTPL BROADCOM INC 4.75% DUE 04-15-2029	115,000 principal amount	113,802	125,751
PVTPL CAMERON LNG LLC 144A 3.701% 01-15-2039	64,000 principal amount	64,000	65,398
PVTPL CAMERON LNG LLC 144A 3.701% 01-15-2039	70,000 principal amount	70,000	71,529
PVTPL CAMERON LNG LLC 3.302% DUE 01-15-2035	150,000 principal amount	150,000	151,498
PVTPL CIGNA CORP NEW 4.8% 07-15-2046	116,000 principal amount	119,918	134,646
PVTPL CIGNA CORP NEW NT 3.875% DUE 10-15-2047	95,000 principal amount	89,142	96,578
PVTPL CIM 2014 LOAN TRUST I RESTR TRUST CERTIFICATE CORP 3.4% 03-01-2027	100,000 principal amount	101,145	103,940
PVTPL DAIMLER FIN NORTH AMER LLC 3.1% DUE 08-15-2029	30,000 principal amount	30,199	30,347
PVTPL DEUTSCHE TELEKOM INTL FIN B V 4.875 DUE 03-06-2042	250,000 principal amount	274,960	295,146
PVTPL DIAMOND 1 FIN CORP/DIAMOND 2 BNDS 144A 8.35% DUE 07-15-2046	160,000 principal amount	192,870	220,470
PVTPL E.ON INTERNATIONAL FIN B.V GTDNT 144A 6.65 DUE 04-30-2038/04-22-2008 BEO	190,000 principal amount	218,694	257,091
PVTPL EDF S A NT 6 DUE 01-22-2114 BEO	85,000 principal amount	91,678	100,409
PVTPL ENEL FIN INTL N V NT 4.75% DUE 05-25-2047	200,000 principal amount	199,682	225,257
PVTPL FOX CORP 5.576% 01-25-2049	175,000 principal amount	219,433	222,949
PVTPL FOX CORP 5.576% 01-25-2049	120,000 principal amount	120,000	152,879

