

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 2020 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</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>OWENS CORNING MERGED RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>12/31/1943</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>12/31/1943</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>12/31/1943</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>OWENS CORNING</u> <u>ONE OWENS CORNING PARKWAY</u> <u>TOLEDO, OH 43659</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>43-2109021</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>419-248-8000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>327210</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>43-2109021</u>	2c Plan Sponsor's telephone number <u>419-248-8000</u>	2d Business code (see instructions) <u>327210</u>	
2b Employer Identification Number (EIN) <u>43-2109021</u>					
2c Plan Sponsor's telephone number <u>419-248-8000</u>					
2d Business code (see instructions) <u>327210</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.	10/12/2021	STACY LITKA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☐ Same as Plan Sponsor OWENS CORNING BENEFITS REVIEW ONE OWENS CORNING PARKWAY TOLEDO, OH 43659		3b Administrator's EIN 43-2109021 3c Administrator's telephone number 419-248-8323	
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	10285
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)	3793
a(2) Total number of active participants at the end of the plan year		6a(2)	3444
b Retired or separated participants receiving benefits.....		6b	2140
c Other retired or separated participants entitled to future benefits		6c	3584
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	9168
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	678
f Total. Add lines 6d and 6e		6f	9846
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	2
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 1B 1C b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) 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 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020	
▶ 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 OWENS CORNING MERGED RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF OWENS CORNING	D Employer Identification Number (EIN) 43-2109021
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information		
1	Enter the valuation date: Month 01 Day 01 Year 2020		
2	Assets:		
	a Market value	2a	827423789
	b Actuarial value	2b	798193198
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	2571	337810080
	b For terminated vested participants.....	3921	108021838
	c For active participants	3793	251548945
	d Total.....	10285	697380863
			(3) Total Funding Target
			337810080
			108021838
			253320106
			699152024
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	5.31 %
6	Target normal cost.....	6	6613085

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	
MICHAEL GIBBONS	09/10/2021
Signature of actuary	Date
AON CONSULTING, INC	20-06845
Type or print name of actuary	Most recent enrollment number
4 OVERLOOK POINT LINCOLNSHIRE, IL 60069	847-295-5000
Firm name	Telephone number (including area code)
Address of the firm	

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	128252896
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	22160396
9 Amount remaining (line 7 minus line 8)	0	106092500
10 Interest on line 9 using prior year's actual return of <u>19.64</u> %	0	20836567
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		80726106
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>5.44</u> %		3185975
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		4352302
c Total available at beginning of current plan year to add to prefunding balance		88264383
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	126929067

Part III Funding Percentages		
14 Funding target attainment percentage	14	96.01 %
15 Adjusted funding target attainment percentage	15	112.65 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	87.52 %
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
0	0	0
		(4) 4th 0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %2nd segment:
5.21 %3rd segment:
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

63

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**

6613085

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

0

32 Amortization installments:

Outstanding Balance

Installment

a Net shortfall amortization installment

27887893

9443981

b Waiver amortization installment

0

0

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

16057066

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement

0

16057066

16057066

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 C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2020
		This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan OWENS CORNING MERGED RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 OWENS CORNING	D Employer Identification Number (EIN) 43-2109021	

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
INVESCO TRUST COMPANY
46-3793325

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
D.E. SHAW INVESTMENT MANAGEMENT LLC
20-2455619

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
LIGHTHOUSE INVESTMENT PARTNERS, LLC
20-3528185

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
EVANSTON CAPITAL MANAGEMENT
1560 SHERMAN AVE # 960 EVANSTON, IL 60201

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

AMERICAN CENTURY INVESTMENTS MGMT.

44-0640487

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

WELLS CAPITAL MANAGEMENT

1615 PRECINCT LINE RD STE 106
HURST, TX 76054

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

DIMENSIONAL FUNDS ADVISORS

26-2416846

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

CORECOMMODITY MANAGEMENT, LLC

65-1211841

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

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

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

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

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

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

FIDELITY INVT INSTITUTIONAL OPS CO

04-2647786

(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	673206	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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 51	NONE	330780	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

RYAN LABS ASSET MANAGEMENT INC.

47-3503928

(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 51	NONE	292891	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)

NORTHERN TRUST CORPORATION

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	TRUSTEE	240803	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

AMERICAN EXPRESS ASSET MGMT

41-1533211

(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 51	NONE	178810	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILSHIRE ASSOCIATES INCORPORATED

95-2755361

(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?
17 50	NONE	160000	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)

AON CONSULTING

22-2232264

(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	136584	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MACQUARIE INVT MGMNT ADVISORS

23-2859590

(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 51 68	NONE	127268	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

OC SALES, LLC

43-2109021

(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?
14 50	AFFILIATE-PLAN SPONSOR	93972	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)

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 51 68	NONE	87390	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PANAGORA ASSET MANAGEMENT

04-3063840

(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	87257	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

THREE PEAKS CAPITAL MANAGEMENT LLC

56-2355177

(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	NONE	68134	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)

COPPER ROCK CAPITAL PARTNERS LLC

75-3179897

(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 71	NONE	31926	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

BLACKROCK

13-3806691

(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	28000	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PLANTE & MORAN PLLC

38-1357951

(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	27000	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)

GROOM LAW GROUP CHARTERED

52-1219029

(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	20096	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MERCER HR CONSULTING

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?
16 50	NONE	17583	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TOWERS WATSON DELAWARE INC.

53-0181291

(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 17 50	NONE	17130	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:	MARGARET E. SMITH	b EIN:	53-0181291
c Position:	ENROLLED ACTUARY		
d Address:	26555 EVERGREEN ROAD SUITE 1600 SOUTHFIELD, MI 48076	e Telephone:	248-936-7700

Explanation: CHANGE IN THE BUSINESS ORGANIZATION PROVIDING ACTUARIAL SERVICES TO THE PLAN.

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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan <u>OWENS CORNING MERGED RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>OWENS CORNING</u>	D Employer Identification Number (EIN) <u>43-2109021</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MONEY MARKET FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY NA</u>		
c EIN-PN <u>94-3112180-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>197</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MSCI ACWI EX-US</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY NA</u>		
c EIN-PN <u>94-3112180-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>103914745</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 3000 INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY NA</u>		
c EIN-PN <u>94-3302956-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>37942497</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>US DEBT INDEX FUND E</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY NA</u>		
c EIN-PN <u>94-3149397-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>153726483</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DE SHAW US BROAD MARKET CORE ALPHA</u>		
b Name of sponsor of entity listed in (a): <u>DE SHAW INVESTMENT MGT LLC</u>		
c EIN-PN <u>20-2455619-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>33230880</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CF WELLS FARGO EMERGING MARKETS EQY</u>		
b Name of sponsor of entity listed in (a): <u>WELLS CAPITAL MANAGEMENT INC.</u>		
c EIN-PN <u>45-2081287-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>18118017</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO BALANCED RISK COMMODITY TRU</u>		
b Name of sponsor of entity listed in (a): <u>INVESTCO ADVISERS, INC.</u>		
c EIN-PN <u>27-1980766-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: CORE COMMODITY MGMT FOUNDERS II CAY

b Name of sponsor of entity listed in (a): CORECOMMODITY MANAGEMENT, LLC

c EIN-PN 65-1211841-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: COLTV SHORT TERM INVT FUND

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS INC.

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) 5232814
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a Name of MTIA, CCT, PSA, or 103-12 IE: WEATHERLOW OFFSHORE FUND II LTD CLA

b Name of sponsor of entity listed in (a): EVANSTON CAPITAL MANAGEMENT, LLC

c EIN-PN 98-0464288-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 26085353
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a Name of MTIA, CCT, PSA, or 103-12 IE: LIGHTHOUSE GLOBAL LONG/SHORT FUND L

b Name of sponsor of entity listed in (a): LIGHTHOUSE INVESTMENT PARTNERS, LLC

c EIN-PN 20-3528185-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25657559
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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)
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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)
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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)
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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)
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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)
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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)
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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
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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 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan OWENS CORNING MERGED RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 OWENS CORNING	D Employer Identification Number (EIN) 43-2109021	

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	75167	217322
b Receivables (less allowance for doubtful accounts):				
(1) Employer contributions		1b(1)	100000000	0
(2) Participant contributions.....		1b(2)		
(3) Other		1b(3)	3539880	7571414
c General investments:				
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	3078240	2807498
(2) U.S. Government securities		1c(2)	102035651	87198771
(3) Corporate debt instruments (other than employer securities):				
(A) Preferred		1c(3)(A)	17449209	21805574
(B) All other.....		1c(3)(B)	168358344	229250474
(4) Corporate stocks (other than employer securities):				
(A) Preferred		1c(4)(A)		
(B) Common		1c(4)(B)	107334825	50984887
(5) Partnership/joint venture interests		1c(5)		
(6) Real estate (other than employer real property)		1c(6)		
(7) Loans (other than to participants).....		1c(7)		
(8) Participant loans		1c(8)		
(9) Value of interest in common/collective trusts		1c(9)	273849417	403908545
(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)		
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	49813760	31615482
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)		
(15) Other.....		1c(15)	8226925	11963969

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	833761418	847323936

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	619048	362260
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	1053757	1504702
k Total liabilities (add all amounts in lines 1g through 1j)	1k	1672805	1866962

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	832088613	845456974
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	18866	
(B) U.S. Government securities	2b(1)(B)	1890099	
(C) Corporate debt instruments	2b(1)(C)	8434197	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other	2b(1)(F)	813639	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		11156801
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)	1349841	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2048589	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3398430
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	700876173	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	717553712	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-16677539
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	72820760	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		72820760

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		17009041
(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)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-1173337
c Other income	2c		294616
d Total income. Add all income amounts in column (b) and enter total.....	2d		86828772

Expenses**e** Benefit payment and payments to provide benefits:

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	70494510	
(2) To insurance carriers for the provision of benefits	2e(2)	-3341013	
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		67153497
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)	1051598	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	1145066	
(4) Other.....	2i(4)	4110250	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		6306914
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		73460411

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		13368361
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 Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **PLANTE & MORAN PLLC**

(2) EIN: **38-1357951**

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.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
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.)			
4b		X	
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?	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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.)	X		
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.)	X		
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
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 Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4342005.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under 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). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan OWENS CORNING MERGED RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 OWENS CORNING	D Employer Identification Number (EIN) 43-2109021

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): 25-1442864		
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	300

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
---------	--

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

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
--	--	--	--	---

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2020
v. 200204

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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)..... b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)..... c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) through (c)	
a Enter the percentage of plan assets held as: Stock: <u>36.0</u> % Investment-Grade Debt: <u>43.0</u> % High-Yield Debt: <u>6.0</u> % Real Estate: <u>0.0</u> % Other: <u>15.0</u> %	
b Provide the average duration of the combined investment-grade and high-yield debt: ☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more	
c What duration measure was used to calculate line 19(b)? ☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):	
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 _____	

Owens Corning Merged Retirement Plan

Financial Report
December 31, 2020

Owens Corning Merged Retirement Plan

Contents

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Schedule of Assets Held at End of Year	Schedule 2

Independent Auditor's Report

To the Plan Administrator
Owens Corning Merged Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Owens Corning Merged Retirement Plan (the "Plan"), which comprise the statement of net assets available for benefits as of December 31, 2020 and 2019 and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by The Northern Trust Company (the "Trustee"), except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the Trustee holds the Plan's investment assets and executes related transactions. The plan administrator has obtained certifications from the Trustee as of and for the years ended December 31, 2020 and 2019 that the information provided to the plan administrator 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 of assets held at end of year as of December 31, 2020 and reportable transactions for the year ended December 31, 2020 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA 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.

To the Plan Administrator
Owens Corning Merged Retirement Plan

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 Trustee, 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 ERISA.

Plante & Moran, PLLC

Toledo, Ohio
September 30, 2021

Owens Corning Merged Retirement Plan

Statement of Net Assets Available for Benefits

December 31, 2020 and 2019		
	2020	2019
Assets		
Investments at fair value:		
U.S. government, state, municipal, and corporate securities	\$ 338,254,819	\$ 287,843,204
Corporate stocks	50,984,887	107,334,825
Mutual funds	31,615,482	49,813,760
Interest-bearing cash	2,807,498	3,078,240
Foreign debt securities	11,963,969	8,226,925
Common collective trust funds	318,934,753	188,036,467
Limited liability corporation	33,230,880	38,825,995
Pooled investment funds - Hedge funds	51,742,912	46,986,955
Total investments at fair value	839,535,200	730,146,371
Contributions receivable	-	100,000,000
Due from broker for securities sold	875,874	350,997
Accrued income	305,488	295,531
Accrued interest and dividends	3,049,039	2,893,352
Non-interest-bearing cash	217,322	75,167
Other assets (Note 2)	3,341,013	-
Total assets	847,323,936	833,761,418
Liabilities		
Accrued liabilities	362,260	619,048
Due to broker for securities purchased	1,504,702	1,053,757
Total liabilities	1,866,962	1,672,805
Net Assets Available for Benefits	\$ 845,456,974	\$ 832,088,613

Owens Corning Merged Retirement Plan

Statement of Changes in Net Assets Available for Benefits

Years Ended December 31, 2020 and 2019

	2020	2019
Additions		
Employer contributions	\$ -	\$ 100,000,000
Investment income:		
Interest and dividends	14,555,231	19,118,674
Net realized and unrealized gains on investments	71,978,925	120,409,222
Other investment income	294,616	263,447
Total investment income	86,828,772	139,791,343
Total additions	86,828,772	239,791,343
Deductions		
Benefits paid directly to participants or beneficiaries	70,494,510	66,225,376
Purchase of annuity contract (Note 2)	(3,341,013)	83,259,000
Administrative expenses	6,306,914	10,323,139
Total deductions	73,460,411	159,807,515
Net Increase	13,368,361	79,983,828
Net Assets Available for Benefits		
Beginning of year	832,088,613	752,104,785
End of year	<u><u>\$ 845,456,974</u></u>	<u><u>\$ 832,088,613</u></u>

December 31, 2020 and 2019

Note 1 - Plan Description

The following description of Owens Corning Merged Retirement Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General

Owens Corning Merged Retirement Plan is a defined benefit plan created by a merger, effective January 1, 1996, of Owens Corning Hourly Employees' Retirement Plan, Owens Corning Retirement Benefits Plan, and Owens Corning Cash Balance Plan (formerly, Owens Corning Salaried Employees' Retirement Plan) (collectively, the "Prior Plans"). The Plan consists of three separate benefit structures (the "Benefit Part"), which continue with some minor modifications to the benefit structures contained in the Prior Plans. All contributions to the Plan are made by Owens Corning (the "Company"). The Northern Trust Company (the "Trustee") serves as the trustee of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Hourly Employees Retirement Plan Benefit Part

This Benefit Part covers certain designated groups of hourly employees of the Company and its participating affiliates. Hourly employees covered under this Benefit Part become participants in the Plan on January 1 or July 1 following completion of one year of employment in which the employee has at least 1,000 hours of vesting service.

Generally, all participants with five or more qualified years of service are eligible under this Benefit Part for the benefits described in the following paragraphs.

Normal retirement benefits consist of annuities payable monthly to all qualified participants who retire at or after age 65. At most locations, the amount of the annuity is equal to a fixed benefit level for the associated plant rate group multiplied by the total years of credited service. At certain locations, the normal monthly retirement benefits are equal to the greatest of the following:

1. The participant's accrued benefits as of December 31, 1994, plus a fixed-dollar benefit level for the associated plant rate group, multiplied by the years of credited service after December 31, 1994
2. A fixed-dollar benefit level for the associated plant rate group multiplied by the total years of credited service
3. \$15 times all years of credited service

Early retirement benefits are available to certain classes of participants with 10 or more years of vesting service who retire within 10 years of Social Security normal retirement age. With respect to other classes of participants, early retirement benefits are available to individuals who have attained at least age 55 and who have 10 or more years of vesting service. Depending upon age at retirement, these benefits vary from 65 percent to 100 percent of normal retirement benefits.

Benefit options upon retirement are available, which guarantee annuity payments for various periods and can provide for continued payments to designated survivors in the event of a participant's death. Participants may also elect a lump-sum distribution of benefits. For some participants, the lump-sum form is only payable on the portion of the benefit earned prior to 1995. Lump-sum distributions are valued using interest rates based on the annual rate of interest on 30-year Treasury securities and 1994 Group Annuity Reserving Tables.

December 31, 2020 and 2019

Note 1 - Plan Description (Continued)

Vested termination benefits are payable to qualified participants who terminate employment with the Company after five or more years of vesting service. The benefit is payable in the form of an annuity, which commences at age 65, or a reduced benefit is available after age 55. Participants may also elect a lump-sum distribution of benefits. For some participants, the lump-sum form is only payable on the portion of the benefit earned prior to 1995. Lump-sum distributions are calculated using interest rates and mortality tables prescribed by the Pension Benefit Guaranty Corporation (PBGC) and are actuarially reduced if paid prior to a certain age (which varies according to covered employee group).

Death, prior to retirement, of an active participant with at least five years of vesting service qualifies an eligible spouse or an orphan to receive an annuity equal to 50 percent of the accrued benefit at date of death, reduced by the appropriate early retirement factors.

The above descriptions are intended as general descriptions of the provisions under this Benefit Part of the Plan. Calculations of individual benefit levels require reference to specific benefit provisions.

Retirement Benefits Plan Benefit Part

This Benefit Part covers certain designated groups of hourly employees of the Company who are not covered under the Owens Corning Hourly Employees' Retirement Plan Benefit Part described above. Employees covered under this Benefit Part become participants in the Plan on January 1 or July 1 following completion of one year of employment in which the employee has at least 1,000 hours of vesting service.

Generally, all participants with five or more qualified years of service are eligible under this Benefit Part for the benefits described in the following paragraphs.

Normal retirement benefits consist of annuities payable monthly to all qualified participants who retire at or after age 65. This Benefit Part provides a fixed-dollar benefit, with amounts varying by plan, for each year of service subsequent to December 31, 1976.

For married participants, unless otherwise elected, the actuarial equivalent of these same benefits is paid in the form of a reduced annuity for the life of the participant with a 50 percent survivor annuity payable to the participant's spouse, unless other options are chosen.

In the event of permanent and total disability, participants with five or more qualified years of service are eligible for disability benefits comparable to the normal retirement benefits described above.

Death, prior to retirement, of an active participant with at least five years of service qualifies an eligible spouse to receive an annuity when the participant would have reached age 65 equal to 50 percent of the accrued benefit at date of death.

Vested benefits are payable to qualified participants who terminate employment with the Company after five or more years of vesting service. The benefit is payable in the form of an annuity, which commences at age 65, and is computed in the same manner as the normal retirement benefit described above.

The above descriptions are intended as general descriptions of the provisions under this Benefit Part of the Plan. Calculations of individual benefit levels require reference to specific benefit provisions.

Cash Balance Plan Benefit Part

This Benefit Part covers substantially all salaried employees of the Company, as well as corporate hourly employees and certain other designated groups of hourly employees. Eligible employees become participants under this Benefit Part upon commencement of employment with the Company.

Participants hired after January 1, 2003 with five or more qualified years of service, or with three or more years of service for those hired prior to that date, are eligible under this Benefit Part for the benefits described in the following paragraphs.

December 31, 2020 and 2019

Note 1 - Plan Description (Continued)

Under this Benefit Part, a participant's accrued benefit is equal to the greater of (i) his or her accrued benefit determined under the terms of the prior Owens Corning Salaried Employees' Retirement Plan as of December 31, 1995 (the "Grandfathered Benefit") or (ii) the balance in his or her notional cash balance account. On and after December 31, 1995, no further benefits will accrue under the benefit formula contained in the prior Owens Corning Salaried Employees' Retirement Plan (the "Prior Formula"). Instead, certain credits will be made each month to participants' cash balance accounts, and these accounts will be credited with interest at a prescribed rate until payment of benefits commences. However, the Grandfathered Benefits of those participants who were at least age 40 and completed at least 10 years of vesting service as of the date their participation in the Owens Corning Cash Balance Plan began will be calculated as though the participants had continued to accrue benefits under the Prior Formula through the earlier of their termination of employment or the end of the five-year period after their participation in the Owens Corning Cash Balance Plan began. The vesting requirement for the Plan is three years.