Newell Brands Consolidated Pension Plan

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
PVTPL GOODMAN US FIN FOUR LLC SR NT 4.5% 10-15-2037	91,000 principal amount	\$ 90,854	\$ 97,833
PVTPL GTP ACQUISITION PARTNERS I LLC 3.482% 06-15-2050	90,000 principal amount	90,000	92,369
PVTPL HALLIBURTON CO DEB 144A 7.6% DUE 08-15-2096 BEO	50,000 principal amount	68,916	69,321
PVTPL KRAFT HEINZ FOODS CO 4.875% DUE 10-01-2049 BEO	76,000 principal amount	74,914	80,218
PVTPL KRAFT HEINZ FOODS CO 4.875% DUE 10-01-2049 BEO	45,000 principal amount	44,357	47,497
PVTPL KRAFT HEINZ FOODS CO GTD SR NT 4.625% DUE 10-01-2039	85,000 principal amount	84,442	88,621
PVTPL MACQUARIE GROUP LTD SR 5.033% DUE 01-15-2030	200,000 principal amount	200,000	228,074
PVTPL MASS MUTUAL LIFE INS CO SURPLUS NT 4.9% DUE 04-01-2077	200,000 principal amount	195,702	241,462
PVTPL MASSACHUSETTS ELEC CO SR NT 144A 4.004% DUE 08-15-2046/08-05-2016 BEO	161,000 principal amount	161,000	171,634
PVTPL MONONGAHELA PWR 5.4 DUE 12-15-2043 BEO	25,000 principal amount	30,595	32,345
PVTPL MOTIVA ENTERPRISES LLC SR NT 144A 6.85% DUE 01-15-2040/01-11-2010 BEO	185,000 principal amount	225,982	223,769
PVTPL MPLX LP 4.25% 12-01-2027	32,000 principal amount	31,911	33,693
PVTPL MPLX LP 5.20% DUE 12-01-2047	89,000 principal amount	88,616	94,780
PVTPL MPLX LP 5.20% DUE 12-01-2047	40,000 principal amount	38,546	42,598
PVTPL NATIONWIDE MUT INS CO NATIONWIDE MUT INS NTS 144A 8.25 DUE 12-01-2031BEO	150,000 principal amount	207,036	215,907
PVTPL NESTLE HLDGS INC 3.9% 09-24-2038	80,000 principal amount	78,814	90,294
PVTPL NEWCREST FIN PTY LTD GTD SR NT 5.75 DUE 11-15-2041 BEO	160,000 principal amount	172,707	186,957
PVTPL NORTHWESTERN MUT LIFE INS CO 3.625% 09-30-205	141,000 principal amount	136,778	141,414
PVTPL SABAL TRAIL TRANSM 4.832% DUE 05-01-2048	130,000 principal amount	129,849	147,783
PVTPL SES GLOBAL AMERS HLDGS GP SR NT 5.3 DUE 03-25-2044	115,000 principal amount	102,694	112,087
PVTPL TEACHERS INS & 4.9% DUE 09-15-2044	73,000 principal amount	72,932	89,673
PVTPL TEXAS EASTN TRANSMISSION LP 3.5% DUE 01-15-2028 BEO	35,000 principal amount	34,818	35,958
QUEST DIAGNOSTICS INC 2.95% DUE 06-30-2030 BEO	115,000 principal amount	114,699	115,022
REGENCY CTRS L P 2.95% DUE 09-15-2029	85,000 principal amount	84,749	84,952
REGIONS BK BIRMINGHAM ALA MT SUTRANCHE # SB 00001 6.45 06-26-2037	20,000 principal amount	25,372	26,244
REPUBLIC N Y CORP 7.2% DUE 07-15-2097	75,000 principal amount	106,690	114,303
REYNOLDS AMERN INC FIXED 5.7% DUE 08-15-2035	175,000 principal amount	202,123	203,464