Upon termination of employment, or at any time thereafter, participants are eligible for the higher of their Grandfathered Benefit (if applicable) or cash balance account in a single lump sum. Lump-sum distributions are valued using interest rates based on the annual rate of interest on 30-year Treasury securities and 1994 Group Annuity Reserving Tables. Also available are benefit options, which guarantee annuity payments for various periods and can provide for continued payments to designated survivors in the event of a participant's death. Distributions of a participant's Grandfathered Benefits will be actuarially reduced according to tables contained in the Plan if made prior to a certain age, which is dependent on the participant's year of birth.

The above descriptions are intended as general descriptions of the provisions under this Benefit Part of the Plan. Calculations of individual benefit levels require reference to specific benefit provisions.

On August 31, 2009, the Company elected to freeze additional pay and transition credits related to Owens Corning Cash Balance Plan, which was effective as of January 1, 2010.

Contributions

The Company maintains a funding standard account with annual contributions to the Plan determined on an actuarial basis but in no instance below the minimum required by Section 412 of the Internal Revenue Code. All contributions to the Plan are made by the Company. No voluntary employee contributions are allowed.

Funding Policy

The Company's policy is to fund at least the minimum amount required by ERISA; however, the Company periodically makes discretionary contributions to meet certain business or pension funding strategies. The Company has met the ERISA minimum required contributions for the calendar years ended December 31, 2020 and 2019 through a combination of cash contributions and the application of available funding balances.

Party-in-interest Transactions

Certain plan assets are in investment funds managed by The Northern Trust Company or its affiliates. The Northern Trust Company is the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

December 31, 2020 and 2019**Note 2 - Summary of Significant Accounting Policies*****Investment Valuation***

The Plan's investments are stated at fair value.

The common collective trust funds, pooled investment funds, and investments in limited liability corporations are valued at net asset value per share (NAV) (or its equivalent) of the funds, which is based on the fair value of the funds' underlying assets. The U.S. government, state, municipal, and corporate debt securities and foreign debt securities are valued using quoted market prices and other market data for the same or comparable instruments and transactions in establishing the prices, discounted cash flow models, and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve, as well as other relevant economic measures. The interest-bearing cash is valued at fair value based on its outstanding balance. All other investments are valued based on quoted market prices reported in active markets. See Note 7 for additional information.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

The Company has elected, in accordance with the plan document, to have eligible administrative expenses paid by the Plan.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable, under the Plan's provisions, to the service employees have rendered. These include benefits expected to be paid to the following:

- (a) Retired or terminated employees or their beneficiaries
- (b) Beneficiaries of employees who have died
- (c) Present employees or their beneficiaries

Actuarial Assumptions

The actuarial present value of accumulated plan benefits is determined by an actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and probability of payment between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuation of the Plan at December 31, 2019 are summarized as follows:

Actuarial cost method	Standard unit credit
Assumed rate of return	6.50 percent per annum
Healthy mortality	Base table: Pri-2012, collar adjusted. Mortality improvement scale: Generational projections with modified MP-2019 scale
Disabled mortality	Base table: Same as healthy assumption but using disabled retiree rates without collar adjustments. Mortality improvement scale: Same as healthy assumption

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.

December 31, 2020 and 2019

Note 2 - Summary of Significant Accounting Policies (Continued)

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 assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plan and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and participant demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. 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 statement of net assets available for benefits.

Annuity Contract

In October 2019, the Plan purchased an annuity contract from Minnesota Life Insurance Company. Under the agreement, Minnesota Life Insurance Company assumed the obligation to pay future pension benefits, starting on January 1, 2020, for certain participants of the Plan whose monthly benefit amounts commenced prior to January 1, 2019 and were \$600 or less per month. The purchase price of the annuity contract was \$83,259,000. Subsequent to year end, the Plan received a refund of approximately \$3,341,000 as an adjustment to the purchase price, which was recorded as an other asset as of December 31, 2020. The refund has not been reflected in the actuarial present value of accumulated plan benefits at December 31, 2019. These contracts and related obligations are excluded from the Plan's financial statements.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including September 30, 2021, which is the date the financial statements were available to be issued.

Note 3 - Unaudited Information

The Northern Trust Company holds the Plan's investments and executes all investment transactions. The investment balances and related investment income and losses included in the accompanying financial statements and supplemental schedules of assets held at end of year and reportable transactions are based solely on information certified by the Trustee.

December 31, 2020 and 2019**Note 4 - Accumulated Plan Benefits**

The actuarial present value of accumulated plan benefits is determined by consulting actuaries from Aon. The calculation of the accumulated plan benefits attributable to participants in the Plan, which was made as of and for the year ended December 31, 2019, the most recent actuarial valuation, is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving benefit payments	\$ 297,595,356
Other participants	<u>340,664,822</u>
Total vested benefits	638,260,178
Nonvested benefits	<u>295,766</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 638,555,944</u></u>

A summary of significant changes in the actuarial present value of accumulated plan benefits during the year ended December 31, 2019 is as follows:

Actuarial present value of accumulated plan benefits - Beginning of year	\$ 698,443,839
Increase (decrease) during the year attributable to:	
Benefits accumulated	28,638,866
Interest accumulated	44,946,348
Annuity contract premium (Note 2)	(83,259,000)
Benefits paid	(66,225,376)
Changes in actuarial assumptions	<u>16,011,267</u>
Net decrease	<u>(59,887,895)</u>
Actuarial present value of accumulated plan benefits - End of year	<u><u>\$ 638,555,944</u></u>

Changes in actuarial assumptions occurring during the year ended December 31, 2019 included updating the mortality base table from the RP-2014 table to the Pri-2012 table, updating the mortality projection scale from the MP-2018 scale to the MP-2019 scale, updating the rate of return from 6.75 percent to 6.50 percent, and updating various assumptions affecting the expected timing and amounts of benefits, such as retirement rates, withdrawal rates, disability incidence assumptions, and form of payment assumptions.

December 31, 2020 and 2019

Note 5 - Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to terminate the Plan. In the event the Plan terminates, the net assets of the Plan will be allocated generally to provide the following benefits in the order indicated:

1. To provide for expenses of the Plan, including any expenses relating to the termination of the Plan
2. To provide benefits to participants who were transferred into the Plan from another qualified plan of the sponsor within five years prior to the date of termination of the Plan to the extent they had assets representing their accrued benefits transferred into the Plan
3. To provide benefits to participants (and to spouses and beneficiaries of participants) who were eligible for benefits or who would have been eligible for benefits had they retired within three years prior to the termination of the Plan
4. To provide benefits to participants (and to spouses and beneficiaries of participants) who have retired or who are eligible to retire on the date of the termination of the Plan
5. To provide benefits to participants and former participants not eligible to retire but who are eligible for deferred retirement benefits, as defined by the Plan
6. To provide benefits to participants not included in the above paragraphs
7. Any excess remaining after the above allocation will revert to the plan sponsor, Owens Corning.

The PBGC insures certain benefits under the Plan if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivors' 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, which is adjusted periodically, of 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 those benefits and may also depend on the level of benefits guaranteed by the PBGC.

Note 6 - Tax Status

The Plan has received a determination letter from the Internal Revenue Service indicating that the Plan, as designed, is qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC). Accordingly, no provision for income taxes has been made in the accompanying financial statements.

Note 7 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

The following tables present information about the Plan's assets measured at fair value on a recurring basis at December 31, 2020 and 2019.

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Plan has the ability to access.

December 31, 2020 and 2019

Note 7 - Fair Value Measurements (Continued)

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset. These Level 3 fair value measurements are based primarily on management's own estimates using pricing models, discounted cash flow methodologies, or similar techniques taking into account the characteristics of the asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plan's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Assets Measured at Fair Value on a Recurring Basis at December 31, 2020			
	Investments (at Fair Value)	Level 1	Level 2
U.S. government, state, municipal, and corporate debt securities	\$ 338,254,819	\$ -	\$ 338,254,819
Corporate stocks	50,984,887	50,984,887	-
Mutual funds	31,615,482	31,615,482	-
Interest-bearing cash	2,807,498	-	2,807,498
Foreign debt securities	11,963,969	-	11,963,969
Total	435,626,655	\$ 82,600,369	\$ 353,026,286
Investments measured at NAV:			
Common collective trust funds:			
Debt securities (1)	153,726,483		
Equity (2)	159,975,259		
Money market funds (3)	5,233,011		
Limited liability corporation (4)	33,230,880		
Pooled investment fund - Hedge funds (5)	51,742,912		
Total investments at fair value	\$ 839,535,200		

Notes to Financial Statements

December 31, 2020 and 2019

Note 7 - Fair Value Measurements (Continued)

Assets Measured at Fair Value on a Recurring Basis at December 31, 2019			
	Investments (at Fair Value)	Level 1	Level 2
U.S. government, state, municipal, and corporate debt securities	\$ 287,843,204	\$ -	\$ 287,843,204
Corporate stocks	107,334,825	107,334,825	-
Mutual funds	49,813,760	49,813,760	-
Interest-bearing cash	3,078,240	-	3,078,240
Foreign debt securities	8,226,925	-	8,226,925
Total	456,296,954	\$ 157,148,585	\$ 299,148,369
Investments measured at NAV:			
Common collective trust funds:			
Debt securities (1)	32,552,329		
Equity (2)	91,487,554		
Money market funds (3)	2,629,893		
Commodity funds (6)	61,366,691		
Limited liability corporation (4)	38,825,995		
Pooled investment fund - Hedge funds (5)	46,986,955		
Total investments at fair value	\$ 730,146,371		

- (1) This class represents investments in actively managed common collective trust funds that invest in a variety of fixed-income investments, which may include corporate bonds, both U.S. and non-U.S. municipal securities, and wrapper contracts.
- (2) This class represents investments in actively managed common collective trust funds and collective investment trusts that invest in equity securities, which may include common stocks, options, and futures.
- (3) This class represents investments in an actively managed common collective trust fund that primarily invests in fixed-income securities, including, but not limited to, bonds, notes, or other investments, such as government securities, commercial paper, certificates of deposit, master notes, or variable-amount notes, with the objective of providing high current income consistent with the preservation of capital and the maintenance of liquidity.
- (4) This class represents investments in a limited liability company with investments in both equity and debt securities. The investments may include common stock, corporate bonds, U.S. and non-U.S. municipal securities, interest rate swaps, options, and futures. A request for redemption must be received by the 15th of the month to receive funds at the end of the month.
- (5) This class represents investments in actively managed pooled investment hedge funds that invest primarily in equity securities. For one of these funds, redemptions are restricted to occurring quarterly with 60 days' prior written notice or monthly with 90 days' prior written notice. For one of the funds, a request for redemption must be received at least 65 days prior to the requested date.
- (6) This class represents investments in actively managed common collective trust funds that invest primarily in derivatives and other commodity-linked instruments whose performance is expected to correspond to the performance of the underlying commodity, without investing directly in the physical commodity.

There were no unfunded commitments on the investments at NAV described above. There were no redemption restrictions on the investments at NAV except as disclosed.

Owens Corning Merged Retirement Plan

Schedule of Reportable Transactions

Form 5500, Schedule H, Line 4j
EIN 43-2109021, Plan No. 001
Year Ended December 31, 2020

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Category (i) - A single transaction that amounts to more than 5 percent of the beginning value of total plan assets:						
Northern Trust	CF BlackRock MSCI ACWI MIN VOL Index Fund	\$ 67,515,493	\$ -	\$ 67,515,493	\$ 67,515,493	\$ -
Northern Trust	CF BlackRock US Debt Index Fund E	107,000,000	-	107,000,000	107,000,000	-
Northern Trust	COLTV Short Term Invt Fund	90,000,000	-	90,000,000	90,000,000	-
Northern Trust	COLTV Short Term Invt Fund	-	107,013,333	107,013,333	107,013,333	-
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Northern Trust	CF BlackRock MSCI ACWI MIN VOL Index Fund:					
	Purchases - 4	99,717,778	-	99,717,778	99,717,778	-
	Sales - 1	-	8,000,000	7,245,297	8,000,000	754,703
Northern Trust	CF BlackRock Russell 3000 Index Fund:					
	Purchases - 2	13,000,000	-	13,000,000	13,000,000	-
	Sales - 2	-	34,000,000	28,918,241	34,000,000	5,081,759
Northern Trust	CF BlackRock US Debt Index Fund E:					
	Purchases - 5	159,000,000	-	159,000,000	159,000,000	-
	Sales - 11	-	40,000,000	38,084,745	40,000,000	1,915,255
Northern Trust	COLTV Short Term Invt Fund:					
	Purchases - 448	401,645,338	-	401,645,338	401,645,338	-
	Sales - 428	-	399,042,221	399,042,221	399,042,221	-
Northern Trust	U.S. Treasury Bond 2.375% Due 11-15-2049:					
	Purchases - 391	47,572,064	-	47,572,064	47,572,064	-
	Sales - 446	-	46,592,143	46,681,652	46,592,143	(89,509)
Northern Trust	U.S. Treasury Bond 1.25% Due 5-15-2050:					
	Purchases - 359	30,944,997	-	30,944,997	30,944,997	-
	Sales - 298	-	26,623,933	26,928,166	26,623,933	(304,233)
Northern Trust	U.S. Treasury N/B 2% Due 215-2050:					
	Purchases - 342	43,206,357	-	43,206,357	43,206,357	-
	Sales - 408	-	42,472,506	42,188,466	42,472,506	284,040

There were no Category (ii) or (iv) reportable transactions during the year.

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Non-Interest Bearing Cash - USD</i>			
AUD - Australian dollar	16,421.870	16,421.87	16,421.87
CAD - Canadian dollar	576.000	576.00	576.00
CHF - Swiss franc	21,644.260	21,644.26	21,644.26
DKK - Danish krone	84.890	84.89	84.89
EUR - Euro	66,978.860	66,978.86	66,978.86
GBP - British pound sterling	25,908.130	25,908.13	25,908.13
HKD - Hong Kong dollar	6,475.390	6,475.39	6,475.39
JPY - Japanese yen	74,924.390	74,924.39	74,924.39
KRW - South Korean won	1.920	1.92	1.92
NOK - Norwegian krone	49.030	49.03	49.03
NZD - New Zealand dollar	2,322.040	2,322.04	2,322.04
SEK - Swedish krona	113.760	113.76	113.76
SGD - Singapore dollar	652.220	652.22	652.22
USD - United States dollar	1,169.130	1,169.13	1,169.13
Total - all currencies		217,321.89	217,321.89
Total Non-Interest Bearing Cash - USD		217,321.89	217,321.89
<i>Receivables - Other - USD</i>			
Pending trade sales: United States dollar	0.000	694,589.63	694,589.63
Total - all currencies		694,589.63	694,589.63
Pending trade sales: United States dollar	0.000	181,284.48	181,284.48
Total - all currencies		181,284.48	181,284.48
Total Receivables - Other - USD		875,874.11	875,874.11

** All or a portion of this security participates in Securities Lending.

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Interest Bearing Cash - USD</i>			
USD - United States dollar	2,807,497.510	2,807,497.51	2,807,497.51
Total - all currencies		2,807,497.51	2,807,497.51
Total Interest Bearing Cash - USD		2,807,497.51	2,807,497.51
<i>U.S. Government Securities</i>			
United States - USD			
FHLB BD 5.5 07-15-2036 CUSIP: 3133XGAY0	75,000.000	103,155.75	115,872.64
FHLMC DTD 10/25/2000 6.75 03-15-2031 CUSIP: 3134A4AA2	455,000.000	664,714.05	701,070.51
FHLMC MTN 6.25 07-15-2032 SEDOL: B86ZQC8	350,000.000	496,597.50	540,757.08
FNMA NT 5.625 07-15-2037 CUSIP: 31398AFD9	280,000.000	387,343.60	444,209.68
FNMA 7.25 05-15-2030 CUSIP: 31359MFP3	280,000.000	420,226.80	433,788.26
TENNESSEE VY AUTH GLOBAL PWR BD SER A 4.25% DUE 09-15-2065 REG SEDOL: BYTX2R8	150,000.000	169,876.50	226,315.85
TENNESSEE VY AUTH GLOBAL PWR BD 2009 SERC 5.25% DUE 09-15-2039 REG SEDOL: B4NTYJ8	200,000.000	261,558.00	300,472.64
UNITED STATES OF AMER TREAS BONDS DTD 02/15/2015 2.5% DUE 02-15-2045 REG SEDOL: BVVT273	1,180,000.000	1,455,732.81	1,407,196.09
UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG SEDOL: BYZ2TS9	115,000.000	135,137.18	137,384.57
UNITED STATES TREAS BDS 2.25% DUE 08-15-2046 CUSIP: 912810RT7	2,465,000.000	2,153,783.89	2,813,759.00
UNITED STATES TREAS BDS 2.875% DUE 11-15-2046 SEDOL: BZ1BP67	1,735,000.000	1,939,103.25	2,216,665.82
UNITED STATES TREAS BDS .. 3.125% DUE 11-15-2041 REG SEDOL: B6ZKRY9	820,000.000	978,442.48	1,072,438.28
UNITED STATES TREAS BDS BD 3.75% DUE 08-15-2041 REG SEDOL: BZ56WG7	405,000.000	483,032.11	575,495.51
UNITED STATES TREAS BDS BDS 3% DUE 05-15-2042 REG SEDOL: BYQLTY1	325,000.000	433,011.72	417,993.16

** All or a portion of this security participates in Securities Lending.

Northern Trust - Dol

Schedule 2

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>U.S. Government Securities</i>			
United States - USD			
UNITED STATES TREAS BDS DTD 3.125% 05-15-2048 SEDOL: BD59D47	1,285,000.000	1,615,144.25	1,724,911.72
UNITED STATES TREAS BDS DTD 00209 3.5% DUE 02-15-2039 REG CUSIP: 912810QA9	1,840,000.000	2,066,888.23	2,498,590.63
UNITED STATES TREAS BDS DTD 00210 4.25% DUE 05-15-2039 REG SEDOL: BYQLTZ2	75,000.000	110,871.09	111,298.83
UNITED STATES TREAS BDS DTD 00247 2.5% DUE 02-15-2046 REG SEDOL: BZ56WT0	505,000.000	612,369.59	603,317.19
UNITED STATES TREAS BDS DTD 00271 1.125%DUE 08-15-2040 SEDOL: BKVKF47	360,000.000	344,939.06	340,818.75
UNITED STATES TREAS BDS DTD 08/15/2020 1.375% 08-15-2050 SEDOL: BMDNWD6	5,755,000.000	5,374,712.65	5,389,917.19
UNITED STATES TREAS BDS DTD 11/15/2012 2.75% DUE 11-15-2042 REG SEDOL: BZ56WH8	3,845,000.000	4,801,504.29	4,763,744.72
UNITED STATES TREAS BDS DTD 2.75% 08-15-2047 SEDOL: BF53YK6	2,773,000.000	2,928,081.31	3,476,540.44
UNITED STATES TREAS BDS DTD 2.75% 11-15-2047 SEDOL: BF92XY6	2,890,000.000	2,755,071.32	3,626,724.24
UNITED STATES TREAS BDS TBOND FIXED 3% 02-15-2049 SEDOL: BJ7G9G2	825,000.000	1,173,074.33	1,088,226.56
UNITED STATES TREAS BDS TREASURY BOND 2.375% DUE 11-15-2049 REG SEDOL: BKVKB94	720,000.000	890,412.60	845,803.12
UNITED STATES TREAS BDS 00202 4.75% DUE 02-15-2037 REG SEDOL: BYQLV45	230,000.000	363,444.01	350,615.23
UNITED STATES TREAS BDS 00203 5% DUE 05-15-2037 REG SEDOL: BSTJVX3	185,000.000	302,706.25	289,951.37
UNITED STATES TREAS BDS 00245 2.875% DUE 08-15-2045 REG SEDOL: BYSJ1Z8	695,000.000	895,188.99	884,251.76
UNITED STATES TREAS BDS 1.125% 05-15-2040 REG SEDOL: BMFKWB3	2,905,000.000	2,813,318.30	2,757,934.38
UNITED STATES TREAS BDS 1.25% DUE 05-15-2050 SEDOL: BMHCRG7	4,355,000.000	4,016,830.72	3,950,801.57
UNITED STATES TREAS BDS 2.25% 08-15-2049 SEDOL: BK9DLC8	1,945,000.000	2,339,015.86	2,225,885.35
UNITED STATES TREAS BDS 2.875 DUE DUE 05-15-2043 CUSIP: 912810RB6	2,965,000.000	2,744,655.95	3,748,408.59

** All or a portion of this security participates in Securities Lending.

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>U.S. Government Securities</i>			
United States - USD			
UNITED STATES TREAS BDS 2.875% 05-15-2049 REG SEDOL: BK1WYF3	200,000.000	232,951.78	258,218.76
UNITED STATES TREAS BDS 3.0% DUE 08-15-2048 SEDOL: BFZLQN7	2,100,000.000	2,453,557.33	2,762,566.40
UNITED STATES TREAS BDS 3.0% DUE 02-15-2048 CUSIP: 912810SA7	815,000.000	802,269.72	1,069,878.52
UNITED STATES TREAS BDS 3.375 05-15-2044REG SEDOL: BYQLTW9	1,200,000.000	1,651,704.32	1,641,046.87
UNITED STATES TREAS BDS 3.625 DUE 02-15-2044 TBOND SEDOL: BJT0ZC0	1,375,000.000	1,875,620.91	1,947,075.20
UNITED STATES TREAS BDS 3.625 DUE 08-15-2043 SEDOL: BCZQWC2	1,425,000.000	1,893,828.45	2,012,478.51
UNITED STATES TREAS BDS 3.75 DUE 11-15-2043 REG SEDOL: BGK9QZ5	360,000.000	517,729.90	518,175.00
UNITED STATES TREAS BDS 3% DUE 02-15-2047 REG CUSIP: 912810RV2	1,860,000.000	1,804,999.22	2,432,095.30
UNITED STATES TREAS BDS 3% DUE 05-1 5-2045 CUSIP: 912810RM2	1,655,000.000	1,609,422.85	2,147,297.86
UNITED STATES TREAS BILLS 02-18-2021 SEDOL: BKVKD87	900,000.000	899,829.38	899,926.88
UNITED STS TREAS NTS DTD .875% 11-15-2030 SEDOL: BN7JW3	1,070,000.000	1,063,834.49	1,066,489.06
US TREAS BDS DTD 05-16-2011 4.375 DUE 05-15-2041 REG SEDOL: BYQLV12	180,000.000	245,781.51	275,934.38
US TREASURY N/B 2% DUE 02-15-2050 REG SEDOL: BK8ZZ34	890,000.000	1,017,890.68	966,623.44
WI TREASURY SEC 3.375% DUE 11-15-2048 REG SEDOL: BGRW851	1,030,000.000	1,344,072.81	1,446,707.42
Total United States - USD		63,643,437.79	69,525,674.33
Total U.S. Government Securities		63,643,437.79	69,525,674.33

** All or a portion of this security participates in Securities Lending.

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Preferred</i>			
Netherlands - USD			
SHELL INTERNATIONAL FIN 4.375% DUE 05-11-2045 SEDOL: BXQ9DY6	40,000.000	48,341.99	52,705.22
SHELL INTERNATIONAL FIN 4.55 DUE 08-12-2043 REG SEDOL: BCZQWS8	185,000.000	210,461.70	245,791.36
SHELL INTL FIN B V 3.625% DUE 08-21-2042 SEDOL: B7C01S1	105,000.000	112,805.15	122,499.81
SHELL INTL FIN B V 3.75% DUE 09-12-2046 SEDOL: BD5NF87	690,000.000	712,470.78	834,137.32
Total Netherlands - USD		1,084,079.62	1,255,133.71
Norway - USD			
EQUINOR ASA 3.625% DUE 04-06-2040 SEDOL: BM8SST4	155,000.000	153,561.60	185,703.63
Total Norway - USD		153,561.60	185,703.63
Switzerland - USD			
NOVARTIS CAP CORP 4% DUE 11-20-2045 SEDOL: BD3S5K6	30,000.000	38,533.20	39,299.33
Total Switzerland - USD		38,533.20	39,299.33
United States - USD			
ABBOTT LABS 4.75% 04-15-2043 SEDOL: BD6NWW9	130,000.000	165,817.76	182,551.21
ABBOTT LABS 4.9% DUE 11-30-2046 SEDOL: BYQH58	320,000.000	451,204.55	474,401.26
ALABAMA PWR CO 3.45% DUE 10-01-2049 SEDOL: BJYDFQ8	30,000.000	29,899.50	35,197.58
ALABAMA PWR CO 3.75% DUE 03-01-2045 SEDOL: BYZ5H95	170,000.000	169,622.84	205,654.37
ANTHEM INC 3.65% 12-01-2027 SEDOL: BFXCMS9	110,000.000	113,470.50	126,848.81
ANTHEM INC 4.65% DUE 01-15-2043 SEDOL: BLSP6D8	85,000.000	114,023.25	111,396.72
BRISTOL MYERS 2.55% DUE 11-13-2050 SEDOL: BMXF715	490,000.000	489,017.70	500,263.56

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<i>Corporate Debt Instruments - Preferred</i>			
United States - USD			
BURL NORTHN DEB 5.05 DUE 03-01-2041 SEDOL: B3N60C7	55,000.000	61,556.00	76,642.50
BURL NORTHN SANTA 4.95% DUE 09-15-2041 SEDOL: B61QXW1	205,000.000	290,083.20	284,330.06
BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043 SEDOL: BD00GW4	970,000.000	1,119,445.00	1,401,259.87
CAROLINA PWR & LT 4.1 DUE 05-15-2042 SEDOL: B88N0G2	295,000.000	355,303.70	364,962.87
CATERPILLAR INC 4.75% DUE 05-15-2064 SEDOL: BMM1RV4	120,000.000	182,706.00	177,654.48
CHEVRON CORP NEW 2.978% DUE 05-11-2040 SEDOL: BLB4P80	655,000.000	709,934.59	725,132.86
COMMONWEALTH EDISON CO 1ST MTG BD SER 113 3.8 DUE 10-01-2042 CUSIP: 202795JA9	425,000.000	488,125.25	511,416.27
CONOCO INC 6.95% DUE 04-15-2029 CUSIP: 208251AE8	260,000.000	371,857.20	364,354.01
DEERE & CO 2.875% DUE 09-07-2049 CUSIP: 244199BG9	1,185,000.000	1,250,444.51	1,315,806.47
DTE ELEC CO 2.95% DUE 03-01-2050 CUSIP: 23338VAL0	760,000.000	758,519.78	846,823.50
DUKE ENERGY IND 3.75% DUE 05-15-2046 SEDOL: BYQHP07	145,000.000	159,171.75	173,861.56
DUKE ENERGY PROGRESS LLC 2.5% DUE 08-15-2050 SEDOL: BMTV8X6	45,000.000	45,093.60	45,311.16
DUKE ENERGY 4 DUE 09-30-2042 SEDOL: B8GF9H4	75,000.000	78,222.34	92,653.95
DUKE ENERGY 4.25% DUE 12-15-2041 SEDOL: B799H27	60,000.000	58,141.80	76,423.37
DUKE ENERGY 4.375% DUE 03-30-2044 CUSIP: 26442RAB7	760,000.000	790,768.70	976,257.93
ENTERGY ARK LLC 2.65% DUE 06-15-2051 SEDOL: BM99P28	85,000.000	84,664.25	87,145.77
ENTERGY LA LLC FIXED 2.9% DUE 03-15-2051 SEDOL: BJN50H1	480,000.000	501,182.40	512,459.90
ENTERGY MISS LLC 3.85% DUE 06-01-2049 CUSIP: 29366WAA4	140,000.000	169,990.80	170,219.79

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<i>Corporate Debt Instruments - Preferred</i>			
United States - USD			
ENTERGY TEX INC 1.75% DUE 03-15-2031 SEDOL: BLB20M3	110,000.000	109,593.00	110,256.21
ENTERGY TEX INC 4.5% 03-30-2039 SEDOL: BJ2NY41	135,000.000	134,243.10	170,451.33
GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040 CUSIP: 369550BH0	300,000.000	319,212.85	390,512.01
HOME DEPOT INC 4.25% DUE 04-01-2046 SEDOL: BYQF318	155,000.000	183,265.83	205,626.56
HOME DEPOT INC 4.4 DUE 03-15-2045 REG SEDOL: BR30BC4	180,000.000	207,308.84	239,278.51
HOME DEPOT INC 5.4% DUE 09-15-2040 SEDOL: B3LQNX1	135,000.000	168,953.85	197,426.53
INTL BUSINESS 5.6% DUE 11-30-2039 SEDOL: BG48X24	100,000.000	143,158.00	147,645.14
JOHNSON & JOHNSON 2.1% DUE 09-01-2040 REG SEDOL: BMGYMV4	105,000.000	104,301.75	105,885.05
KENTUCKY UTILITIES CO 3.3% DUE 06-01-2050 BEO SEDOL: BMGDH50	35,000.000	36,992.03	39,661.05
MEDTRONIC INC 4.625% DUE 03-15-2045 SEDOL: BYMLDL0	66,000.000	78,939.15	93,639.06
MERCK & CO INC NEW 3.7% DUE 02-10-2045 SEDOL: BVG7BV9	45,000.000	55,102.05	56,079.32
MERCK & CO INC 3.6 DUE 09-15-2042 SEDOL: B736C41	15,000.000	17,078.70	18,391.74
NIKE INC 3.875% DUE 11-01-2045 SEDOL: BYQGY18	55,000.000	70,226.20	71,390.89
NOBLE ENERGY INC 5.05% DUE 11-15-2044 SEDOL: BSJV4K7	70,000.000	73,519.01	98,507.49
NOBLE ENERGY INC 5.25% DUE 11-15-2043 SEDOL: BLSP519	110,000.000	117,755.05	158,009.43
ORACLE CORP 3.8% 11-15-2037 CUSIP: 68389XBP9	610,000.000	612,771.74	736,787.08
ORACLE CORP 4.125% DUE 05-15-2045 SEDOL: BWTM334	200,000.000	191,015.60	246,879.70
ORACLE CORP 4.375% DUE 05-15-2055 SEDOL: BWTM356	45,000.000	61,477.65	59,080.79

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<i>Corporate Debt Instruments - Preferred</i>			
United States - USD			
ORACLE CORP 5.375 DUE 07-15-2040 SEDOL: B7FNML7	255,000.000	321,757.17	365,990.17
PACIFICORP 4.125% DUE 01-15-2049 SEDOL: BF2WX10	630,000.000	629,766.70	810,016.91
PACIFICORP 5.75% DUE 04-01-2037 SEDOL: B1V72T9	270,000.000	329,749.50	384,427.73
PACIFICORP 6.25% DUE 10-15-2037 CUSIP: 695114CG1	480,000.000	683,851.40	716,855.12
PACIFICORP 6% DUE 01-15-2039 SEDOL: B3KTPK2	70,000.000	95,341.95	104,103.89
PEPSICO INC 3.45% DUE 10-06-2046 SEDOL: BD3VCR1	60,000.000	57,390.00	72,548.44
PHILIP MORRIS INTERNATIONAL INC 3.875 BDS DUE 08-21-2042 USD1000 SEDOL: B90G0K0	75,000.000	73,071.75	88,309.02
PHILIP MORRIS INTL 1.75% DUE 11-01-2030 SEDOL: BLNL4Q0	170,000.000	168,286.40	172,111.78
PHILIP MORRIS INTL 4.125% DUE 03-04-2043 SEDOL: B83KB65	195,000.000	232,918.28	238,710.56
PPL ELEC UTILS 4.15% DUE 10-01-2045 SEDOL: BYWWQ92	65,000.000	75,803.65	81,187.73
PROGRESSIVE CORP OH 4.125% DUE 04-15-2047 REG SEDOL: BDR0683	50,000.000	68,824.00	65,588.74
PUBLIC SVC CO N H 3.6% DUE 07-01-2049 SEDOL: BJBZSV3	50,000.000	49,881.50	60,753.22
S CAROLINA ELEC & 5.45% DUE 02-01-2041 SEDOL: B4359G8	145,000.000	169,623.90	208,171.32
SAN DIEGO GAS & 4.5% DUE 08-15-2040 SEDOL: B65CRM3	60,000.000	61,889.40	76,361.73
SIMON PTY GROUP L 4.75% DUE 03-15-2042 SEDOL: B7RRL54	65,000.000	81,486.97	79,530.00
SOUTHN CAL GAS CO 3.95% DUE 02-15-2050 SEDOL: BJQLGX4	65,000.000	64,842.05	81,322.32
SOUTHN CAL GAS 3.75 DUE 09-15-2042 SEDOL: B8DRYG7	60,000.000	60,746.31	71,467.30
STANLEY BLACK & DECKER INC 2.75% 11-15-2050 SEDOL: BMHX630	45,000.000	44,880.75	47,111.45

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Preferred</i>			
United States - USD			
UNION ELECTRIC COMPANY 3.65% DUE 04-15-2045 SEDOL: BYV3C43	204,000.000	202,616.88	241,285.14
UNITEDHEALTH GROUP FIXED 4.25% DUE 06-15-2048 SEDOL: BG08PD3	345,000.000	351,913.39	460,692.10
VISA INC 3.65% 09-15-2047 SEDOL: BD5WHT9	55,000.000	73,135.70	68,932.26
VISA INC 4.3% DUE 12-14-2045 SEDOL: BYPHFN1	210,000.000	266,799.31	287,645.01
WALMART INC 3.625% DUE 12-15-2047 SEDOL: BYZLMX2	1,700,000.000	2,049,225.75	2,155,753.37
WALMART INC 3.95% DUE 06-28-2038 SEDOL: BGLQSV5	165,000.000	168,557.51	210,476.48
WALMART INC 5% DUE 10-25-2040 SEDOL: BG49725	45,000.000	49,359.15	64,279.72
WESTAR ENERGY INC 4.1% DUE 04-01-2043 SEDOL: B95XFC3	90,000.000	89,460.00	112,276.39
WYETH NT 5.95 DUE 04-01-2037/03-27-2007 BEO SEDOL: B91ZLT2	10,000.000	12,972.46	14,991.48
Total United States - USD		18,227,333.20	20,325,437.10
Total Corporate Debt Instruments - Preferred		19,503,507.62	21,805,573.77
<i>Corporate Debt Instruments - Other</i>			
Australia - USD			
BARRICK PD 5.95% DUE 10-15-2039 SEDOL: BG48MX8	280,000.000	366,151.00	403,125.36
WESTPAC BKG FIXED 2.668% DUE 11-15-2035 CUSIP: 961214EP4	60,000.000	60,000.00	61,809.60
Total Australia - USD		426,151.00	464,934.96
Belgium - USD			
ANHEUSER BUSCH INBEV WOR 5.55% 01-23-2049 SEDOL: BJ555R4	80,000.000	112,372.00	113,749.85
ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039 SEDOL: BJ555S5	1,590,000.000	1,911,626.74	2,160,084.79

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<i>Corporate Debt Instruments - Other</i>			
Belgium - USD			
ANHEUSER BUSCH INC 4.439% DUE 10-06-2048 SEDOL: BF7MH35	55,000.000	56,997.78	68,459.52
ANHEUSER BUSCH 8% DUE 11-15-2039 SEDOL: B3RQGZ8	40,000.000	62,368.00	67,879.30
ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036 SEDOL: BK5XW52	900,000.000	957,805.00	1,143,258.52
ANHEUSER-BUSCH COS LLC CORP 4.9% 02-01-2046 SEDOL: BJXS2M9	525,000.000	607,936.84	682,621.07
ANHEUSER-BUSCH FIXED 4.5% DUE 06-01-2050 SEDOL: BM8MLZ3	65,000.000	80,255.77	82,046.89
ANHEUSER-BUSCH FIXED 4.6% DUE 06-01-2060 SEDOL: BM8MM83	85,000.000	102,426.70	109,132.41
ANHEUSER-BUSCH 4.6% DUE 04-15-2048 SEDOL: BDZ78X5	180,000.000	184,539.97	227,772.24
ANHEUSER-BUSCH 4.7% DUE 02-01-2036 SEDOL: BYMLCL3	25,000.000	29,644.75	31,353.27
ANHEUSER-BUSCH 4.95% DUE 01-15-2042 SEDOL: BDCMR69	125,000.000	133,543.40	164,216.37
ANHEUSER-BUSCH 4% DUE 01-17-2043 SEDOL: B7SBDV5	700,000.000	755,764.80	804,083.61
Total Belgium - USD		4,995,281.75	5,654,657.84
Brazil - USD			
VALE OVERSEAS LTD FIXED 3.75% DUE 07-08-2030 SEDOL: BMVPRC8	365,000.000	369,434.70	406,066.15
VALE S A 5.625% DUE 09-11-2042 SEDOL: B4M6ZX1	65,000.000	73,518.46	87,100.65
Total Brazil - USD		442,953.16	493,166.80
Canada - USD			
BARRICK GOLD CORP 5.25% DUE 04-01-2042 SEDOL: B8L1XS6	120,000.000	150,808.75	165,518.73
BARRICK N AMER FIN 5.7% DUE 05-30-2041 SEDOL: B4TYCN7	30,000.000	43,085.40	43,406.04
BARRICK N AMER FIN 5.75% DUE 05-01-2043 SEDOL: BCRWZ96	35,000.000	38,566.20	51,048.85

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
Canada - USD			
BELL CDA FIXED 4.3% 07-29-2049 CUSIP: 0778FPAB5	215,000.000	237,578.10	281,553.58
CANADIAN NATL RY CO 3.65% 02-03-2048 CUSIP: 136375CP5	40,000.000	41,583.73	49,099.61
CDN NAT RES LTD 5.85% DUE 02-01-2035 SEDOL: B04SDS8	50,000.000	57,025.74	62,958.13
CDN NAT RES LTD 6.25% DUE 03-15-2038 SEDOL: B7YB643	210,000.000	250,567.60	281,997.66
CDN NATL RY CO 2.45% DUE 05-01-2050 SEDOL: BL6KR43	240,000.000	230,397.40	248,390.72
CDN PAC RY CO NEW 5.95% DUE 05-15-2037 SEDOL: B1X9JN6	55,000.000	63,836.30	81,766.00
ENBRIDGE INC FIXED 4.5% DUE 06-10-2044 SEDOL: BYMLKX1	15,000.000	17,154.90	17,534.99
ENBRIDGE INC 4.0% DUE 11-15-2049 BEO SEDOL: BL0MHZ6	35,000.000	38,757.95	39,644.58
GFL ENVIRONMENTAL 8.5% DUE 05-01-2027 CUSIP: 36168QAE4	85,000.000	92,537.50	94,350.00
INTELLIGENT 6% DUE 09-15-2028 CUSIP: 45827MAA5	71,000.000	71,070.00	72,952.50
MANULIFE FINL CORP 4.061% DUE 02-24-2032 CUSIP: 56501RAE6	940,000.000	934,453.32	1,027,801.23
METHANEX CORP 5.125% 10-15-2027 CUSIP: 59151KAM0	95,000.000	94,890.00	103,253.60
PETRO-CDA 5.95% DUE 05-15-2035 SEDOL: B08R8G4	300,000.000	363,940.90	388,465.55
PETRO-CDA 6.8% DUE 05-15-2038 SEDOL: B2RJ2C9	95,000.000	125,058.47	133,275.29
PVTPL EMPIRE CMNTYS CORP 7% DUE 12-15-2025/12-22-2020 BEO CUSIP: 29163VAC7	32,000.000	32,000.00	33,723.52
ROGERS COMMUNICATIONS INC 3.7% DUE 11-15-2049 CUSIP: 775109BP5	400,000.000	435,994.28	472,866.98
ROGERS COMMUNICATIONS INC 4.35% 05-01-2049 REG SEDOL: BJYSCK6	160,000.000	159,467.20	207,167.62
SUNCOR ENERGY INC 6.5% DUE 06-15-2038 SEDOL: BBVJ660	140,000.000	194,920.60	195,693.65