REYNOLDS AMERN INC FIXED 5.85% DUE 08-15-2045	90,000 principal amount	102,411	103,292
RLTY INC CORP 3.25 DUE 10-15-2022	125,000 principal amount	124,228	129,092
ROCKWELL COLLINS 3.5% DUE 03-15-2027	215,000 principal amount	210,828	228,361
ROCKWELL COLLINS 4.35% DUE 04-15-2047	230,000 principal amount	248,689	270,880
ROCKWELL COLLINS INC DEL 4.8 DUE 12-15-2043	90,000 principal amount	100,341	108,187
ROGERS COMMUNICATIONS INC 3.7% DUE 11-15-2049	185,000 principal amount	184,579	186,758
ROGERS COMMUNICATIONS INC 3.7% DUE 11-15-2049	87,000 principal amount	86,066	87,827
ROGERS COMMUNICATIONS INC 4.35% 05-01-2049 REG	85,000 principal amount	84,717	95,165
ROGERS COMMUNICATIONS INC 4.35% 05-01-2049 REG	135,000 principal amount	137,343	151,145
RWJ BARNABAS HLTH 3.477% DUE 07-01-2049	45,000 principal amount	45,000	44,474
RWJ BARNABAS HLTH 3.949% DUE 07-01-2046	35,000 principal amount	33,510	37,103
S CAROLINA ELEC & 4.6% DUE 06-15-2043	45,000 principal amount	50,238	53,441
S CAROLINA ELEC & 5.1% DUE 06-01-2065	175,000 principal amount	199,802	227,641
S CAROLINA ELEC & 5.45% DUE 02-01-2041	100,000 principal amount	111,792	130,092
SAN DIEGO GAS & 4.15% DUE 05-15-2048	55,000 principal amount	54,645	60,527
SAN DIEGO GAS & 4.15% DUE 05-15-2048	245,000 principal amount	243,917	269,621
SAN DIEGO GAS & 4.5% DUE 08-15-2040	60,000 principal amount	61,889	67,731
SEMPRA ENERGY 6% DUE 10-15-2039	260,000 principal amount	268,107	337,583
SHELL INTERNATIONAL FIN 4.55 DUE 08-12-2043 REG	175,000 principal amount	202,480	213,417
SHELL INTL FIN B V 3.625% DUE 08-21-2042	40,000 principal amount	42,324	42,792
SHERWIN-WILLIAMS 2.95% DUE 08-15-2029	70,000 principal amount	69,767	70,702
SIMON PTY GROUP L FIXED 3.25% 09-13-2049	134,000 principal amount	133,465	130,387
SOUTHERN CAL EDISON 3.6% 02-01-2045	156,000 principal amount	155,401	155,157
SOUTHERN CAL EDISON 3.6% 02-01-2045	55,000 principal amount	47,424	54,703
SOUTHERN CALIF EDISON CO 4.125% 03-01-2048	100,000 principal amount	103,281	106,851
SOUTHERN CALIF GAS CO 4.3% 01-15-2049	60,000 principal amount	59,973	68,503
SOUTHERN CO 4.25% DUE 07-01-2036	170,000 principal amount	171,525	183,280
SOUTHN CAL EDISON 3.9 DUE 03-15-2043	75,000 principal amount	72,306	76,935
SOUTHN CAL EDISON 4% DUE 04-01-2047	10,000 principal amount	8,912	10,529
SOUTHN CAL EDISON 4.5% DUE 09-01-2040	179,000 principal amount	203,561	196,659
SOUTHN CAL EDISON 5.55% DUE 01-15-2037	170,000 principal amount	201,711	205,417
SOUTHN CAL GAS 3.75 DUE 09-15-2042	110,000 principal amount	113,011	115,293
SOUTHN CAL GAS CO 3.95% DUE 02-15-2050	140,000 principal amount	139,660	156,774