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
Canada - USD			
TRANSCANADA FIXED 5.1% DUE 03-15-2049 CUSIP: 89352HAZ2	685,000.000	775,738.88	916,651.50
TRANSCANADA PIPELINES LTD 06/01/2010 6.106/01/2040 SEDOL: B5SKD29	30,000.000	39,975.30	41,256.24
TRANSCANADA 4.1% DUE 04-15-2030 SEDOL: BM9L3W0	40,000.000	46,046.80	47,313.10
TRANSCANADA 4.75% DUE 05-15-2038 SEDOL: BD366Y1	200,000.000	218,481.70	250,203.00
TRANSCANADA 5.85% DUE 03-15-2036 SEDOL: B11K5C2	40,000.000	43,609.20	54,003.00
Total Canada - USD		4,797,546.22	5,361,895.67
Chile - USD			
PVTPL CORPORACION NACIONAL DEL COBRE DE CHILE 4.375% 02-05-2049 CUSIP: 21987BAY4	745,000.000	816,973.93	907,383.77
Total Chile - USD		816,973.93	907,383.77
China - USD			
TENCENT HLDGS LTD 3.925% DUE 01-19-2038 CUSIP: 88032WAH9	1,025,000.000	1,030,844.76	1,177,631.01
Total China - USD		1,030,844.76	1,177,631.01
France - USD			
EDF S A 4.95% DUE 10-13-2045 CUSIP: 268317AQ7	785,000.000	864,866.14	1,008,229.00
ORANGE NT STEP UP 03-01-2031 02-28-2031 SEDOL: B2PPTQ2	100,000.000	150,705.32	164,491.15
PVTPL EDF S A NT 6 DUE 01-22-2114 BEO CUSIP: 268317AL8	135,000.000	164,926.87	194,705.78
TOTAL CAP INTL 2.986% DUE 06-29-2041 REG CUSIP: 89153VAX7	280,000.000	280,728.01	302,947.80
Total France - USD		1,461,226.34	1,670,373.73

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<i>Corporate Debt Instruments - Other</i>			
Germany - USD			
BAYER US FIN II 4.875% DUE 06-25-2048 SEDOL: BD103H7	1,075,000.000	1,289,823.12	1,384,515.25
PVPTL BAYER US FIN II LLC 4.625% 06-25-2038 SEDOL: BYZMHJ6	120,000.000	113,534.95	145,848.73
PVTPL DAIMLER FIN NORTH AMER LLC 3.1% DUE 08-15-2029 SEDOL: BKFV9G6	80,000.000	80,530.40	88,391.07
Total Germany - USD		1,483,888.47	1,618,755.05
Japan - USD			
MITSUBISHI UFJ FIXED 4.153% DUE 03-07-2039 SEDOL: BJLV5R6	40,000.000	40,188.98	50,571.37
MITSUBISHI UFJ 4.286% DUE 07-26-2038 SEDOL: BGB66Q6	55,000.000	57,681.25	70,277.94
SUMITOMO MITSUI FINL GROUP INC 2.75% DUE01-15-2030 CUSIP: 86562MBW9	95,000.000	95,000.00	103,658.34
TAKEDA PHARMACEUTICAL CO LTD SR NT 3.025% 07-09-2040 CUSIP: 874060AY2	85,000.000	92,888.00	89,701.08
TAKEDA PHARMACEUTICAL CO LTD SR NT 3.175% 07-09-2050 CUSIP: 874060AZ9	275,000.000	283,458.50	293,225.25
Total Japan - USD		569,216.73	607,433.98
Mexico - USD			
AMER MOVIL SAB DE CV 6.125% 03-30-2040 SEDOL: B8C3GC6	115,000.000	141,919.80	170,955.55
AMER MOVIL SAB DE 4.375% DUE 04-22-2049 SEDOL: BK7K1Z4	145,000.000	144,496.43	185,771.10
AMERICA MOVIL S A DE C V SR NT 6.375% DUE 03-01-2035 REG SEDOL: BBM3LH7	55,000.000	80,418.80	82,684.80
COCA-COLA FEMSA S A B DE C V 5.25 DUE 11-26-2043 SEDOL: BJ4G4H1	100,000.000	132,050.23	140,909.43
COCA-COLA FEMSA S A B DE C V 2.75% 01-22-2030 SEDOL: BKVGJ43	100,000.000	98,972.00	107,554.03
FOMENTO ECONOMICO MEXICANO S A B DE C V 3.5% DUE 01-16-2050 SEDOL: BKKBHZ6	228,000.000	227,270.06	253,717.19
Total Mexico - USD		825,127.32	941,592.10

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<i>Corporate Debt Instruments - Other</i>			
Netherlands - USD			
COOPERATIEVE RABOBANK U A 5.25% DUE 08-04-2045 BEO CUSIP: 21684AAD8	45,000.000	60,938.55	64,269.39
DEUTSCHE TELEKOM 9.25% DUE 06-01-2032 SEDOL: 2952767	85,000.000	135,183.48	143,220.01
SHELL INTL FIN B V 3.125% DUE 11-07-2049 SEDOL: BG0WVK8	365,000.000	373,734.48	403,179.06
Total Netherlands - USD		569,856.51	610,668.46
Norway - USD			
EQUINOR ASA FIXED 3.7% DUE 04-06-2050 SEDOL: BM8MM72	120,000.000	147,123.00	144,617.13
EQUINOR ASA 3.25% DUE 11-18-2049 SEDOL: BJV9CD5	145,000.000	142,701.75	161,138.93
STATOIL ASA 3.95 DUE 05-15-2043 SEDOL: BLSP5D1	315,000.000	362,437.65	384,399.22
Total Norway - USD		652,262.40	690,155.28
Peru - USD			
SOUTHN COPPER CORP 5.25% DUE 11-08-2042 SEDOL: B8FM8R9	170,000.000	187,501.13	227,895.84
SOUTHN COPPER CORP 5.875% DUE 04-23-2045 SEDOL: BWXV3J3	30,000.000	34,314.34	43,370.91
Total Peru - USD		221,815.47	271,266.75
Spain - USD			
BANCO SANTANDER S 3.49% DUE 05-28-2030 CUSIP: 05971KAF6	600,000.000	610,002.00	672,471.20
TELEFONICA EMISIONES S A U CORP BOND 5.52% 03-01-2049 SEDOL: BJLKT93	140,000.000	181,496.00	188,914.57
TELEFONICA EMISIONES S A U 4.895% 03-06-2048 SEDOL: BDF0CD2	85,000.000	101,304.22	106,640.23
TELEFONICA EMISIONES S A U 5.213% 03-08-2047 REG SEDOL: BYWMQF8	195,000.000	224,817.69	249,953.07
TELEFONICA 7.045% DUE 06-20-2036 CUSIP: 87938WAC7	845,000.000	1,067,074.68	1,260,398.60

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
Spain - USD			
Total Spain - USD		2,184,694.59	2,478,377.67
Switzerland - USD			
CR SUISSE GROUP FDG GUERNSEY LTD 4.875% 05-15-2045 SEDOL: BY4K810	60,000.000	79,129.20	84,037.13
NOVARTIS CAP CORP FIXED 2.2% DUE 08-14-2030 SEDOL: BKTHBV9	35,000.000	35,005.77	37,575.83
NOVARTIS CAP CORP FIXED 2.75% DUE 08-14-2050 SEDOL: BKTHBW0	205,000.000	220,851.00	224,652.73
Total Switzerland - USD		334,985.97	346,265.69
United Kingdom - USD			
ASTRAZENECA PLC FIXED 1.375% DUE 08-06-2030 SEDOL: BLB60S1	115,000.000	114,668.80	113,830.79
ASTRAZENECA PLC FIXED 2.125% DUE 08-06-2050 SEDOL: BLB6188	90,000.000	86,526.00	84,221.48
ASTRAZENECA PLC 4% DUE 09-18-2042 SEDOL: B8C0348	145,000.000	190,429.95	178,989.81
ASTRAZENECA PLC 6.45% DUE 09-15-2037 SEDOL: B7FFL50	195,000.000	279,201.29	300,956.68
B A T CAP CORP FIXED 3.734% DUE 09-25-2040 SEDOL: BM9MPG1	135,000.000	136,980.10	140,810.46
B A T CAP CORP FIXED 3.984% DUE 09-25-2050 SEDOL: BM9DV66	220,000.000	219,583.79	229,578.63
B A T CAP CORP 2.726% DUE 03-25-2031 SEDOL: BM9F076	155,000.000	155,115.65	160,540.09
B A T CAP CORP 4.39% 08-15-2037 SEDOL: BLR99P4	100,000.000	95,023.45	112,331.47
B A T CAP CORP 4.54% 08-15-2047 SEDOL: BLR9BY7	470,000.000	469,742.71	521,912.22
B A T CAP CORP 4.758% DUE 09-06-2049 SEDOL: BJSFMZ8	60,000.000	71,230.80	69,561.48
B A T CAP CORP 5.282% DUE 04-02-2050 CUSIP: 05526DBQ7	420,000.000	503,337.35	518,822.99
BARCLAYS PLC 3.564% DUE 09-23-2035 SEDOL: BMT6SN1	170,000.000	169,562.93	184,201.80

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United Kingdom - USD			
BARCLAYS PLC 4.95% DUE 01-10-2047 SEDOL: BD72S38	75,000.000	96,078.00	102,410.72
HSBC HLDGS PLC 5.25% DUE 03-14-2044 SEDOL: BKS7XY7	25,000.000	30,826.75	34,813.20
NEW ENGLAND PWR CO 3.8% DUE 12-05-2047 SEDOL: BF4BJR3	40,000.000	45,468.00	47,220.33
PVTPL BAE SYS PLC 1.9% DUE 02-15-2031/09-15-2020 BEO CUSIP: 05523RAF4	195,000.000	193,502.40	197,135.94
PVTPL NEW ENGLAND PWR CO 2.807% DUE 10-06-2050/10-06-2020 BEO SEDOL: BKS9644	50,000.000	48,995.00	50,589.64
SHELL INTL FIN B V 3.25% DUE 04-06-2050 SEDOL: BJLV8X3	180,000.000	190,196.51	204,106.42
Total United Kingdom - USD		3,096,469.48	3,252,034.15
United States - USD			
ABBVIE INC 4.05% DUE 11-21-2039 REG SEDOL: BJDRSG2	485,000.000	545,409.87	586,958.96
ABBVIE INC 4.3% DUE 05-14-2036 SEDOL: BYP8MR7	45,000.000	46,522.40	55,375.93
ABBVIE INC 4.4% DUE 11-06-2042 CUSIP: 00287YAM1	950,000.000	1,007,080.96	1,192,969.00
ABBVIE INC 4.625% DUE 10-01-2042 REG SEDOL: BL69TS8	85,000.000	82,970.56	107,930.27
ABBVIE INC 4.75% DUE 03-15-2045 SEDOL: BLKFQT2	210,000.000	244,404.45	274,453.99
ABBVIE INC 4.875% DUE 11-14-2048 SEDOL: BGQW2K5	25,000.000	32,819.00	33,811.81
ACE INA HLDGS INC 4.15% DUE 03-13-2043 SEDOL: B8PNBH3	40,000.000	50,943.60	51,900.83
ACTIVISION 2.5% DUE 09-15-2050 SEDOL: BMF3VR1	70,000.000	69,807.50	68,417.74
ADVOCATE HEALTH & HOSPS CORP 2.211% DUE 06-15-2030/05-05-2020 REG SEDOL: BKP3780	150,000.000	150,000.00	156,348.50
ADVOCATE HLTH & 3.387% DUE 10-15-2049 SEDOL: BL0NDG2	60,000.000	60,000.00	68,115.17
AEP TEX INC 2.1% DUE 07-01-2030 SEDOL: BL6LJF1	125,000.000	124,816.25	130,681.16

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
AETNA INC NEW 4.75% DUE 03-15-2044 SEDOL: BK1KRP2	210,000.000	264,642.00	270,282.19
AETNA INC 4.125% DUE 11-15-2042 SEDOL: B82CZV5	80,000.000	86,641.50	94,864.65
AFLAC INC 4.75% DUE 01-15-2049 SEDOL: BGYTGT5	95,000.000	114,172.67	132,571.46
AIR LEASE CORP MED 3.25% DUE 10-01-2029 CUSIP: 00914AAE2	820,000.000	823,229.46	866,616.20
AIR PRODS & CHEMS FIXED 2.7% DUE 05-15-2040 SEDOL: BKX8JV4	110,000.000	109,954.90	118,550.91
ALABAMA PWR CO 4.3% DUE 01-02-2046 CUSIP: 010392FP8	615,000.000	635,954.69	811,777.26
ALBERTSONS COS LLC FIXED 5.75% DUE 03-15-2025 CUSIP: 013093AD1	455,000.000	470,404.16	468,650.00
ALEXANDRIA REAL 4.9% DUE 12-15-2030 SEDOL: BMF8DN6	80,000.000	79,946.40	101,806.09
ALLINA HEALTH SYS 3.887% DUE 04-15-2049 SEDOL: BKF1Q87	65,000.000	81,461.90	73,862.61
ALLSTATE CORP 4.2% DUE 12-15-2046 SEDOL: BDSFRM8	780,000.000	942,920.45	1,030,106.14
ALLSTATE CORP 4.5% DUE 06-15-2043 SEDOL: BBG7S30	85,000.000	114,211.10	113,775.66
ALLY FINL INC 5.75% DUE 11-20-2025 CUSIP: 02005NBF6	14,000.000	14,980.00	16,299.38
ALPHABET INC 1.9% DUE 08-15-2040 CUSIP: 02079KAE7	175,000.000	173,899.25	171,755.83
ALPHABET INC 2.05% DUE 08-15-2050 CUSIP: 02079KAF4	930,000.000	890,282.70	887,620.01
ALPHABET INC 2.25% DUE 08-15-2060 CUSIP: 02079KAG2	85,000.000	84,155.95	82,192.33
ALTRIA GROUP INC 3.875% DUE 09-16-2046 SEDOL: BD91617	145,000.000	140,968.70	153,161.67
ALTRIA GROUP INC 4.25% DUE 08-09-2042 SEDOL: B8K84P2	95,000.000	96,393.16	106,168.61
ALTRIA GROUP INC 4.5% DUE 05-02-2043 SEDOL: B7ZKNH1	110,000.000	111,568.94	126,030.61

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
ALTRIA GROUP INC 5.8% DUE 02-14-2039 SEDOL: BFZ57Z8	120,000.000	156,836.35	158,108.82
ALTRIA GROUP INC 6.2% DUE 02-14-2059 SEDOL: BFZ5811	35,000.000	47,664.45	49,139.64
AMAZON COM INC FIXED 3.875% DUE 08-22-2037 CUSIP: 023135BF2	835,000.000	939,851.56	1,041,636.83
AMAZON COM INC FIXED 4.25% DUE 08-22-2057 CUSIP: 023135BM7	170,000.000	215,931.09	242,238.70
AMAZON COM INC 2.5% DUE 06-03-2050 CUSIP: 023135BT2	220,000.000	217,749.40	228,265.56
AMAZON COM INC 2.7% DUE 06-03-2060 CUSIP: 023135BU9	440,000.000	461,588.77	470,510.33
AMAZON COM INC 4.05% 08-22-2047 CUSIP: 023135BJ4	35,000.000	45,402.35	46,215.79
AMEREN ILLINOIS CO 3.25% DUE 03-15-2050 SEDOL: BKMJWW0	205,000.000	224,194.95	239,576.95
AMERN INTL GROUP 4.375% DUE 06-30-2050 SEDOL: BMCTM02	55,000.000	57,730.07	72,015.25
AMERN INTL GROUP 4.5% DUE 07-16-2044 CUSIP: 026874DA2	385,000.000	441,860.65	493,332.37
AMERN WTR CAP CORP 3.75% DUE 09-01-2047 SEDOL: BDF0M54	55,000.000	54,831.15	67,364.00
AMGEN INC FIXED 3.15% 02-21-2040 CUSIP: 031162CR9	820,000.000	855,827.49	902,664.05
AMGEN INC 4.95% DUE 10-01-2041 CUSIP: 031162BE9	170,000.000	185,602.40	229,982.15
AMGEN INC 5.15% DUE 11-15-2041 SEDOL: B76M525	43,000.000	47,573.48	59,945.73
ANTHEM INC FIXED 3.7% 09-15-2049 SEDOL: BK6V1D6	50,000.000	49,591.00	59,743.96
AON CORPORATION 2.8% 05-15-2030 SEDOL: BMZM963	240,000.000	248,377.95	261,833.29
APPALACHIAN PWR CO FIXED 3.7% DUE 05-01-2050 SEDOL: BMF6PM3	110,000.000	113,143.65	132,024.42
APPALACHIAN PWR CO FIXED 4.5% 03-01-2049 SEDOL: BJR20Z6	60,000.000	59,589.60	78,223.22

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
APPLE INC NT 2.4% 08-20-2050 SEDOL: BLN8PN5	235,000.000	234,131.05	240,504.55
APPLE INC 2.55% DUE 08-20-2060 REG SEDOL: BLN8MV2	75,000.000	74,071.50	77,136.13
APPLE INC 2.65% DUE 05-11-2050 REG CUSIP: 037833DW7	785,000.000	814,190.03	833,156.68
APPLE INC 3.45% DUE 02-09-2045 CUSIP: 037833BA7	150,000.000	163,066.42	182,041.06
APPLE INC 3.75% DUE 09-12-2047 SEDOL: BF58H35	215,000.000	218,233.00	269,508.79
APPLE INC 3.85% DUE 05-04-2043 CUSIP: 037833AL4	90,000.000	113,588.10	113,705.63
APPLE INC 3.85% DUE 08-04-2046 CUSIP: 037833CD0	150,000.000	149,013.35	192,894.71
APPLE INC 4.375% DUE 05-13-2045 CUSIP: 037833BH2	1,590,000.000	1,888,031.06	2,179,040.59
APPLIED MATERIALS INC 2.75% DUE 06-01-2050 BEO SEDOL: BMDPPX3	75,000.000	74,649.75	81,598.88
APPLIED MATLS INC FIXED 1.75% DUE 06-01-2030 SEDOL: BMCB4V3	95,000.000	94,636.15	98,587.01
APPLIED MATLS INC 5.85% DUE 06-15-2041 SEDOL: B450GW6	30,000.000	45,173.10	47,256.41
APX GROUP INC 6.75% DUE 02-15-2027 CUSIP: 00213MAV6	95,000.000	99,225.20	102,125.00
APX GROUP INC 7.875% DUE 12-01-2022 CUSIP: 00213MAK0	45,000.000	45,157.50	45,112.50
ARIZONA PUB SVC CO 3.75% DUE 05-15-2046 SEDOL: BYZJJZ7	100,000.000	98,589.00	121,649.28
AT&T INC CORP 4.65% 06-01-2044 CUSIP: 00206RJK9	2,420,000.000	2,569,085.92	2,906,474.28
AT&T INC FIXED 3.1% DUE 02-01-2043 CUSIP: 00206RKD3	950,000.000	940,023.42	964,219.81
AT&T INC 2.25% DUE 02-01-2032 SEDOL: BMDFQY1	140,000.000	140,548.57	142,018.60
AT&T INC 3.5% DUE 06-01-2041 SEDOL: BMHWTV6	470,000.000	476,129.87	506,706.67

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
AT&T INC 4.5% DUE 03-09-2048 SEDOL: BD3HCY6	45,000.000	53,794.35	53,826.75
AT&T INC 4.55% DUE 03-09-2049 SEDOL: BD3HCX5	50,000.000	57,531.00	60,293.24
AT&T INC 4.9% 06-15-2042 SEDOL: BJ11MM0	95,000.000	84,814.46	118,156.73
AT&T INC 5.45% DUE 03-01-2047 SEDOL: BDCL4K9	30,000.000	38,143.50	40,613.59
AVALONBAY CMNTYS INC FIXED 3.3% 06-01-2029 REG SEDOL: BFY9751	60,000.000	67,549.80	68,218.40
AVALONBAY CMNTYS INC MEDIUM TERM NTS 2.3% DUE 03-01-2030 SEDOL: BLK7814	120,000.000	126,384.50	127,985.51
AVALONBAY CMNTYS 3.9% DUE 10-15-2046 SEDOL: BYW4234	50,000.000	59,988.00	61,081.71
B & G FOODS INC 5.25% DUE 04-01-2025 CUSIP: 05508RAE6	80,000.000	81,200.00	82,600.00
BALT GAS & ELEC CO 3.2% DUE 09-15-2049 SEDOL: BK70MM8	45,000.000	53,208.45	50,255.02
BANK AMER CORP FIXED 4.078% 04-23-2040 SEDOL: BK1LR11	535,000.000	583,634.56	658,726.08
BANK AMER CORP 2.831% DUE 10-24-2051 SEDOL: BN6NBF5	140,000.000	140,969.65	146,030.41
BANK AMER CORP 4.083% DUE 03-20-2051 SEDOL: BLD6SH4	305,000.000	355,813.60	385,174.89
BANK AMER CORP 4.33% 03-15-2050 CUSIP: 06051GHS1	350,000.000	420,484.83	459,190.95
BANK AMER CORP 4.875% DUE 04-01-2044 SEDOL: BLBP4H5	30,000.000	38,873.40	41,547.96
BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG SEDOL: BMYXXT8	2,945,000.000	3,004,669.92	3,068,385.34
BAPTIST HEALTHCARE SYS KY 3.54% 08-15-2050 SEDOL: BLSN900	45,000.000	45,000.00	50,199.72
BAYCARE HLTH SYS FIXED 3.831% DUE 11-15-2050 SEDOL: BMF04H3	30,000.000	30,000.00	37,510.97
BECTON DICKINSON & FIXED 3.794% DUE 05-20-2050 SEDOL: BMDFM32	90,000.000	94,520.81	106,907.55

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
BECTON DICKINSON & 4.669% DUE 06-06-2047 SEDOL: BF2KB43	185,000.000	206,474.64	242,915.65
BERKSHIRE HATHAWAY FIN CORP 2.85% DUE 10-15-2050 SEDOL: BN0XP59	620,000.000	629,773.65	664,002.24
BERKSHIRE HATHAWAY FIN CORP 4.2% DUE 08-15-2048 REG SEDOL: BYW5431	355,000.000	409,642.00	468,789.40
BERKSHIRE HATHAWAY FIN CORP 4.25% DUE 01-15-2049 SEDOL: BJ00PK7	175,000.000	181,714.41	232,469.91
BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043 CUSIP: 084664BV2	470,000.000	520,718.70	622,694.83
BIOGEN INC CORP 3.15% 05-01-2050 CUSIP: 09062XAG8	80,000.000	80,094.57	82,954.31
BLACK HILLS CORP 3.875% DUE 10-15-2049 SEDOL: BJV1DQ1	30,000.000	30,008.35	35,092.92
BLACK HILLS CORP 4.35% DUE 05-01-2033 SEDOL: BDTYM63	115,000.000	114,710.95	139,323.96
BOARDWALK PIPELINES LP 4.8% 05-03-2029 CUSIP: 096630AG3	295,000.000	291,559.15	338,037.33
BOEING CO FIXED 3.5% DUE 03-01-2039 SEDOL: BJBC2K1	155,000.000	155,922.25	156,811.47
BOEING CO FIXED 3.55% DUE 03-01-2038 CUSIP: 097023BY0	35,000.000	33,723.90	35,706.73
BOEING CO FIXED 3.625% DUE 03-01-2048 CUSIP: 097023BZ7	75,000.000	73,749.00	75,619.02
BOEING CO FIXED 3.95% DUE 08-01-2059 SEDOL: BKPHQD0	40,000.000	39,626.00	42,810.28
BOEING CO FIXED 5.805% DUE 05-01-2050 SEDOL: BM8R6R5	130,000.000	155,740.30	179,158.86
BOEING CO 3.25% DUE 02-01-2035 SEDOL: BKPHQH4	50,000.000	52,022.00	51,275.24
BOEING CO 3.75% DUE 02-01-2050 SEDOL: BJGV2H0	620,000.000	621,494.41	651,985.71
BOEING CO 3.85% DUE 11-01-2048 SEDOL: BGYTGR3	85,000.000	73,599.80	87,674.08
BOEING CO 3.9% 05-01-2049 SEDOL: BK1WJ8	190,000.000	171,788.25	201,630.30

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
BOEING CO 5.93% DUE 05-01-2060 SEDOL: BM8R6Q4	160,000.000	202,453.30	226,975.03
BOEING CO 6.875% DUE 03-15-2039 SEDOL: BC7H609	75,000.000	96,525.75	102,223.35
BON SECOURS MERCY 3.205% DUE 06-01-2050 SEDOL: BMTMKH7	60,000.000	60,000.00	64,074.95
BOYD GAMING CORP 6.375% DUE 04-01-2026 CUSIP: 103304BM2	80,000.000	74,810.26	83,104.80
BOYD GAMING CORP 8.625% DUE 06-01-2025 CUSIP: 103304BS9	70,000.000	70,511.95	77,853.30
BP CAP MKTS AMER 2.772% DUE 11-10-2050 SEDOL: BMF3XC0	15,000.000	14,273.85	14,948.57
BP CAP MKTS AMER 2.939% DUE 06-04-2051 CUSIP: 10373QBP4	1,030,000.000	1,033,390.35	1,052,179.44
BRIGHTHOUSE FINL 4.7% DUE 06-22-2047 SEDOL: BD6TZ17	32,000.000	29,724.47	33,415.86
BRISTOL MYERS FIXED 4.125% DUE 06-15-2039 SEDOL: BMWV9D0	70,000.000	93,387.00	89,190.98
BRISTOL MYERS FIXED 4.35% DUE 11-15-2047 SEDOL: BMXWR94	295,000.000	298,087.05	397,328.99
BRISTOL MYERS SQUIBB CO CORP 4.625% 05-15-2044 SEDOL: BMWV9B8	100,000.000	102,201.84	136,160.54
BRISTOL MYERS SQUIBB CO 2.35% DUE 11-13-2040 SEDOL: BMCWH17	45,000.000	44,900.10	46,164.54
BROADCOM INC 4.3% DUE 11-15-2032 BEO SEDOL: BKPVK30	220,000.000	228,287.02	260,807.59
BROADCOM INC 5.0% DUE 04-15-2030 CUSIP: 11135FBD2	805,000.000	959,357.95	978,567.59
BSTN SCIENTIFIC 2.65% DUE 06-01-2030 SEDOL: BLBCYV0	220,000.000	219,672.20	235,642.59
BSTN SCIENTIFIC 4.55% DUE 03-01-2039 CUSIP: 101137AT4	65,000.000	64,636.00	82,889.35
BURL NORTHN SANTA 5.4% DUE 06-01-2041 SEDOL: B4WWNH9	20,000.000	22,806.40	29,129.32
BURL NORTHN 4.4 DUE 03-15-2042 SEDOL: B787QZ8	45,000.000	51,898.50	59,659.27

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
CAMDEN PPTY TR 2.8% DUE 05-15-2030/04-20-2020 REG SEDOL: BMFQ5D4	65,000.000	71,401.85	72,186.34
CAMDEN PPTY TR 3.15% DUE 07-01-2029 SEDOL: BJF8QF8	50,000.000	55,520.00	56,290.11
CAMPBELL SOUP CO 2.375% DUE 04-24-2030/04-24-2020 REG SEDOL: BLFFMF5	140,000.000	141,485.40	147,883.57
CAMPBELL SOUP CO 3.125% DUE 04-24-2050/04-24-2020 REG SEDOL: BLFFMG6	40,000.000	40,574.80	42,247.48
CARGO AIRCRAFT 4.75% DUE 02-01-2028 CUSIP: 14180LAA4	75,000.000	77,251.66	77,343.75
CARRIER GLOBAL CORP 3.37% DUE 04-05-2040 SEDOL: BMT6MR3	385,000.000	358,723.50	422,355.76
CATALENT PHARMA 4.875% DUE 01-15-2026 CUSIP: 14879EAD0	145,000.000	149,053.20	147,900.00
CATERPILLAR INC 3.25% DUE 04-09-2050 REG SEDOL: BLGYRQ7	30,000.000	29,880.30	35,432.02
CATHOLIC HLTH SVCS FIXED 3.368% DUE 07-01-2050 SEDOL: BL63VM8	40,000.000	40,000.00	42,067.08
CBS CORP NEW 4.85% DUE 07-01-2042 CUSIP: 124857AJ2	650,000.000	700,686.51	802,095.10
CENTERPOINT ENERGY HOUSTON ELEC LLC 4.25% 02-01-2049 SEDOL: BJ52166	35,000.000	34,787.55	46,410.40
CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030 SEDOL: BMHCV87	210,000.000	209,956.80	212,024.90
CENTERPOINT ENERGY 3.95% 03-01-2048 SEDOL: BFYS3F0	125,000.000	148,340.39	157,315.04
CENTERPOINT ENERGY 4.5% DUE 04-01-2044 CUSIP: 15189XAN8	365,000.000	469,536.40	483,458.09
CENTURY CMNTYS INC FIXED 6.75% 06-01-2027 CUSIP: 156504AL6	100,000.000	104,795.00	106,770.00
CENTY COMMUNITIES FIXED 5.875% DUE 07-15-2025 CUSIP: 156504AH5	55,000.000	55,687.50	57,200.00
CHANGE HEALTHCARE 5.75% DUE 03-01-2025 CUSIP: 15911NAA3	185,000.000	187,841.07	188,700.00
CHARTER COMMUNICATIONS OPER LLC CAP 5.125% DUE 07-01-2049 BEO SEDOL: BJHNYB3	730,000.000	773,416.91	890,975.39

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
CHARTER COMMUNICATIONS OPER LLC/CHARTE 4.8% DUE 03-01-2050 CUSIP: 161175BT0	260,000.000	271,144.01	310,544.02
CHARTER FIXED 5.75% DUE 04-01-2048 CUSIP: 161175BN3	175,000.000	201,980.04	228,977.53
CHARTER 5.375% DUE 04-01-2038 CUSIP: 161175BM5	130,000.000	152,546.38	162,362.50
CHARTER 5.375% 05-01-2047 SEDOL: BFF9P78	30,000.000	37,323.30	37,443.17
CHEVRON CORP NEW FIXED 3.078% DUE 05-11-2050 SEDOL: BLB4PD5	35,000.000	37,457.35	39,069.92
CHEVRON U S A INC 2.343% DUE 08-12-2050 REG CUSIP: 166756AH9	75,000.000	75,000.00	74,202.31
CHILDRENS HOSP CORP 2.585% 02-01-2050 SEDOL: BL63WD6	35,000.000	35,000.00	34,992.49
CHUBB CORP 6% DUE 05-11-2037 SEDOL: B1XD1V0	25,000.000	29,767.75	37,692.03
CHUBB INA HLDGS INC 1.375% 09-15-2030 SEDOL: BMZ1C61	230,000.000	228,611.60	229,580.92
CHUBB INA HOLDINGS 4.35% DUE 11-03-2045 SEDOL: BYSRKF5	90,000.000	110,310.99	122,048.95
CIGNA CORP NEW CORP 4.8% 08-15-2038 SEDOL: BKPHS23	110,000.000	138,077.54	143,312.30
CIGNA CORP NEW FIXED 3.2% DUE 03-15-2040 SEDOL: BL6BBD3	695,000.000	751,936.05	762,099.19
CIGNA CORP NEW FIXED 3.4% DUE 03-15-2050 SEDOL: BL6BBV1	110,000.000	109,794.30	123,777.46
CIGNA CORP NEW 3.875% DUE 10-15-2047 REG SEDOL: BMCC9V1	145,000.000	139,998.49	171,758.66
CISCO SYS INC SR NT 5.9 DUE 02-15-2039 REG CUSIP: 17275RAD4	90,000.000	143,210.70	138,786.60
CITIGROUP INC FLTG RT 4.281% DUE 04-24-2048 CUSIP: 172967LJ8	75,000.000	98,895.75	98,124.64
CITIGROUP INC NEW 2.976% DUE 11-05-2030 CUSIP: 17308CC53	1,185,000.000	1,210,153.11	1,305,055.99
CITIGROUP INC 4.65% DUE 07-30-2045 SEDOL: BYTHPH1	50,000.000	57,430.25	66,923.51

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
CITIGROUP INC 5.316% SEDOL: BLCBFR9 09-26-2020 REG	230,000.000	311,172.08	323,867.41
CITIGROUP INC 6.625 DUE SEDOL: BG48R11 06-15-2032 BEO	45,000.000	58,319.10	63,791.66
CITIGROUP INC 6.875% DUE 02-15-2098 SEDOL: 2312093	20,000.000	27,525.00	33,342.07
CLEV CLINIC FNDTN 4.858% DUE 01-01-2114 SEDOL: BYT8J72	35,000.000	36,529.85	49,402.90
CMNTY HLTH NETWORK FIXED 3.099% DUE 05-01-2050 SEDOL: BMTXGG1	70,000.000	70,000.00	70,699.66
CMS ENERGY CORP SR NT 4.7 03-31-2043 SEDOL: B94P0F8	30,000.000	35,924.40	38,590.49
COCA COLA CO 2.5% SEDOL: BK93JD5 03-15-2051	60,000.000	59,631.60	61,830.43
COCA COLA CO/THE 1.375% DUE 03-15-2031 BEO SEDOL: BL576P9	365,000.000	364,528.35	364,657.17
COMCAST CORP NEW FIXED 3.969% DUE 11-01-2047 SEDOL: BFWQ3V2	120,000.000	144,423.60	150,470.45
COMCAST CORP NEW 2.8% DUE 01-15-2051/05-28-2020 REG SEDOL: BL6D441	85,000.000	84,593.80	88,611.37
COMCAST CORP NEW 3.25% CUSIP: 20030NCY5 11-01-2039	565,000.000	658,401.80	641,493.04
COMCAST CORP NEW 3.75% DUE 04-01-2040 CUSIP: 20030NDH1	140,000.000	148,988.43	169,123.50
COMCAST CORP NEW 3.9% DUE 03-01-2038 SEDOL: BFY1N04	315,000.000	319,461.59	385,505.90
COMCAST CORP NEW 4.049% DUE 11-01-2052 SEDOL: BFWQ3S9	378,000.000	413,613.53	483,450.52
COMCAST CORP NEW 4.6% CUSIP: 20030NCL3 10-15-2038	1,760,000.000	2,142,261.82	2,319,374.33
COMCAST CORP NEW 4.6% DUE 08-15-2045 CUSIP: 20030NBQ3	80,000.000	104,850.00	108,066.85
COMCAST CORP NEW 4% DUE 03-01-2048 SEDOL: BFY1YN4	30,000.000	38,093.40	37,794.15
COMCAST CORP NEW 4% DUE 08-15-2047 SEDOL: BF22PR0	180,000.000	206,875.03	226,089.07

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
COMCAST CORP NEW 5.65% DUE 06-15-2035 SEDOL: B0B7ZQ0	25,000.000	36,843.00	35,890.89
COMCAST CORP 4.5 BDS DUE 01-15-2043 REG CUSIP: 20030NBG5	55,000.000	55,928.21	72,694.32
COMMONSPIRIT HLTH 4.187% DUE 10-01-2049 SEDOL: BKMD3V8	125,000.000	125,654.71	145,503.34
COMMONWEALTH EDISON CO 3.2% DUE 11-15-2049 SEDOL: BJVBFZ4	80,000.000	79,373.60	89,636.10
COMMONWEALTH EDISON CO 3.75% 08-15-2047 SEDOL: BDT5L92	130,000.000	127,756.14	156,507.62
COMMONWEALTH EDISON CO 4.0% DUE 03-01-2048 REG SEDOL: BFYRPY0	375,000.000	382,631.62	474,944.11
COMWLTH EDISON CO FIXED 3% DUE 03-01-2050 SEDOL: BKMGBX5	55,000.000	56,985.81	60,016.27
COMWLTH EDISON CO 3.7% DUE 03-01-2045 SEDOL: BW01ZS9	40,000.000	37,825.60	47,140.36
COMWLTH EDISON CO 4.35% DUE 11-15-2045 SEDOL: BYQ6HF3	40,000.000	43,898.80	52,149.06
COMWLTH EDISON CO 4.6% DUE 08-15-2043 SEDOL: BCZYK44	175,000.000	214,662.14	230,760.74
CONCHO RES INC 4.875% DUE 10-01-2047 SEDOL: BFB5MG8	105,000.000	112,119.84	141,984.53
CONOCOPHILLIPS CO 4.3% DUE 11-15-2044 CUSIP: 20826FAC0	210,000.000	262,907.65	264,044.42
CONS EDISON CO N Y 3.875% DUE 06-15-2047 SEDOL: BF4SNR2	85,000.000	99,730.30	100,621.24
CONS EDISON CO N Y 3% DUE 12-01-2060 SEDOL: BMX50J4	105,000.000	104,835.90	107,008.15
CONS EDISON CO N Y 4.2% DUE 03-15-2042 SEDOL: B7RDY08	705,000.000	680,920.65	856,284.94
CONS EDISON CO N Y 4.3% DUE 12-01-2056 SEDOL: BD3GJ31	85,000.000	89,392.41	108,103.54
CONS EDISON CO N Y 4.5% DUE 12-01-2045 SEDOL: BD60YD5	25,000.000	31,726.75	32,402.31
CONS EDISON CO N Y 5.5% DUE 12-01-2039 SEDOL: B57H0J7	85,000.000	95,363.20	116,577.00

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
CONS EDISON CO N Y 5.7% DUE 06-15-2040 SEDOL: B5M23K9	55,000.000	80,384.70	76,591.40
CONSOLIDATED EDISON CO N Y INC 3.7% DUE 11-15-2059 SEDOL: BKTGB50	30,000.000	35,995.80	34,702.41
CONSTELLATION 5.25% DUE 11-15-2048 SEDOL: BGHWB74	45,000.000	61,626.60	63,316.35
CONSUMERS ENERGY FIXED 3.75% 02-15-2050 SEDOL: BK92VB4	40,000.000	41,084.37	50,304.58
CONSUMERS ENERGY 3.1% DUE 08-15-2050 SEDOL: BKRLVG8	90,000.000	92,732.40	104,037.13
CONSUMERS ENERGY 3.5% DUE 08-01-2051 SEDOL: BLR95V2	125,000.000	160,223.75	152,917.83
CONSUMERS ENERGY 4.35% DUE 04-15-2049 CUSIP: 210518DD5	955,000.000	1,077,125.79	1,298,324.53
CORNING INC 5.45% DUE 11-15-2079 SEDOL: BJXCLS0	55,000.000	56,694.42	75,502.84
CORNING INC 5.75% DUE 08-15-2040 SEDOL: B4YPKP3	40,000.000	50,118.80	53,643.75
COSTCO WHOLESALE CORP NEW 1.75% DUE 04-20-2032 REG SEDOL: BMG2XB5	120,000.000	124,059.60	124,718.99
COVANTA HLDG CORP 5.875% DUE 07-01-2025 CUSIP: 22282EAG7	140,000.000	146,173.75	145,600.00
CREDIT ACCEPTANCE CORPORATION 6.625% 03-15-2026 CUSIP: 225310AM3	95,000.000	101,056.25	101,175.00
CSX CORP FIXED 4.65% DUE 03-01-2068 CUSIP: 126408HL0	115,000.000	112,614.52	161,248.30
CSX CORP 3.8% DUE 11-01-2046 SEDOL: BYMPHS7	45,000.000	55,868.85	53,907.31
CSX CORP 4.5% DUE 08-01-2054 SEDOL: BR30B13	30,000.000	29,497.20	39,808.15
CSX CORP 5.5% DUE 04-15-2041 SEDOL: B89GDM7	125,000.000	181,032.50	174,815.61
CUMMINS INC FIXED 2.6% DUE 09-01-2050 SEDOL: BN0VC52	750,000.000	742,745.59	765,400.27
CVS HEALTH CORP 2.7% DUE 08-21-2040 SEDOL: BMXRPP1	320,000.000	314,958.45	323,729.26