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

December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
SOUTHN CO GAS CAP 3.95% DUE 10-01-2046	130,000 principal amount	\$ 129,770	\$ 134,495
SOUTHN COPPER CORP 5.25% DUE 11-08-2042	55,000 principal amount	60,507	63,305
SOUTHN COPPER CORP 5.875% DUE 04-23-2045	185,000 principal amount	207,714	231,920
SOUTHN COPPER CORP 7.5% DUE 07-27-2035	100,000 principal amount	129,512	137,840
SOUTHWESTERN ELEC PWR CO 4.1% 09-15-2028	70,000 principal amount	70,080	76,606
SOUTHWESTN ELEC 6.2% DUE 03-15-2040	35,000 principal amount	48,223	46,122
SPCL1 GEN ELEC CAP CORP 5.875% DUE 01-14-2038	65,000 principal amount	73,935	79,011
SPCL1 GEN ELEC CAP CORP 5.875% DUE 01-14-2038	144,000 principal amount	191,722	175,041
SPECTRUM HLTH SYS 3.487% DUE 07-15-2049	65,000 principal amount	65,000	65,090
STANFORD HLTH CARE 3.795% DUE 11-15-2048	115,000 principal amount	115,811	124,626
STARBUCKS CORP 4.3% DUE 06-15-2045	70,000 principal amount	67,365	77,517
STATOIL ASA 3.95 DUE 05-15-2043	80,000 principal amount	88,254	89,324
SUMITOMO MITSUI FINL GROUP INC FIXED 3.04% 07-16-2029	190,000 principal amount	190,000	193,891
SUNCOR ENERGY INC 6.5% DUE 06-15-2038	30,000 principal amount	36,475	41,762
SUNOCO LOGISTICS 4.95% DUE 01-15-2043	148,000 principal amount	145,927	146,586
SUNOCO LOGISTICS 5.3% DUE 04-01-2044	105,000 principal amount	97,063	111,754
SUNOCO LOGISTICS 5.35% DUE 05-15-2045	75,000 principal amount	73,959	80,658
SUNOCO LOGISTICS 6.1% DUE 02-15-2042	50,000 principal amount	52,565	56,061
SUNOCO LOGISTICS 6.85% DUE 02-15-2040	32,000 principal amount	35,796	38,397
SYSCO CORP 4.85% DUE 10-01-2045	30,000 principal amount	29,156	36,057
TAMPA ELEC CO 4.45% DUE 06-15-2049	40,000 principal amount	39,796	47,431
TARGET CORP FIXED 3.9% DUE 11-15-2047	100,000 principal amount	99,593	114,988
TELEFONICA EMISIONES S A U 4.665% 03-06-2038	165,000 principal amount	165,000	184,601
TELEFONICA EMISIONES S A U 4.895% 03-06-2048	65,000 principal amount	73,389	74,427
TELEFONICA EMISIONES S A U 5.213% 03-08-2047 REG	80,000 principal amount	87,380	94,952
TEXAS HEALTH RES 4.33% DUE 11-15-2055	55,000 principal amount	55,000	64,458
TIME WARNER CABLE 5.5% DUE 09-01-2041	340,000 principal amount	335,042	379,816
TIME WARNER CABLE 5.875% DUE 11-15-2040	40,000 principal amount	44,849	45,911
TIME WARNER CABLE 6.55% DUE 05-01-2037	255,000 principal amount	297,382	312,820
TIME WARNER CABLE 6.55% DUE 05-01-2037	100,000 principal amount	115,537	122,674
TIME WARNER CABLE 7.3% DUE 07-01-2038	100,000 principal amount	109,259	130,449
TN GAS PIPELN CO 7.625% DUE 04-01-2037	25,000 principal amount	30,196	33,978
TOLEDO EDISON CO 6.15% DUE 05-15-2037	200,000 principal amount	243,460	274,649
TOTAL CAP INTL 3.461% DUE 07-12-2049	50,000 principal amount	50,000	52,608
TRANSCANADA 4.75% DUE 05-15-2038	175,000 principal amount	176,610	199,934
TRANSCANADA 5% DUE 10-16-2043	500,000 principal amount	511,775	579,756
TRANSCANADA 5.85% DUE 03-15-2036	40,000 principal amount	43,609	49,472
TRANSCANADA 6.2% DUE 10-15-2037	40,000 principal amount	51,088	52,197
TRANSCANADA 7.625% DUE 01-15-2039	190,000 principal amount	239,171	285,110
TRANSCONT GAS PIPE LINE 4.0% 03-15-2028	145,000 principal amount	143,559	154,276
TRAVELERS COS INC 3.75% DUE 05-15-2046	95,000 principal amount	94,339	103,760
TRAVELERS COS INC 4% DUE 05-30-2047	75,000 principal amount	81,209	85,019
TRAVELERS COS INC 4.3% 08-25-2045	35,000 principal amount	36,116	40,755
TRAVELERS COS INC 4.6% DUE 08-01-2043	90,000 principal amount	89,300	109,139
TRAVELERS COS INC 5.35% DUE 11-01-2040	105,000 principal amount	137,849	137,819
TRAVELERS PPTY CAS 6.375% DUE 03-15-2033	100,000 principal amount	134,868	138,035
TRI-STATE 6% DUE 06-15-2040	65,000 principal amount	77,148	85,111
TRUSTEES BOSTON COLLEGE 3.129% DUE 07-01-2052	80,000 principal amount	80,000	78,793
TRUSTEES BSTN UNIV 4.061% DUE 10-01-2048	45,000 principal amount	45,000	51,666
TUFTS UNIV TAXABLE BD SER 2012A 5.017 DUE 04-15-2112	30,000 principal amount	31,863	36,564
TX EASTN TRANSM 7% DUE 07-15-2032	85,000 principal amount	99,634	114,049
TYSON FOODS INC 4.875% DUE 08-15-2034	75,000 principal amount	76,816	89,533
UNION ELEC CO 3.25% DUE 10-01-2049	70,000 principal amount	69,760	69,523
UNION ELEC CO 3.9 DUE 09-15-2042	95,000 principal amount	98,562	103,629
UNION PAC CORP 3.55% DUE 08-15-2039	85,000 principal amount	90,746	88,331
UNION PAC CORP 3.799% DUE 10-01-2051	30,000 principal amount	30,439	31,871
UNION PAC CORP 3.875% DUE 02-01-2055	80,000 principal amount	75,936	83,883
UNION PAC CORP 4.05% DUE 11-15-2045	60,000 principal amount	66,874	65,314
UNION PAC CORP 4.15% DUE 01-15-2045	60,000 principal amount	57,421	65,840
UNION PAC CORP 4.25% DUE 04-15-2043	40,000 principal amount	43,315	44,588