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
CVS HEALTH CORP 4.125% DUE 04-01-2040 REG SEDOL: BM6CF53	250,000.000	292,284.75	299,908.70
CVS HEALTH CORP 4.78% DUE 03-25-2038 SEDOL: BF4JK96	250,000.000	284,530.74	316,745.16
CVS HEALTH CORP 5.05% DUE 03-25-2048 SEDOL: BF4JKH4	740,000.000	824,957.91	1,002,906.07
CVS HEALTH CORP 5.125% DUE 07-20-2045 SEDOL: BYPFC45	40,000.000	52,936.40	53,854.45
DANAHER CORP 2.6% DUE 10-01-2050 SEDOL: BLGYGD7	555,000.000	549,283.50	576,254.13
DEVON ENERGY CORP FIXED 5% DUE 06-15-2045 SEDOL: BYNCY2	45,000.000	50,217.30	53,004.37
DEVON ENERGY CORP 4.75% DUE 05-15-2042 SEDOL: BFN08Q3	110,000.000	107,228.50	124,175.25
DEVON ENERGY CORP 5.6 DUE 07-15-2041 SEDOL: B3Q7W10	50,000.000	53,916.00	61,148.87
DH EUROPE FIN II S FIXED 3.25% 11-15-2039 SEDOL: BG0WND1	60,000.000	64,002.60	68,336.82
DIAMOND 1 FIN CORP 7.125% DUE 06-15-2024 CUSIP: 25272KAW3	225,000.000	236,874.54	233,353.13
DISCOVERY FIXED 4.65% DUE 05-15-2050 SEDOL: BMDNBL7	115,000.000	119,989.75	143,835.66
DISCOVERY 3.625% DUE 05-15-2030 CUSIP: 25470DBJ7	315,000.000	350,327.25	360,834.66
DISH DBS CORP 5.875% 11-15-2024 CUSIP: 25470XAW5	50,000.000	51,749.96	52,426.75
DISH DBS CORP 5% DUE 03-15-2023 CUSIP: 25470XAL9	75,000.000	76,406.25	77,437.50
DISNEY WALT CO SR NT 5.4% 10-01-2043 SEDOL: BJQX544	35,000.000	48,632.15	51,196.33
DISNEY WALT CO SR NT 6.65% 11-15-2037 CUSIP: 254687EH5	150,000.000	196,910.40	237,048.42
DISNEY WALT CO 2.75% DUE 09-01-2049 SEDOL: BJJJTB4	420,000.000	413,287.89	444,349.85
DISNEY WALT CO 3.5% DUE 05-13-2040 REG SEDOL: BMFKW68	750,000.000	797,829.53	881,619.29

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
DISNEY WALT CO 3.6% DUE 01-13-2051 REG SEDOL: BMDHPZ1	330,000.000	392,866.62	399,464.66
DISNEY WALT CO 4.625% DUE 03-23-2040 SEDOL: BMF33P3	425,000.000	506,618.35	567,552.58
DIVERSIFIED 9.75% DUE 06-15-2025 CUSIP: 25525PAA5	305,000.000	322,490.00	346,522.70
DOMINION RES INC 7% DUE 06-15-2038 SEDOL: B39ZDT6	150,000.000	202,789.50	228,915.76
DOW CHEM CO NT 9.4 DUE 05-15-2039 SEDOL: BG48TR1	30,000.000	51,889.20	53,853.33
DOW CHEMICAL CO 3.6% 11-15-2050 SEDOL: BN15X50	545,000.000	549,359.70	612,334.91
DOW CHEMICAL CO 4.375% DUE 11-15-2042 SEDOL: BFZDDH6	115,000.000	114,747.31	140,845.21
DOWDUPONT INC 5.319% DUE 11-15-2038 SEDOL: BGL9DP3	215,000.000	245,763.89	291,197.47
DTE ELEC CO 3.75% DUE 08-15-2047 SEDOL: BF08MX5	30,000.000	34,666.20	37,597.82
DTE ELECTRIC CO 3.95% 03-01-2049 SEDOL: BJ68680	25,000.000	32,236.25	32,428.25
DUKE ENERGY FLA 2.5% DUE 12-01-2029 SEDOL: BK6X9F0	70,000.000	69,962.90	76,414.06
DUKE ENERGY FLA 3.4% DUE 10-01-2046 SEDOL: BYQHNW5	40,000.000	45,053.20	45,674.84
DUKE ENERGY FLA 4.2% DUE 07-15-2048 CUSIP: 26444HAF8	60,000.000	60,063.60	77,202.79
DUKE ENERGY IND FIXED 2.75% DUE 04-01-2050 SEDOL: BL6BZT7	140,000.000	138,984.28	145,574.55
DUKE ENERGY IND LLC 3.25% DUE 10-01-2049 SEDOL: BKDP7D3	35,000.000	38,250.10	39,639.24
DUKE ENERGY PROGRESS LLC 3.6% 09-15-2047 CUSIP: 26442UAE4	246,000.000	242,483.75	298,065.74
DUKE ENERGY 4.2% DUE 08-15-2045 SEDOL: BYV3CD2	75,000.000	81,635.16	95,232.81
DUKE UNIV HLTH SYS 3.92% DUE 06-01-2047 SEDOL: BZ4DLN9	35,000.000	36,359.05	43,008.29

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United States - USD			
DUKE UNIV 2.757% 10-01-2050 SEDOL: BMZN104	80,000.000	80,000.00	86,474.01
EASTMAN CHEM CO 4.65% DUE 10-15-2044 SEDOL: BMNQYY0	50,000.000	49,638.14	63,295.86
ECOLAB INC 3.95% 12-01-2047 SEDOL: BFXZ7V6	35,000.000	34,816.95	44,793.28
EL PASO NAT GAS CO 8.375% DUE 06-15-2032 SEDOL: 2787237	170,000.000	217,577.90	239,400.70
EL PASO PIPELN 4.7% DUE 11-01-2042 SEDOL: B82B6J7	65,000.000	62,395.09	74,399.78
ELDORADO RESORTS 6.25% DUE 07-01-2025 CUSIP: 28470RAH5	125,000.000	127,492.50	133,125.00
ENABLE MIDSTREAM PARTNERS LP 4.4% DUE 03-15-2027 REG CUSIP: 292480AK6	365,000.000	352,725.05	368,326.56
ENBRIDGE ENERGY 5.5% DUE 09-15-2040 SEDOL: B3N4NM2	55,000.000	60,325.65	67,908.81
ENERGY TRANSFER FIXED 6.05% DUE 06-01-2041 SEDOL: B4LTG94	140,000.000	149,671.20	163,961.60
ENERGY TRANSFER 5.8% DUE 06-15-2038 CUSIP: 29278NAD5	30,000.000	33,501.30	34,464.07
ENERGY TRANSFER 5.95 DUE 10-01-2043 SEDOL: BDWGWZ3	690,000.000	722,092.75	781,601.62
ENERGY TRANSFER 6% DUE 06-15-2048 SEDOL: BFXCN75	75,000.000	86,761.50	88,374.93
ENERGY TRANSFER 7.5% DUE 07-01-2038 SEDOL: BG48VF3	245,000.000	304,036.84	325,684.22
ENTERGY LA LLC 4.2% 04-01-2050 SEDOL: BJKGSC8	65,000.000	84,111.95	83,842.35
ENTERPRISE PRODS FIXED 3.95% DUE 01-31-2060 SEDOL: BL39936	40,000.000	40,328.29	44,278.43
ENTERPRISE PRODS FIXED 4.9% DUE 05-15-2046 SEDOL: BYZ5J66	105,000.000	108,954.41	133,643.98
ENTERPRISE PRODS OPER LLC GTD SR NT 4.85DUE 08-15-2042 SEDOL: B5LM203	275,000.000	319,937.60	341,975.33
ENTERPRISE PRODS OPER LLC 4.25% 02-15-2048 SEDOL: BFY1ZL9	150,000.000	151,825.67	175,872.13

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
ENTERPRISE PRODS OPER LLC 5.375% 02-15-2078 REG CUSIP: 29379VBR3	1,067,000.000	995,623.47	1,078,195.35
ENTERPRISE PRODS 3.7% DUE 01-31-2051 SEDOL: BL397H6	40,000.000	41,224.83	44,031.16
ENTERPRISE PRODS 4.85% DUE 03-15-2044 SEDOL: B9M5X40	45,000.000	47,844.90	55,824.65
ENTERPRISE PRODS 5.7% DUE 02-15-2042 SEDOL: B56MMZ3	90,000.000	95,895.56	123,561.48
ENTERPRISE PRODS 6.125% DUE 10-15-2039 SEDOL: B4RMRV6	35,000.000	43,188.25	48,715.56
EOG RES INC 4.95% DUE 04-15-2050 SEDOL: BLB9JH2	55,000.000	60,089.70	74,549.47
ERP OPER LTD 2.5% DUE 02-15-2030 SEDOL: BKSV3Z0	45,000.000	48,006.45	48,606.40
ERP OPER LTD 4.5% DUE 07-01-2044 SEDOL: BNH7PZ4	185,000.000	231,381.55	244,529.48
ESSENTIAL UTILS FIXED 2.704% DUE 04-15-2030 SEDOL: BLF9923	55,000.000	55,354.75	59,624.90
ESSENTIAL UTILS FIXED 3.351% DUE 04-15-2020 SEDOL: BLF9912	55,000.000	59,546.85	61,295.80
EVERSOURCE ENERGY FIXED 1.65% DUE 08-15-2030 SEDOL: BKP8MZ7	40,000.000	40,281.20	39,837.95
EXELON CORP 4.45% DUE 04-15-2046 SEDOL: BD073T1	125,000.000	135,741.02	159,389.10
EXXON MOBIL CORP 2.995% DUE 08-16-2039 SEDOL: BK81HN6	595,000.000	597,613.23	645,834.17
EXXON MOBIL CORP 3.452% DUE 04-15-2051 REG SEDOL: BMDSC31	210,000.000	246,535.20	240,006.45
EXXON MOBIL CORP 4.227% DUE 03-19-2040 SEDOL: BL68H58	795,000.000	936,676.17	990,053.05
FED EXPRESS CORP 7.6% DUE 07-01-2097 SEDOL: B4R2H61	45,000.000	64,409.40	75,030.41
FEDEX CORP 4.05% DUE 02-15-2048 SEDOL: BF42ZD4	50,000.000	59,576.00	60,437.29
FEDEX CORP 4.1% DUE 04-15-2043 SEDOL: B8HKM13	130,000.000	121,989.97	153,657.37

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
FEDEX CORP 4.4% DUE 01-15-2047 SEDOL: BYYPSG0	100,000.000	103,171.80	126,352.17
FEDEX CORP 4.55% DUE 04-01-2046 SEDOL: BD9Y0B4	50,000.000	51,957.50	64,324.90
FL PWR & LT CO 3.7% 12-01-2047 SEDOL: BF3RG04	90,000.000	89,288.10	111,567.81
FL PWR & LT CO 4.05% DUE 10-01-2044 SEDOL: BQQCCK5	50,000.000	62,917.50	64,138.50
FLORIDA PWR CORP 3.85% DUE 11-15-2042 SEDOL: B8HN579	70,000.000	72,300.90	83,540.09
FLUOR CORP NEW 3.5% DUE 12-15-2024 CUSIP: 343412AC6	80,000.000	78,500.00	79,009.60
FMC CORP 4.5% DUE 10-01-2049 SEDOL: BJYGNS5	70,000.000	69,964.30	90,753.38
FORTRESS TRANSN & 6.5% DUE 10-01-2025 CUSIP: 34960PAB7	70,000.000	72,275.00	73,157.70
FOX CORP 5.576% DUE 01-25-2049 SEDOL: BM63802	205,000.000	263,261.50	299,656.01
GA PWR CO SR NT SER 2012A 4.3 DUE 03-15-2042 CUSIP: 373334JW2	430,000.000	410,327.90	546,045.76
GCI LLC 4.75% DUE 10-15-2028 CUSIP: 36166TAB6	70,000.000	70,000.00	74,658.50
GE CAP INTL FDG CO 4.418% DUE 11-15-2035 SEDOL: BYNWXZ6	1,083,000.000	1,037,258.66	1,292,610.34
GEN ELEC CAP CORP MEDIUM TERM NTS BO TRANCHE # TR 00818 6.875 DUE 01-10-2039 SEDOL: B7XW2Z0	205,000.000	262,249.15	301,776.86
GEN ELEC CAP CORP 6.15% DUE 08-07-2037 SEDOL: BCZSZ30	125,000.000	164,635.62	172,319.52
GENERAL ELEC CO 4.125% DUE 10-09-2042 SEDOL: B7T4807	53,000.000	47,549.25	62,129.77
GENERAL ELEC CO 4.25% DUE 05-01-2040 SEDOL: BMWWSK3	395,000.000	407,837.58	466,971.23
GENERAL ELEC CO 4.35% DUE 05-01-2050 REG SEDOL: BMWWSL4	70,000.000	82,172.50	85,130.38
GENERAL ELEC CO 4.5% DUE 03-11-2044 SEDOL: BKRVDH7	105,000.000	106,057.46	128,339.23

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
GENERAL MLS INC 2.875% DUE 04-15-2030 REG SEDOL: BM6QSF6	115,000.000	125,751.35	127,511.10
GENERAL MTRS CO 5.15% DUE 04-01-2038 SEDOL: BD93QC4	180,000.000	177,251.43	216,423.01
GENERAL MTRS CO 6.75% DUE 04-01-2046 CUSIP: 37045VAL4	670,000.000	774,980.36	965,294.41
GENESIS ENERGY L P 7.75% DUE 02-01-2028 CUSIP: 37185LAL6	80,000.000	78,300.00	76,600.00
GEORGIA PWR CO 4.75% DUE 09-01-2040 SEDOL: B5YFYT2	40,000.000	46,328.40	52,539.11
GILEAD SCIENCES INC 2.6% DUE 10-01-2040 SEDOL: BMDWCG6	335,000.000	333,161.15	338,228.12
GILEAD SCIENCES INC 2.8% DUE 10-01-2050/09-30-2020 REG SEDOL: BMDWBN6	725,000.000	720,766.00	719,509.29
GILEAD SCIENCES 4.15% DUE 03-01-2047 CUSIP: 375558BK8	50,000.000	58,857.50	61,077.73
GILEAD SCIENCES 4.5% DUE 02-01-2045 SEDOL: BSNBJW0	60,000.000	75,029.40	76,468.21
GILEAD SCIENCES 4.75% DUE 03-01-2046 CUSIP: 375558BD4	110,000.000	146,481.20	145,793.85
GILEAD SCIENCES 4.8% DUE 04-01-2044 SEDOL: BKHDRD3	75,000.000	83,609.52	98,973.41
GILEAD SCIENCES 5.65% DUE 12-01-2041 SEDOL: B6S0304	95,000.000	135,558.60	137,077.68
GOLDMAN SACHS FLTG RT 4.017% DUE 10-31-2038 CUSIP: 38148YAA6	360,000.000	373,592.82	439,322.04
GOLDMAN SACHS GROUP INC 4.411% DUE 04-23-2039 CUSIP: 38141GXA7	1,045,000.000	1,074,518.97	1,335,920.77
GRAINGER W W INC 4.2% DUE 05-15-2047 SEDOL: BYQMTX3	70,000.000	90,522.60	88,656.59
HALLIBURTON CO 4.5 DUE 11-15-2041 SEDOL: B5TFVQ3	105,000.000	100,605.30	114,644.81
HALLIBURTON CO 5% DUE 11-15-2045 SEDOL: BYNR4N6	155,000.000	172,560.80	184,260.01
HALLIBURTON CO 7.45% DUE 09-15-2039 SEDOL: B63S808	90,000.000	118,367.70	129,351.02

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
HARTFORD 3.447% DUE 07-01-2054 SEDOL: BKT5YK3	60,000.000	60,000.00	63,298.56
HASBRO INC 3.9% DUE 11-19-2029 CUSIP: 418056AZ0	155,000.000	154,504.00	175,539.60
HASBRO INC 6.35% DUE 03-15-2040 CUSIP: 418056AS6	370,000.000	427,976.97	477,157.07
HEALTHSOUTH CORP 5.75% DUE 09-15-2025 CUSIP: 421924BT7	30,000.000	30,825.00	31,012.50
HERBALIFE 7.875% DUE 09-01-2025 CUSIP: 42704MAA0	75,000.000	76,809.79	81,937.50
HEWLETT PACKARD STEP CPN 6.35% DUE 10-15-2045 SEDOL: BDCT8F6	95,000.000	122,741.90	125,217.39
HIGHWOODS RLTY LTD 3.05% DUE 02-15-2030 CUSIP: 431282AS1	820,000.000	813,503.61	867,628.19
HILTON DOMESTIC 5.125% DUE 05-01-2026 CUSIP: 432833AD3	31,000.000	31,271.25	32,007.50
HILTON GRAND FIXED 6.125% DUE 12-01-2024 CUSIP: 43283QAB6	65,000.000	67,356.25	68,087.50
HOME DEPOT INC 3.125% DUE 12-15-2049 SEDOL: BKDX1Q8	1,450,000.000	1,528,071.58	1,672,893.49
HOME DEPOT INC 3.9% DUE 06-15-2047 SEDOL: BDGLXQ4	45,000.000	55,629.00	57,469.32
HOME DEPOT INC 4.5% DUE 12-06-2048 SEDOL: BHQFF46	25,000.000	35,131.45	35,094.80
HOSPITALITY PPTYS TR 4.65 DUE 03-15-2024 REG CUSIP: 44106MAS1	90,000.000	87,637.50	89,100.00
HOSPITALITY PPTYS 4.35% DUE 10-01-2024 CUSIP: 44106MAZ5	70,000.000	65,695.75	69,125.00
HOSPITALITY PPTYS 4.5% DUE 06-15-2023 CUSIP: 44106MAR3	95,000.000	95,475.00	95,475.00
HUMANA INC FIXED 3.95% DUE 08-15-2049 SEDOL: BK59KT0	35,000.000	42,687.75	42,786.64
IDA PWR CO SECD 4.2% DUE 03-01-2048 SEDOL: BDVQB59	40,000.000	45,505.20	51,828.42
IN MICH PWR CO 4.55% DUE 03-15-2046 SEDOL: BYPJ106	35,000.000	39,107.95	45,786.22

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
INDIANA UNIV HEALTH INC 3.97% BNDS 11-01-2048 SEDOL: BFZPKG0	70,000.000	70,000.00	88,803.49
INGLES MKTS INC 5.75% DUE 06-15-2023 CUSIP: 457030AJ3	107,000.000	108,549.83	108,070.00
INTEL CORP 3.25% DUE 11-15-2049 CUSIP: 458140BJ8	490,000.000	517,439.58	548,435.28
INTEL CORP 3.734% 12-08-2047 BEO SEDOL: BFMFJQ6	30,000.000	35,894.40	35,851.86
INTEL CORP 4.6% DUE 03-25-2040 CUSIP: 458140BL3	310,000.000	347,145.40	409,261.76
INTEL CORP 4.75% DUE 03-25-2050 CUSIP: 458140BM1	165,000.000	231,546.20	230,267.81
INTERCONTINENTAL EXCHANGE INC 1.85% DUE 09-15-2032 REG SEDOL: BMTQL43	270,000.000	269,202.35	272,050.52
INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040 SEDOL: BMTQL09	1,240,000.000	1,239,550.75	1,270,452.42
INTERCONTINENTAL EXCHANGE INC 3.0% DUE 06-15-2050 BEO SEDOL: BM9PS38	40,000.000	39,398.40	42,474.00
INTERCONTINENTAL EXCHANGE INC 3.0% DUE 09-15-2060 REG SEDOL: BMTQL54	60,000.000	60,147.20	62,710.33
INTERCONTINENTAL 4.25% DUE 09-21-2048 SEDOL: BF4Q3X2	30,000.000	37,709.10	38,240.70
INTERNATIONAL BUSINESS MACHS CORP 4.15% DUE 05-15-2039 SEDOL: BK5CT25	30,000.000	32,206.71	37,982.91
INTERNATIONAL BUSINESS MACHS CORP 4.25% DUE 05-15-2049 REG CUSIP: 459200KC4	60,000.000	74,097.60	78,788.01
INTL BUSINESS FIXED 2.85% DUE 05-15-2040 CUSIP: 459200KK6	880,000.000	915,724.32	946,840.13
INTL BUSINESS FIXED 2.95% DUE 05-15-2050 SEDOL: BMZ8217	110,000.000	113,212.50	117,239.29
INTL PAPER CO 5.15% DUE 05-15-2046 SEDOL: BXT7CG2	110,000.000	132,796.25	152,478.53
INTST PWR & LT CO 3.7% DUE 09-15-2046 SEDOL: BD1LVH6	190,000.000	232,622.70	219,386.63
IRB HLDG CORP 7% DUE 06-15-2025 CUSIP: 44988MAC9	70,000.000	72,245.83	76,475.00