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
UNION PAC CORP 4.375% DUE 09-10-2038	330,000 principal amount	\$ 335,924	\$ 378,369
UNION PAC CORP 4.375% DUE 11-15-2065	35,000 principal amount	38,623	38,528
UNITED TECHNOLOGIES CORP 4.15% 05-15-2045	45,000 principal amount	44,942	51,616
UNITED TECHNOLOGIES CORP 4.45% 11-16-2038	45,000 principal amount	47,911	53,251
UNITED TECHNOLOGIES CORP 4.45% 11-16-2038	55,000 principal amount	54,677	65,085
UNITEDHEALTH GROUP 3.5% DUE 08-15-2039	120,000 principal amount	120,807	126,023
UNITEDHEALTH GROUP 3.875% DUE 08-15-2059	95,000 principal amount	94,494	102,604
UNITEDHEALTH GROUP 3.875% DUE 08-15-2059	215,000 principal amount	213,091	232,209
UNITEDHEALTH GROUP 4.2% DUE 01-15-2047	30,000 principal amount	30,979	34,445
UNITEDHEALTH GROUP 4.25% DUE 03-15-2043	135,000 principal amount	133,169	154,144
UNITEDHEALTH GROUP 4.625% DUE 11-15-2041	100,000 principal amount	103,866	119,287
UNITEDHEALTH GROUP 4.75% DUE 07-15-2045	50,000 principal amount	54,095	61,572
UNITEDHEALTH GROUP FIXED 4.25% DUE 06-15-2048	460,000 principal amount	470,321	534,735
UNIV NOTRE DAME DU 3.438% DUE 02-15-2045	35,000 principal amount	35,949	37,231
UNIV PA TRUSTEES 3.61% DUE 02-15-2119	96,000 principal amount	96,000	98,416
UNIV PA TRUSTEES 3.61% DUE 02-15-2119	35,000 principal amount	35,000	35,881
UNIVERSITY CHICAGO 4.003% DUE 10-01-2053	60,000 principal amount	60,000	69,205
UTD AIRLS INC 3.7% DUE 09-01-2031	101,528 principal amount	101,528	104,176
UTD PARCEL SVC INC 3.4% DUE 09-01-2049	250,000 principal amount	249,068	253,317
UTD TECHNOLOGIES 3.75% DUE 11-01-2046	115,000 principal amount	108,978	125,323
UTD TECHNOLOGIES 4.05% DUE 05-04-2047	60,000 principal amount	55,814	68,829
UTD TECHNOLOGIES 4.5% DUE 06-01-2042	145,000 principal amount	139,854	173,844
UTD TECHNOLOGIES 4.5% DUE 06-01-2042	275,000 principal amount	268,377	329,704
UTD TECHNOLOGIES 4.625% DUE 11-16-2048	100,000 principal amount	99,683	125,318
UTD TECHNOLOGIES 4.625% DUE 11-16-2048	55,000 principal amount	67,706	68,925
UTD TECHNOLOGIES 7.5% DUE 09-15-2029	50,000 principal amount	70,784	70,563
UTD TECHNOLOGIES NT 5.7 DUE 04-15-2040	70,000 principal amount	77,098	94,255
VA ELEC & PWR CO 3.3% DUE 12-01-2049	75,000 principal amount	74,858	75,729
VA ELEC & PWR CO 6.35% DUE 11-30-2037	180,000 principal amount	197,701	249,835
VALE OVERSEAS LTD 6.875% DUE 11-10-2039	20,000 principal amount	23,471	26,050
VALE OVERSEAS LTD 6.875% DUE 11-21-2036	137,000 principal amount	162,050	178,100
VALE S A 5.625% DUE 09-11-2042	40,000 principal amount	39,700	46,950
VALERO ENERGY CORP 6.625% DUE 06-15-2037	105,000 principal amount	122,331	138,933
VENTAS RLTY LTD 5.7% DUE 09-30-2043	150,000 principal amount	149,442	186,727
VERIZON 3.85% DUE 11-01-2042	125,000 principal amount	134,963	135,079
VERIZON 4.125% DUE 08-15-2046	145,000 principal amount	144,355	163,894
VERIZON 4.272% DUE 01-15-2036	65,000 principal amount	74,823	73,616
VERIZON 4.5% DUE 08-10-2033	260,000 principal amount	278,675	303,501
VERIZON 4.75% DUE 11-01-2041	55,000 principal amount	64,110	66,563
VERIZON 4.812% DUE 03-15-2039	75,000 principal amount	76,270	90,537
VERIZON 5.012% DUE 04-15-2049	591,000 principal amount	579,966	757,730
VERIZON 5.012% DUE 08-21-2054	500,000 principal amount	473,965	644,995
VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG	35,000 principal amount	35,499	40,574
VERIZON COMMUNICATIONS 4.522% 09-15-2048	185,000 principal amount	209,033	221,990
VERIZON COMMUNICATIONS BNDS 5.25% DUE 03-16-2037 REG	545,000 principal amount	577,885	684,481
VERIZON COMMUNICATIONS BNDS 5.25% DUE 03-16-2037 REG	145,000 principal amount	172,333	182,110
VIACOM INC NEW 4.375% DUE 03-15-2043	80,000 principal amount	68,019	84,821
VIACOM INC SR NT 6.875% DUE 04-30-2036/10-18-2006	95,000 principal amount	111,927	127,209
VISA INC 4.3% DUE 12-14-2045	100,000 principal amount	99,833	122,931
VISA INC 4.3% DUE 12-14-2045	95,000 principal amount	116,482	116,784
VODAFONE GROUP PLC 4.25% DUE 09-17-2050 REG	180,000 principal amount	179,496	187,885
VODAFONE GROUP PLC 5% DUE 05-30-2038	30,000 principal amount	31,121	34,742
VODAFONE GROUP PLC 5.25% DUE 05-30-2048	225,000 principal amount	223,218	270,275
VODAFONE GROUP PLC NEW 4.875% DUE 06-19-2049 REG	400,000 principal amount	428,529	463,880
VODAFONE GROUP PLC NEW 4.875% DUE 06-19-2049 REG	50,000 principal amount	49,257	57,985
WA GAS LT CO 3.796% DUE 09-15-2046	115,000 principal amount	114,287	119,971
WA GAS LT CO FIXED 3.65% DUE 09-15-2049	35,000 principal amount	34,823	35,218
WACHOVIA BK NATL ASSN MEDIUM TERM SUB BKTRANCHE # SB 00009 6.6 DUE 01-15-2038	85,000 principal amount	111,073	123,032
WACHOVIA BK NATL ASSN MEDIUM TERM SUB BKTRANCHE # SB 00009 6.6 DUE 01-15-2038	260,000 principal amount	325,759	376,333
WALMART INC 2.375% DUE 09-24-2029	55,000 principal amount	55,072	55,065