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United States - USD			
ISTAR INC 5.5% 02-15-2026 CUSIP: 45031UCJ8	255,000.000	255,000.00	260,100.00
JOHNS HOPKINS UNIV 2.813% DUE 01-01-2060 SEDOL: BLBKJ19	35,000.000	35,000.00	36,908.99
JOHNSON & JOHNSON 2.25% 09-01-2050 SEDOL: BMGYMY7	305,000.000	304,442.35	306,363.73
JOHNSON & JOHNSON 3.4% 01-15-2038 SEDOL: BFXCN97	90,000.000	102,169.53	108,877.91
JOHNSON & JOHNSON 3.5% 01-15-2048 SEDOL: BFXCNB9	30,000.000	37,184.10	37,164.74
JOHNSON & JOHNSON 3.625% DUE 03-03-2037 SEDOL: BF01Z57	160,000.000	163,390.40	195,623.05
JOHNSON & JOHNSON 3.75% DUE 03-03-2047 SEDOL: BF01Z35	225,000.000	227,048.72	288,686.40
JOHNSON & JOHNSON 4.5 DUE 09-01-2040 REG CUSIP: 478160AV6	812,000.000	1,106,358.22	1,126,831.00
JOHNSON CTLS INTL PLC SR NT STEP UP 07-02-2064 12-28-2016 SEDOL: BDG0907	145,000.000	193,465.15	199,052.67
JPMORGAN CHASE & CO BNDS 3.897% 01-23-2049 SEDOL: BDRJGF7	90,000.000	111,897.90	113,460.93
JPMORGAN CHASE & CO BNDS 4.032% 07-24-2048 SEDOL: BF348D2	180,000.000	178,878.45	228,145.01
JPMORGAN CHASE & CO BNDS 4.26% 02-22-2048 SEDOL: BZ7NF45	195,000.000	229,684.27	255,387.33
JPMORGAN CHASE & CO 3.109% DUE 04-22-2041/10-22-2020 REG SEDOL: BMF05B4	615,000.000	633,229.63	687,426.23
JPMORGAN CHASE & CO 3.964% DUE 11-15-2048 SEDOL: BD0G1Q1	315,000.000	350,938.74	396,437.05
JPMORGAN CHASE & CO 5.5 DUE 10-15-2040 SEDOL: B9L4NM6	55,000.000	75,455.05	80,876.75
JPMORGAN CHASE & FLTG RT 2.525% DUE 11-19-2041 SEDOL: BNDQ298	510,000.000	513,812.70	523,418.83
JPMORGAN CHASE & 3.882% DUE 07-24-2038 SEDOL: BF348B0	1,285,000.000	1,479,576.20	1,564,893.66
JPMORGAN CHASE & 5.6% DUE 07-15-2041 SEDOL: B6QKFT9	75,000.000	110,346.00	113,460.19

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United States - USD			
KAISER FNDTN HOSPS 4.15% DUE 05-01-2047 SEDOL: BF0YLL4	105,000.000	106,748.90	136,754.28
KANSAS CITY SOUTHN FIXED 3.5% DUE 05-01-2050 CUSIP: 485170BE3	225,000.000	238,825.25	250,155.93
KENTUCKY UTILS CO 4.375% DUE 10-01-2045 SEDOL: BYTX3J7	145,000.000	167,557.45	188,546.31
KIMCO RLTY CORP 4.125% DUE 12-01-2046 SEDOL: BDS6CH1	125,000.000	132,832.25	139,502.24
KIMCO RLTY CORP 4.45% 09-01-2047 CUSIP: 49446RAT6	740,000.000	719,179.35	868,953.21
KINDER MORGAN INC FIXED 3.25% DUE 08-01-2050 CUSIP: 49456BAS0	300,000.000	295,695.00	298,154.55
KINDER MORGAN INC 5.05% DUE 02-15-2046 SEDOL: BW39342	35,000.000	41,922.30	42,727.37
KINDER MORGAN INC 5.3% DUE 12-01-2034 SEDOL: BSWG9S2	25,000.000	26,076.75	30,809.40
KINDER MORGAN INC 5.55% DUE 06-01-2045 SEDOL: BSXNP73	30,000.000	37,898.10	38,553.85
KINDER MORGAN 6.375% DUE 03-01-2041 SEDOL: B64Q0M7	125,000.000	150,688.75	165,271.28
KINDER MORGAN 6.5% DUE 09-01-2039 CUSIP: 494550BD7	960,000.000	1,048,613.59	1,252,354.05
KINDER MORGAN 6.55% DUE 09-15-2040 SEDOL: B3S4PJ8	50,000.000	65,636.50	65,747.52
KINDER MORGAN 6.95% DUE 01-15-2038 SEDOL: B1Z54W6	280,000.000	348,515.20	383,126.70
KLA CORP 3.3% 03-01-2050 SEDOL: BL1LXW1	45,000.000	44,982.90	50,780.24
KROGER CO 5.15% DUE 08-01-2043 SEDOL: BCF0W80	145,000.000	168,343.07	198,634.01
L BRANDS INC 6.694% 01-15-2027 CUSIP: 501797AQ7	76,000.000	76,950.00	83,790.00
L BRANDS INC 7.5% DUE 06-15-2029 CUSIP: 501797AR5	85,000.000	89,462.50	94,562.50
LEAR CORP 5.25% 05-15-2049 SEDOL: BJK36K3	25,000.000	28,760.50	30,861.71

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United States - USD			
LEVEL 3 FING INC 5.375% DUE 05-01-2025 CUSIP: 527298BH5	80,000.000	82,200.00	82,276.00
LGI HOMES INC 6.875% DUE 07-15-2026 CUSIP: 50187TAE6	155,000.000	163,352.50	162,750.00
LILLY ELI & CO 2.25% DUE 05-15-2050 SEDOL: BMBMD76	210,000.000	200,409.43	206,402.48
LILLY ELI & CO 2.5% 08-25-2020 SEDOL: BMGYN33	100,000.000	97,648.54	101,906.80
LILLY ELI & CO 3.95% 03-15-2049 SEDOL: BJJDP30	30,000.000	37,990.20	39,356.81
LILLY ELI & CO 4.15% 03-15-2059 SEDOL: BJJDP41	55,000.000	59,667.31	76,359.05
LITHIA MTRS INC 5.25% DUE 08-01-2025 CUSIP: 536797AC7	155,000.000	161,199.96	160,812.50
LOCKHEED MARTIN FIXED 2.8% DUE 06-15-2050 SEDOL: BLFHQ82	450,000.000	478,602.50	486,531.62
LOCKHEED MARTIN 3.8% DUE 03-01-2045 CUSIP: 539830BD0	785,000.000	973,730.79	983,667.74
LOCKHEED MARTIN 4.07% DUE 12-15-2042 SEDOL: BBD6G92	70,000.000	78,839.43	90,962.94
LOUISVILLE GAS & ELEC CO 4.25% 04-01-2049 SEDOL: BJH0CV0	40,000.000	39,952.80	51,676.86
LOWES COS INC 1.7% DUE 10-15-2030 SEDOL: BN4NTQ4	105,000.000	104,597.85	106,383.59
LOWES COS INC 3% DUE 10-15-2050 SEDOL: BN4NTS6	55,000.000	54,946.10	58,828.84
LOWES COS INC 4.05% DUE 05-03-2047 SEDOL: BYWC120	35,000.000	42,906.85	43,813.80
LOWES COS INC 4.375% DUE 09-15-2045 SEDOL: BYMYN08	50,000.000	62,741.00	62,792.51
LSVLE GAS & ELEC 4.65% DUE 11-15-2043 SEDOL: BFZB9W7	35,000.000	45,056.20	45,248.73
LYB INTL FIN III LLC 4.2% DUE 05-01-2050REG SEDOL: BMG2XG0	160,000.000	167,399.80	186,454.41
LYB INTL FIN III LLC 4.2% DUE 10-15-2049 SEDOL: BKTSH36	55,000.000	54,168.40	64,290.73

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United States - USD			
LYB INTL FIN III 3.375% DUE 10-01-2040 SEDOL: BMF74Z2	1,135,000.000	1,134,470.15	1,197,139.45
LYB INTL FIN III 3.625% DUE 04-01-2051 SEDOL: BK54437	75,000.000	74,739.30	81,954.84
LYB INTL FIN III 3.8% DUE 10-01-2060 SEDOL: BKS9YF1	105,000.000	103,438.80	112,769.05
MA INST TECH FIXED 2.989% DUE 07-01-2050 SEDOL: BKZ91M0	65,000.000	65,000.00	75,378.80
MA INST TECH 3.885% DUE 07-01-2116 SEDOL: BZB26Q7	40,000.000	38,057.60	50,709.34
MA INST TECH 4.678% DUE 07-01-2114 SEDOL: BM7SF38	65,000.000	70,427.50	98,997.91
MAGELLAN HLTH INC 4.4% DUE 09-22-2024 CUSIP: 559079AK4	75,000.000	76,406.25	78,937.50
MAGELLAN MIDSTREAM PARTNERS LP 4.85%02-01-2049 REG CUSIP: 559080AN6	1,345,000.000	1,480,051.41	1,693,134.51
MAGELLAN MIDSTREAM 3.95% DUE 03-01-2050 SEDOL: BK63XX6	50,000.000	54,839.00	56,349.55
MAGELLAN MIDSTREAM 5.15% DUE 10-15-2043 SEDOL: BFGCNC7	120,000.000	128,215.50	154,133.84
MARATHON OIL CORP 6.6% DUE 10-01-2037 SEDOL: B27ZDL3	130,000.000	149,339.01	160,690.26
MARATHON OIL CORP 6.8% DUE 03-15-2032 SEDOL: BBMT8K7	45,000.000	54,689.85	55,470.70
MARATHON PETE CORP 5.85% DUE 12-15-2045 SEDOL: BZ02G68	645,000.000	679,520.95	797,040.85
MARATHON PETE CORP 5% DUE 09-15-2054 SEDOL: BQSC311	60,000.000	63,323.19	67,887.22
MARATHON PETE CORP 6.5% DUE 03-01-2041 SEDOL: B6W1ZC9	145,000.000	168,569.41	194,677.04
MARRIOTT OWN RESORTS INC / ILG LLC SR NT6.5% 09-15-2026 CUSIP: 57165PAB1	140,000.000	144,800.00	146,300.00
MARSH & MCLENNAN COS INC 2.25% DUE 11-15-2030/05-07-2020 REG SEDOL: BMBKZF2	115,000.000	114,017.90	121,751.61
MASTERCARD INC 3.65% DUE 06-01-2049 SEDOL: BHTBS19	1,040,000.000	1,120,375.12	1,292,025.67

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
MASTERCARD INC 3.85% DUE 03-26-2050 REG SEDOL: BMH9H80	130,000.000	164,868.32	167,793.20
MCDONALD'S CORP 3.625 DUE 05-01-2043 SEDOL: B831BL3	130,000.000	117,868.86	149,672.09
MCDONALDS CORP 4.45% DUE 03-01-2047 REG SEDOL: BDFC7W2	130,000.000	167,476.70	168,914.05
MCDONALDS CORP 4.875% DUE 07-15-2040 SEDOL: B4T8994	35,000.000	43,202.95	46,391.27
MEM 2.955% DUE 01-01-2050 SEDOL: BMHGV23	535,000.000	535,000.00	569,284.75
MERCK & CO INC NEW FIXED 2.45% DUE 06-24-2050 SEDOL: BMBQJZ8	365,000.000	360,946.67	377,909.66
MERCK & CO INC NEW 2.35% DUE 06-24-2040 SEDOL: BMBQJY7	615,000.000	630,012.59	636,382.09
MERCK & CO INC NEW 4.0% 03-07-2049 SEDOL: BJ0KX25	295,000.000	382,162.89	389,349.40
METHODIST HOSP HOUSTON TEX 2.705% DUE 12-01-2050/08-27-2020 REG SEDOL: BMXL0J2	105,000.000	105,000.00	107,107.40
METLIFE INC FIXED 10.75% DUE 08-01-2069 SEDOL: B3Q5R19	40,000.000	62,460.00	68,531.89
METLIFE INC STEP CPN 4.721% DUE 12-15-2044 SEDOL: BRF1CN3	175,000.000	194,998.93	240,137.47
MGM RESORTS INTL FIXED 6.75% DUE 05-01-2025 CUSIP: 552953CG4	65,000.000	68,737.50	70,356.00
MICROSOFT CORP 2.525% DUE 06-01-2050 BEO SEDOL: BM9DJ73	505,000.000	502,195.76	532,544.94
MICROSOFT CORP 2.675% DUE 06-01-2060 BEO SEDOL: BM9GFY1	545,000.000	488,556.07	590,617.64
MICROSOFT CORP 3.5% DUE 11-15-2042 CUSIP: 594918AR5	1,600,000.000	1,880,355.52	1,969,845.84
MICROSOFT CORP 3.7% DUE 08-08-2046 CUSIP: 594918BT0	295,000.000	335,923.50	374,055.44
MICROSOFT CORP 3.95% DUE 08-08-2056 CUSIP: 594918BU7	55,000.000	71,131.50	75,529.97
MICROSOFT CORP 4% DUE 02-12-2055 CUSIP: 594918BE3	50,000.000	63,905.50	68,671.12

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
MIDAMERICAN ENERGY CO 3.15% DUE 04-15-2050 SEDOL: BKT2JL0	70,000.000	69,605.20	80,472.91
MIDAMERICAN ENERGY CO 3.65% 08-01-2048 CUSIP: 595620AS4	35,000.000	35,741.11	42,793.24
MIDAMERICAN ENERGY CO 4.25% 07-15-2049 SEDOL: BJ1STS6	55,000.000	57,417.41	73,844.63
MIDAMERICAN ENERGY 4.4% DUE 10-15-2044 SEDOL: BL9FK80	105,000.000	132,192.90	136,183.57
MIDAMERICAN ENERGY 4.8% DUE 09-15-2043 CUSIP: 595620AL9	790,000.000	938,019.40	1,080,768.59
MISSISSIPPI PWR CO 4.75% DUE 10-15-2041 SEDOL: B718562	35,000.000	37,222.50	42,522.52
MOLSON COORS 4.2% DUE 07-15-2046 SEDOL: BYT4Q46	60,000.000	56,947.20	68,847.66
MOLSON COORS 5 DUE 05-01-2042 SEDOL: BG49491	60,000.000	64,878.00	75,089.55
MOODY'S CORPORATION 4.875% 12-17-2048 BEO CUSIP: 615369AQ8	95,000.000	93,411.60	130,687.34
MORGAN STANLEY 3.971% 07-22-2038 SEDOL: BZ9P947	135,000.000	136,849.19	166,384.62
MORGAN STANLEY 4.457% 04-22-2039 CUSIP: 61744YAR9	105,000.000	139,611.15	136,353.64
MPLX LP FIXED 5.2% 12-01-2047 SEDOL: BMYNVR2	160,000.000	159,681.16	193,319.68
MPLX LP 4.5% 04-15-2038 SEDOL: BYZGJX6	160,000.000	163,501.69	183,010.33
MPLX LP 5.5% DUE 02-15-2049 SEDOL: BF5M0J4	30,000.000	31,674.90	39,504.39
MPT OPER 5.25% DUE 08-01-2026 CUSIP: 55342UAG9	30,000.000	30,400.00	31,410.00
MT SINAI HOSP NEW 3.391% DUE 07-01-2050 SEDOL: BMT8BW7	70,000.000	70,000.00	76,431.31
N.W. PIPELN LLC FIXED 4% DUE 04-01-2027 SEDOL: BF42B58	95,000.000	94,513.60	108,698.60
NATIONAL RURAL UTIL COOP 4.4% DUE 11-01-2048 BEO CUSIP: 637432NR2	675,000.000	675,525.11	898,527.62

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
NATL OILWELL VARCO 3.6% DUE 12-01-2029 CUSIP: 637071AM3	855,000.000	847,169.61	894,069.03
NEVADA PWR CO 3.125% DUE 08-01-2050 SEDOL: BKT3043	130,000.000	130,662.50	143,959.68
NEW YORK & 3.954% DUE 08-01-2119 SEDOL: BK5WMP9	100,000.000	100,000.00	116,460.03
NEWMONT CORP FORMERLY NEWMONT GOLDCORP 2.25% DUE 10-01-2030 REG CUSIP: 651639AY2	495,000.000	490,824.05	520,952.04
NEWMONT GOLDCORP CORP 5.875% 04-01-2035 SEDOL: BKTYJV6	60,000.000	70,888.20	87,296.64
NEWMONT GOLDCORP FIXED 2.8% 10-01-2029 SEDOL: BJSFXN3	180,000.000	179,486.80	196,485.75
NIKE INC FIXED 3.25% DUE 03-27-2040 SEDOL: BKSG5P9	165,000.000	186,810.45	191,925.86
NIKE INC 3.375% DUE 03-27-2050 SEDOL: BKSG5Q0	45,000.000	53,601.76	55,671.40
NISOURCE FIN CORP 4.375% 05-15-2047 SEDOL: BD20RG3	45,000.000	54,027.55	57,091.97
NISOURCE FIN CORP 4.8% DUE 02-15-2044 SEDOL: B976296	60,000.000	62,478.60	78,585.18
NISOURCE FIN CORP 5.25% DUE 02-15-2043 SEDOL: B846RN1	70,000.000	75,652.00	95,870.26
NISOURCE FIN CORP 5.65% DUE 02-01-2045 SEDOL: BFGCNJ4	140,000.000	170,676.00	201,381.10
NMI HLDGS INC 7.375% DUE 06-01-2025 CUSIP: 629209AA5	59,000.000	63,631.25	66,080.00
NOBLE ENERGY INC 4.2% DUE 10-15-2049 SEDOL: BK5MW93	50,000.000	61,773.65	65,157.35
NOBLE ENERGY INC 6% DUE 03-01-2041 SEDOL: B3WSZZ2	100,000.000	115,116.35	152,120.72
NORFOLK SOUTHN FIXED 3.942% DUE 11-01-2047 SEDOL: BGDQLK3	20,000.000	20,628.73	24,385.89
NORFOLK SOUTHN FIXED 4.05% DUE 08-15-2052 SEDOL: BGDLCQ5	180,000.000	194,916.20	229,144.68
NORFOLK SOUTHN FIXED 4.1% 05-15-2049 SEDOL: BKBTGN0	105,000.000	127,685.95	132,055.51

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United States - USD			
NORFOLK SOUTHN 3.05% DUE 05-15-2050 SEDOL: BL6L2C9	620,000.000	651,811.58	675,483.17
NORTHERN STS PWR CO MINN 2.6% DUE 06-01-2051 REG SEDOL: BMC8VZ7	145,000.000	142,271.10	153,599.10
NORTHROP GRUMMAN FIXED 5.25% DUE 05-01-2050 SEDOL: BMF33S6	130,000.000	141,605.98	193,250.02
NORTHROP GRUMMAN 5.15% DUE 05-01-2040 SEDOL: BLGSGS4	1,000,000.000	1,233,751.60	1,382,200.69
NVIDIA CORP 3.5% DUE 04-01-2040 CUSIP: 67066GAG9	400,000.000	409,094.89	480,367.13
NVIDIA CORP 3.5% DUE 04-01-2050 CUSIP: 67066GAH7	40,000.000	45,509.60	48,523.54
NYU HOSPS CTR 5.75% DUE 07-01-2043 SEDOL: BCJSQG6	30,000.000	38,003.10	42,163.45
NYU LANGONE HOSPS 3.38% DUE 07-01-2055 SEDOL: BKT3098	65,000.000	65,000.00	68,014.70
OCHSNER CLINIC 5.897% DUE 05-15-2045 SEDOL: BYNMMF9	25,000.000	33,929.75	34,314.45
OGLETHORPE PWR CORP 5.05% DUE 10-01-2048 SEDOL: BJXRH21	155,000.000	153,918.10	196,820.87
OHIOHEALTH CORP FIXED 3.042% DUE 11-15-2050 SEDOL: BMYC566	40,000.000	40,000.00	43,786.01
ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049 SEDOL: BL4PTW2	30,000.000	37,728.00	37,265.76
ONCOR ELEC DELIVERY CO LLC 3.1% 09-15-2049 SEDOL: BK6FDG5	45,000.000	49,898.25	51,316.15
ONCOR ELEC FIXED 3.8% DUE 09-30-2047 SEDOL: BGJWTV2	40,000.000	39,924.00	49,116.44
ONCOR ELEC FIXED 4.1% DUE 11-15-2048 SEDOL: BJLV952	140,000.000	137,375.89	181,364.80
ONEOK INC NEW FIXED 3.4% 09-01-2029 SEDOL: BKFV9C2	60,000.000	50,203.20	64,212.74
ONEOK INC NEW FIXED 4.5% DUE 03-15-2050 SEDOL: BKM7HG3	115,000.000	114,829.80	120,587.28
ONEOK INC NEW 7.15% DUE 01-15-2051 REG CUSIP: 682680BF9	805,000.000	849,349.35	1,111,743.23