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
WALMART INC 2.95% DUE 09-24-2049	285,000 principal amount	\$ 281,230	\$ 283,957
WALMART INC 3.25% 07-08-2029	220,000 principal amount	221,419	236,131
WALMART INC 3.625% DUE 12-15-2047	130,000 principal amount	143,098	144,696
WALMART INC 3.95% DUE 06-28-2038	190,000 principal amount	190,728	220,104
WALMART INC 4.05% DUE 06-29-2048 REG	30,000 principal amount	35,775	35,560
WALMART INC 5% DUE 10-25-2040	35,000 principal amount	38,390	45,494
WASTE MGMT INC DEL FIXED 4.15% 07-15-2049	85,000 principal amount	84,891	97,260
WELLPOINT INC 4.85% DUE 08-15-2054	30,000 principal amount	28,325	33,609
WELLPOINT INC 5.1% DUE 01-15-2044	40,000 principal amount	42,729	47,872
WELLS FARGO & CO 3.9% DUE 05-01-2045	60,000 principal amount	66,436	68,055
WELLS FARGO & CO 4.4% DUE 06-14-2046	69,000 principal amount	73,954	78,703
WELLS FARGO & CO 4.75% DUE 12-07-2046	50,000 principal amount	60,325	60,045
WELLS FARGO & CO 4.75% DUE 12-07-2046	76,000 principal amount	86,072	91,268
WELLS FARGO & CO 4.9% DUE 11-17-2045	45,000 principal amount	44,657	55,048
WELLS FARGO & CO 5.375% DUE 11-02-2043	100,000 principal amount	99,704	128,432
WELLS FARGO & CO 5.606% DUE 01-15-2044	45,000 principal amount	58,717	59,303
WELLS FARGO & CO FIXED 2.879% DUE 10-30-2030	310,000 principal amount	310,648	312,155
WELLS FARGO & CO NEW MEDIUM TERM SR NTS TRANCHE # TR 00155 4.3% DUE 07-22-2027	25,000 principal amount	24,905	27,397
WELLS FARGO BK 5.95% DUE 08-26-2036	370,000 principal amount	366,718	492,803
WELLTOWER INC 4.95% DUE 09-01-2048	85,000 principal amount	101,659	102,084
WELLTOWER INC 4.95% DUE 09-01-2048	40,000 principal amount	48,039	48,039
WESLEYAN UNIV CONN 4.781% DUE 07-01-2116	55,000 principal amount	58,312	61,703
WESTAR ENERGY INC 4.1% DUE 04-01-2043	45,000 principal amount	44,730	50,069
WESTLAKE CHEM CORP 5% DUE 08-15-2046	140,000 principal amount	147,008	148,453
WESTN GAS PARTNERS 5.3% 03-01-2048	120,000 principal amount	119,003	104,933
WESTPAC BKG CORP FIXED 4.421% DUE 07-24-2039	55,000 principal amount	55,000	60,505
WESTVACO CORP DEL 7.95% DUE 02-15-2031	45,000 principal amount	64,300	62,079
WILLIAM MARSH RICE 3.774% DUE 05-15-2055	145,000 principal amount	156,212	159,197
WILLIAMS PARTNERS 4.9% DUE 01-15-2045	95,000 principal amount	96,297	102,574
WILLIAMS PARTNERS 5.1% DUE 09-15-2045	240,000 principal amount	256,481	267,628
WILLIAMS PARTNERS 5.4% DUE 03-04-2044	116,000 principal amount	125,802	130,766
WILLIAMS PARTNERS 5.8 DUE 11-15-2043	85,000 principal amount	96,035	101,236
WILLIAMS PARTNERS FIXED 4.85% DUE 03-01-2048	48,000 principal amount	47,767	52,550
WILLIS N AMER INC 3.875% DUE 09-15-2049	90,000 principal amount	89,636	89,792
WILLIS NORTH AMERICA INC 5.05% 09-15-2048	45,000 principal amount	51,668	53,088
WILLIS-KNIGHTON 4.813% DUE 09-01-2048	70,000 principal amount	70,000	83,596
WYETH NT 5.95 DUE 04-01-2037/03-27-2007 BEO	75,000 principal amount	98,709	102,449
ZIMMER HLDGS INC 4.25% DUE 08-15-2035	59,000 principal amount	58,734	59,975
ZOETIS INC 3.95% 09-12-2047	75,000 principal amount	76,886	81,712
ZOETIS INC FIXED 3.9% DUE 08-20-2028	130,000 principal amount	129,754	141,068
ZOETIS INC FIXED 4.45% DUE 08-20-2048	75,000 principal amount	80,498	87,408
		124,001,604	137,186,963
Common Collective Trusts			
CF BLACKROCK LONG TERM CREDIT BOND INDEXFUND	1,268,546 shares	96,293,354	129,286,931
CF WTC-CIF EMERGING MARKETS EQTY FD	1,352,316 shares	14,542,191	18,167,693
CF ARTISAN GLOBAL OPPORTUNITIES TRUST FD	1,845,665 shares	41,190,847	48,356,431
CF CITY OF LONDON EMERGING MARKETS COUNTRY FUND	94,426 shares	5,648,326	6,958,594
CF GLOBAL EQUITY LONG-ONLY FUND LP	232,596 shares	42,130,044	48,912,519
CF INVESCO GLOBAL TARGETED RETURNS TRUST - CL C	520,252 shares	55,768,067	57,883,214
CF MELLON EB DV GLOBAL EXP ALPHA I FUND	307,206 shares	45,651,160	57,672,766
CF SSGA MSCI EAFE 100% HEDGED USD INDEX NL ERISA	3,800,282 shares	43,756,415	52,269,079
SSGA MSCI ACWI IMI INDEX NL FUND	629,473 shares	18,281,069	20,886,554
CF LEGAL & GENERAL US LONG DURATION US EQUITY CIT	673,053 shares	72,861,839	96,899,505
SSGA INTERMEDIATE U.S CREDIT INDEX NL FUND	1,306,163 shares	40,981,714	44,967,259
CF STRATEGIC FIXED INCOME FUND INST CL A	3,965,787 shares	43,620,283	47,153,205
CF SSGA S&P 500 (R) FLAGSHIP NL (CM13) FUND	15,600 shares	12,000,000	12,640,257
CF STATE STREET 3-10 YEAR U.S TREAS INDEX NL FD	646,117 shares	12,000,000	11,995,154
		544,725,309	654,049,161

Newell Brands Consolidated Pension Plan

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2019

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Insurance Contracts			
*Gac Aetna Cntrct 379 Participating Annuity Contract		\$ 12,139,903	\$ 12,139,903
*Gac John Hancock Cntrct # 1346 Other Contracts		1,913,501	1,913,501
*Gic Mass Mutual Cntrct #169 Other Contracts		691,631	691,631
The Equitable Life Assurance Society of the United States		946,047	946,047
		<u>15,691,082</u>	<u>15,691,082</u>
Real Estate			
1245 FIRESTONE PARKWAY, AKRON, SUMMIT CO, OHIO 20% INTEREST IN LEASEBK		1	1
1701 BROADVIEW BOULEVARD, NATRONA HTS ALLEGHANY COUNTY, PENNSYLVANIA		19,609	19,609
1701 BROADVIEW HEIGHTS, NATRONA, PA 15065		-	13,400
		<u>19,610</u>	<u>33,010</u>
Partnerships			
ALLIANZGI INTERNATIONAL SMALL-CAP OPPORTUNITIES LLC	25,000,000 partnership units	25,000,000	24,338,016
PANTHEON EUROPE FUND IV LP	2,045,208 partnership units	2,725,012	532,648
PANTHEON EUROPE FUND V-B	2,994,315 partnership units	4,026,169	2,181,070
PANTHEON GLOBAL SECONDARY FUND III B, LP	1 partnership units	1	1,233,647
PANTHEON USA FUND VI, LP	6,976,708 partnership units	6,976,708	4,348,024
RENAISSANCE INSTITUTIONAL EQUITIES FUND LLC (SERIES BB)	15,000,000 partnership units	15,000,000	18,481,311
		<u>53,727,890</u>	<u>51,114,716</u>
Cash Equivalents			
CF BLACKROCK MONEY MARKET FD	313 principal amount	313	313
COLTV SHORT TERM INVT FD	10,194,917 principal amount	10,194,917	10,194,917
		<u>10,195,230</u>	<u>10,195,230</u>
Mutual Funds			
MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH	13,114,738 shares	134,104,232	143,606,382
MFO PIMCO FDS PAC INVT MGMT SER ALL AST FD INSTL CL 722005626	3,945,092 shares	47,208,980	46,867,697
		<u>181,313,212</u>	<u>190,474,079</u>
Hedge Fund			
CF CAXTON GLOBAL INVESTMENTS (INSTITUTIONAL) LIMITED CLASS T-I	14,000 shares	14,000,000	15,295,342
CF SENATOR GLOBAL OPPORTUNITY OFFSHORE FUND CL H1(2% MF) SER 101 JUL 2020	22,500 shares	22,500,000	24,467,569
CF CAXTON GLOBAL INVESTMENTS CL TIA 1-12T2-10-19T1	69,726 shares	7,828,668	10,274,639
		<u>44,328,668</u>	<u>50,037,550</u>
		<u>\$ 1,080,407,355</u>	<u>\$ 1,222,057,254</u>

* Party-in-interest

Schedule SB, line 32 — Schedule of Amortization Bases

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

SHORTFALL BASES			
YEAR ESTABLISHED	OUTSTANDING BALANCE	YEARS REMAINING	2019 INSTALLMENT ¹
2016	\$ 13,139,656	4	\$ 3,467,980
2017	11,538,075	5	2,480,101
2017	261,494	5	56,208 ²
2018	914,419	6	168,623 ³
2018	23,640,795	6	4,359,470
2019	9,159,978	7	1,488,382
Total	\$ 58,654,417		\$ 12,020,764

¹ Unless otherwise noted, installments prior to 2018 are the summation of the five prior plans.

² Three-month installment for Elmer's 10/1/2017 to 12/31/2017 short plan year.

³ Remaining nine-month installment due to Elmer's short plan year.

Schedule SB, line 25 — Change in Method

The change in funding method is the result of the use of substitute mortality tables for male nonannuitants, and male and female annuitants beginning with the plan year commencing January 1, 2019.

The Plan sponsor applied with the Internal Revenue Service for approval to use substitute funding mortality tables beginning with the January 1, 2019 plan year in June 2018. The IRS approved the use of substitute mortality tables on November 27, 2018.

Schedule SB, line 24 — Change in Actuarial Assumptions

- The mortality assumption for male nonannuitants and male and female annuitants was updated to reflect the IRS approved substitute plan specific mortality table with MP2017 projection scale.
- The expense assumption was updated to \$8,530,000 to reflect our expectations for the current plan year.
- The expected return on asset assumption was changed to 5.67% for 2019.

The following assumptions were updated to reflect the results of an experience study conducted in 2019:

- Retirement rates
- Withdrawal rates
- Benefit commencement age
- Form of payment
- Percentage married
- Spouse age difference

Schedule SB, line 23 — Information on Use of Substitute Mortality Tables

On November 27, 2018, the IRS approved the use of substitute mortality tables for the 10-year period from January 1, 2019 through December 31, 2028 for male nonannuitants, and male and female annuitants in the Newell Brands Consolidated Pension Plan.

Pre-retirement mortality for females (female nonannuitants) corresponds to the Section 430(h)(3) prescribed separate static nonannuitant mortality table for females.

From the 33,225 participants in the plan as of January 1, 2019, 4,150 were female nonannuitants.

The substitute mortality tables are constructed based on partial credibility.

The rates were developed using a two-year experience study period, with a base year of 2015. The rates were calculated by adjusting the applicable standard mortality tables in Section 430(h)(3)-1(d) of the Regulations indicated in the table below, using the mortality ratio and credibility weighting factor individually determined for each population, as shown in the table below.

POPULATION	MORTALITY RATIO	CREDIBILITY FACTOR
Male annuitants	1.1860	0.5809
Female annuitants	1.3036	0.6832
Male nonannuitants	1.4647	0.1941