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United States - USD			
ORACLE CORP FIXED 3.85% DUE 04-01-2060 SEDOL: BM5M639	260,000.000	285,482.94	319,725.78
ORACLE CORP 3.6% DUE 04-01-2040 REG SEDOL: BM5M628	850,000.000	858,081.14	995,508.94
ORACLE CORP 3.85% DUE 07-15-2036 SEDOL: BY7RCZ0	50,000.000	51,516.08	60,378.20
ORACLE CORP 4% DUE 07-15-2046 SEDOL: BY7RD02	40,000.000	48,864.40	49,098.41
ORLANDO HEALTH INC 3.327% DUE 10-01-2050 SEDOL: BMD3YQ3	50,000.000	50,000.00	55,443.31
ORLANDO HEALTH INC 4.089% DUE 10-01-2048 SEDOL: BG13DC2	20,000.000	19,983.59	24,680.90
PAC GAS & ELEC CO FIXED 4.5% DUE 07-01-2040 SEDOL: BMVV6C9	70,000.000	77,045.85	78,241.86
PAC GAS & ELEC CO FIXED 4.55% DUE 07-01-2030 SEDOL: BMT6J1	270,000.000	309,018.66	307,552.26
PAC GAS & ELEC CO FIXED 4.95% DUE 07-01-2050 SEDOL: BMT6G8	440,000.000	519,895.15	524,310.03
PACIFIC GAS & ELEC CO 3.95% 12-01-2047 SEDOL: BD24YZ3	165,000.000	168,386.25	170,994.56
PACIFICORP FIXED 3.3% DUE 03-15-2051 SEDOL: BL96VF7	90,000.000	89,258.40	103,240.99
PACIFICORP 4.1 DUE 02-01-2042 SEDOL: B6XX5C4	45,000.000	52,846.65	55,318.43
PACIFICORP 4.15% 02-15-2050 SEDOL: BHXC MN8	105,000.000	135,526.10	136,985.20
PATTERSON-UTI FIXED 3.95% DUE 02-01-2028 CUSIP: 703481AB7	120,000.000	113,589.26	110,776.59
PEACEHEALTH 3.218% DUE 11-15-2050 SEDOL: BMXWDH4	40,000.000	40,000.00	43,435.35
PECO ENERGY CO FIXED 3.7% 09-15-2047 SEDOL: BYVPKV2	50,000.000	49,811.50	61,290.97
PECO ENERGY CO FIXED 3.9% DUE 03-01-2048 CUSIP: 693304AW7	35,000.000	44,925.65	44,140.14
PECO ENERGY CO 3% DUE 09-15-2049 SEDOL: BKLMSL1	85,000.000	85,130.30	93,756.22

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United States - USD			
PEPSICO INC 1.4% DUE 02-25-2031 SEDOL: BN0XP37	215,000.000	214,133.55	216,515.19
PEPSICO INC 2.875% DUE 10-15-2049 CUSIP: 713448EP9	200,000.000	213,263.40	223,911.02
PEPSICO INC 3.375% DUE 07-29-2049 CUSIP: 713448EM6	385,000.000	400,424.95	467,169.60
PEPSICO INC 3.5% DUE 03-19-2040 CUSIP: 713448ET1	65,000.000	67,310.30	77,967.82
PEPSICO INC 3.875% DUE 03-19-2060 CUSIP: 713448EV6	30,000.000	39,143.70	40,193.16
PERFORMANCE FOOD 6.875% DUE 05-01-2025 CUSIP: 71376LAD2	95,000.000	97,727.50	101,650.00
PERRIGO FIN PLC 4.9% DUE 12-15-2044 SEDOL: BDR71F6	10,000.000	9,819.97	11,168.02
PFIZER INC 2.55% DUE 05-28-2040 SEDOL: BM9ZYF2	605,000.000	604,352.65	646,189.84
PFIZER INC 4.1% 09-15-2038 SEDOL: BFY0KD3	230,000.000	277,099.55	294,218.44
PFIZER INC 4.125% DUE 12-15-2046 SEDOL: BZ3FFH8	65,000.000	85,144.15	85,177.43
PFIZER INC 4.3% DUE 06-15-2043 SEDOL: BCLYQM8	55,000.000	55,533.50	72,195.08
PFIZER INC 4% DUE 03-15-2049 SEDOL: BJ1G678	40,000.000	51,320.00	52,573.25
PFIZER INC 5.6% DUE 09-15-2040 SEDOL: BZ4CYN7	100,000.000	118,060.00	146,582.13
PHILLIPS 66 2.15% 12-15-2030 SEDOL: BMTD3K4	220,000.000	216,335.15	223,337.63
PHILLIPS 66 4.65% DUE 11-15-2034 SEDOL: BSPCBQ9	45,000.000	51,224.00	54,519.10
PIEDMONT NAT GAS 4.65% DUE 08-01-2043 SEDOL: BC9KR36	25,000.000	32,467.75	32,231.98
PLAINS ALL AMERN PIPELINE L P / PAA FIN 5.15 DUE 06-01-2042 REG SEDOL: B6Y16K2	235,000.000	220,856.84	252,264.92
PLAINS ALL AMERN 6.65% DUE 01-15-2037 SEDOL: B23G0D1	65,000.000	70,413.85	79,345.77

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United States - USD			
POTOMAC ELEC PWR 4.15% DUE 03-15-2043 SEDOL: B95XX07	915,000.000	949,222.61	1,154,855.71
PPL ELEC UTILS 3% DUE 10-01-2049 SEDOL: BKLMTO7	60,000.000	58,992.60	65,508.86
PPL ELEC UTILS 4.75 DUE 07-15-2043 CUSIP: 69351UAR4	990,000.000	1,181,108.16	1,327,893.06
PRESIDENT & FELLOWS HARVARD COLLEGE 2.517% DUE 10-15-2050/04-21-2020 REG SEDOL: BMCQ6F6	1,100,000.000	1,135,782.73	1,172,308.54
PROCTER & GAMBLE 1.2% DUE 10-29-2030 SEDOL: BLF8135	210,000.000	209,055.00	210,281.01
PROGRESS ENERGY 6.5% DUE 02-01-2042 SEDOL: B5L3ZK7	535,000.000	602,811.40	652,692.38
PROGRESS ENERGY 7% DUE 10-30-2031 SEDOL: 2812623	85,000.000	115,090.85	121,280.40
PROGRESSIVE CORP 3.7% DUE 01-26-2045 SEDOL: BVJFCF1	65,000.000	80,977.65	78,960.72
PROLOGIS L P FIXED 2.125% DUE 10-15-2050 SEDOL: BMFFQ94	375,000.000	364,577.95	348,085.99
PROVID ST JOSEPH 2.532% DUE 10-01-2029 SEDOL: BK6J3Z6	55,000.000	55,000.00	58,850.87
PRUDENTIAL FINANCIAL INC 4.418% 03-27-2048 SEDOL: BFNXX67	110,000.000	115,812.57	142,331.56
PRUDENTIAL FINL INC 3.7% DUE 03-13-2051 REG CUSIP: 74432QCF0	1,195,000.000	1,270,893.40	1,449,942.35
PRUDENTIAL FINL 3.905% DUE 12-07-2047 SEDOL: BG0KDC4	40,000.000	41,682.30	48,142.10
PUB SVC ELEC & GAS 3.6% DUE 12-01-2047 SEDOL: BD1DFD6	145,000.000	145,797.02	174,570.87
PUB SVC ELEC GAS CO FIXED 3.85% 05-01-2049 REG CUSIP: 74456QBZ8	450,000.000	449,923.50	567,111.63
PUB SVC ELEC GAS 3.8% DUE 03-01-2046 SEDOL: BYYD0H9	60,000.000	59,897.40	73,686.83
PUBLIC SERVICE CO OF COLORADO 3.6 DUE 09-15-2042 SEDOL: B7V8P28	65,000.000	70,223.40	78,112.67
PUBLIC SVC COLORADO 3.8% 06-15-2047 SEDOL: BDFZC71	100,000.000	97,929.17	123,950.78

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United States - USD			
PUBLIC SVC CO COLO FIXED 2.7% DUE 01-15-2051 SEDOL: BMWRF74	55,000.000	59,202.00	58,875.99
PUGET SOUND ENERGY FIXED 4.223% DUE 06-15-2048 CUSIP: 745332CH7	30,000.000	29,420.22	38,353.70
PUGET SOUND ENERGY 4.3% DUE 05-20-2045 SEDOL: BD3J3P0	145,000.000	187,100.75	183,075.12
PUGET SOUND ENERGY 4.434% DUE 11-15-2041 SEDOL: B469075	40,000.000	41,723.60	49,488.64
PVPTL IRON MTN INC NEW 4.875% 09-15-2027 CUSIP: 46284VAC5	32,000.000	32,800.00	33,440.00
PVPTL LPL HLDGS INC 5.75% DUE 09-15-2025/03-10-2017 CUSIP: 50212YAB0	370,000.000	380,481.76	382,735.40
PVTPL AAVAYA INC 6.125% 09-15-2028 CUSIP: 053499AL3	155,000.000	156,422.50	165,580.30
PVTPL ADAPTHEALTH LLC SR NT 144A 6.125% DUE 08-01-2028/07-29-2020 BEO CUSIP: 00653VAA9	120,000.000	123,066.49	128,850.00
PVTPL ADVANTAGE SOLUTIONS FINCO LLC 6.5% DUE 11-15-2028/10-28-2020 BEO CUSIP: 00775PAA5	155,000.000	154,595.00	163,912.50
PVTPL AFFINITY GAMING 6.875% DUE 12-15-2028 BEO CUSIP: 00842XAA7	76,000.000	76,000.00	79,632.04
PVTPL ALBERTSONS COS INC FIXED 5.875% 02-15-2028 CUSIP: 013092AB7	32,000.000	34,217.26	34,822.08
PVTPL ALBERTSONS COS INC/SAFEWAY INC/ A 4.625% DUE 01-15-2027 BEO CUSIP: 013092AC5	32,000.000	32,960.00	34,040.00
PVTPL AMERICAN TRANSMISSION SYS INC SR NT 5% DUE 09-01-2044 SEDOL: BQH0Y35	40,000.000	43,022.40	48,912.59
PVTPL AMGEN INC 2.77% DUE 09-01-2053 BEO SEDOL: BN2C5G5	58,000.000	44,455.85	58,271.64
PVTPL ARAMARK SVCS INC 6.375% DUE 05-01-2025 BEO CUSIP: 038522AR9	50,000.000	51,067.08	53,437.50
PVTPL ASGN INC 4.625% DUE 05-15-2028 CUSIP: 00191UAA0	135,000.000	129,137.50	140,400.00
PVTPL AT HOME HLDG III INC 8.75% DUE 09-01-2025 CUSIP: 046507AA7	120,000.000	130,800.00	129,900.00
PVTPL AT&T INC NT 3.5% 09-15-2053 SEDOL: BM8MVH5	456,000.000	417,247.62	456,669.27

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
PVTPL AT&T INC NT 3.55% 09-15-205L SEDOL: BN0Y5V8	1,107,000.000	988,326.03	1,103,242.02
PVTPL AT&T INC NT 3.65% 09-15-2059 SEDOL: BN13TR8	123,000.000	121,472.87	124,197.82
PVTPL AT&T INC 2.55% DUE 12-01-2033 BEO SEDOL: BMHLJD5	40,000.000	40,606.40	41,005.53
PVTPL AT&T INC 3.8% DUE 12-01-2057/12-07-2020 BEO SEDOL: BM8YZ24	514,000.000	467,404.19	537,097.54
PVTPL BEACON ESCROW CORP 4.875% DUE 11-01-2025 BEO CUSIP: 073685AD1	155,000.000	146,112.50	158,681.25
PVTPL BERKSHIRE HATHAWAY ENERGY CO 2.85%DUE 05-15-2051/10-29-2020 BEO SEDOL: BN6LYN8	200,000.000	200,323.77	205,734.51
PVTPL BERRY GLOBAL ESCROW CORP FIXED 5.625% 07-15-2027 BEO CUSIP: 085770AB1	44,000.000	46,090.00	47,313.75
PVTPL BOSTON GAS CO SR NT 144A 4.487% DUE 02-15-2042 BEO SEDOL: B3T3NM3	35,000.000	42,719.95	44,388.12
PVTPL BUILDERS FIRSTSOURCE INC 6.75% DUE06-01-2027 CUSIP: 12008RAM9	70,000.000	74,725.00	75,929.70
PVTPL BWAY HOLDING COMPANY BNDS 5.5% DUE 04-15-2024/ CUSIP: 12429TAD6	120,000.000	122,487.50	122,367.60
PVTPL BY CROWN PARENT LLC/BY BD FIN INC 4.25% DUE 01-31-2026/07-31-2020 BEO CUSIP: 05608QAA5	44,000.000	44,062.51	45,100.00
PVTPL C&S GROUP ENTERPRISES LLC 5.0% 12-15-2028 CUSIP: 12467AAF5	75,000.000	75,000.00	74,781.00
PVTPL CALPINE CORP SR NT 144A 5.125% DUE03-15-2028/12-27-2019 BEO CUSIP:	70,000.000	72,712.50	73,637.90
PVTPL CAMERON LNG LLC 144A 3.701% 01-15-2039 SEDOL: BKPK093	85,000.000	86,152.40	95,846.69
PVTPL CAMERON LNG LLC 2.902% 07-15-2031 CUSIP: 133434AA8	800,000.000	792,731.65	876,108.43
PVTPL CAMERON LNG LLC 3.302% DUE 01-15-2035 SEDOL: BKPK082	120,000.000	120,000.00	135,414.92
PVTPL CARVANA CO 5.625% DUE 10-01-2025 BEO CUSIP: 146869AB8	75,000.000	74,856.65	76,968.75
PVTPL CCO HLDGS LLC/CCO HLDGS CAP CORP BNDS 5.75% DUE 02-15-2026 CUSIP: 1248EPBM4	155,000.000	160,657.50	159,936.75

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
PVTPL CHURCHILL DOWNS 5.5% DUE 04-01-2027 CUSIP: 171484AG3	57,000.000	55,171.25	60,348.75
PVTPL COMMScope FIN LLC 5.5% DUE 03-01-2024 BEO CUSIP: 20338QAB9	110,000.000	113,300.00	113,410.00
PVTPL COMMScope TECHNOLOGIES FINANCE BNDS 6.0% DUE 06-15-2025 CUSIP: 20337YAA5	94,000.000	93,727.43	96,115.00
PVTPL COX COMMUNICATIONS INC NEW GTD NT 2.95% 10-01-2050 CUSIP: 224044CM7	205,000.000	203,339.50	209,595.59
PVTPL CUSHMAN & WAKEFIELD U S BORROWER LLC GTD SR SECD NT 144A 6.75% 05-15-2028 CUSIP: 23166MAA1	111,000.000	114,437.50	122,377.50
PVTPL DIAMOND 1 FIN CORP/DIAMOND 2 BNDS 144A 8.35% DUE 07-15-2046 SEDOL: BD96MK3	950,000.000	1,242,631.32	1,437,176.30
PVTPL EAST OHIO GAS CO 2.0% 06-15-2030 SEDOL: BM9SD65	35,000.000	34,751.50	36,275.33
PVTPL EAST OHIO GAS CO 3.0% DUE 06-15-2050 SEDOL: BM9N843	75,000.000	75,383.00	81,753.74
PVTPL ERAC USA FIN LLC GTD NT 5.625 DUE 03-15-2042 BEO SEDOL: B71QLW4	50,000.000	69,697.50	70,214.26
PVTPL ESH HOSPITALITY INC 144A 5.25% 05-01-2025 CUSIP: 26907YAA2	305,000.000	302,036.38	312,625.00
PVTPL GO DADDY OPER CO LLC/GD FIN CO INC 5.25% 12-01-2027 CUSIP: 38016LAA3	70,000.000	72,668.25	73,675.00
PVTPL GRAHAM PACKAGING CO INC SR NT 144A 7.125% DUE 08-15-2028/08-04-2020 BEO CUSIP: 384701AA6	70,000.000	72,625.00	77,350.00
PVTPL HALLIBURTON CO DEB 144A 7.6% DUE 08-15-2096 BEO SEDOL: B2QP9M7	60,000.000	82,402.85	71,347.32
PVTPL HARSCO CORP 5.75% 07-31-2027 CUSIP: 415864AM9	105,000.000	109,725.00	111,037.50
PVTPL HLF FING SARL LLC / HERBALIFE INTL INC 7.25% DUE 08-15-2026 CUSIP: 40390DAA3	150,000.000	157,500.00	159,140.25
PVTPL IQVIA INC 5.0% 05-15-2027 CUSIP: 46266TAA6	38,000.000	39,330.00	40,394.95
PVTPL IRON MTN INC NEW SR NT 144A 5.25% DUE 03-15-2028/12-27-2017 BEO CUSIP: 46284VAE1	80,000.000	79,200.00	84,423.20
PVTPL KAR AUCTION SVCS INC 5.125% DUE 06-01-2025 BEO CUSIP: 48238TAA7	70,000.000	71,050.00	72,032.10

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
PVTPL KEYSpan GAS EAST CORP CORPBOND 5.819% DUE 04-01-2041 BEO SEDOL: B5NKKP6	60,000.000	77,186.40	84,323.07
PVTPL KRATON POLYMERS LLC/KRATON POLYMERS CA GTD SR NT 4.25% 12-15-2025 CUSIP: 50076XAC5	64,000.000	64,000.00	65,286.40
PVTPL LD HLDGS FROUP LLC SR NT 144A 6.5%11-01-2025 CUSIP: 521088AA2	75,000.000	78,843.75	78,937.50
PVTPL LOGAN MERGER SUB INC 5.5% DUE 09-01-2027 BEO CUSIP: 541056AA5	108,000.000	110,137.50	113,130.00
PVTPL MASSACHUSETTS ELEC CO 1.729% 11-24-2030 SEDOL: BMH2NM5	90,000.000	90,000.00	90,152.71
PVTPL MASSACHUSETTS MUT LIFE INS CO CORP 2.875% 10-15-2070 SEDOL: BGPZ056	70,000.000	66,817.80	77,284.45
PVTPL MATTEL INC 144A 6.75% 12-31-2025 CUSIP: 577081BB7	295,000.000	311,408.40	311,363.65
PVTPL MEDNAX INC 6.25% 01-15-2027 BEO CUSIP: 58502BAC0	105,000.000	111,329.64	112,608.30
PVTPL MIDCONTINENT COMMUNICATIONS FIXED 5.375% 08-15-2027 BEO CUSIP: 59565XAC4	80,000.000	82,000.00	83,600.00
PVTPL MONONGAHELA PWR 5.4 DUE 12-15-2043 BEO SEDOL: BGMTTQ5	25,000.000	30,235.37	33,854.00
PVTPL MOTIVA ENTERPRISES LLC SR NT 144A 6.85% DUE 01-15-2040/01-11-2010 BEO SEDOL: B5MMVT4	140,000.000	168,396.20	173,806.72
PVTPL NEW FORTRESS ENERGY INC 6.75% DUE 09-15-2025 BEO CUSIP: 644393AA8	150,000.000	151,470.00	159,327.00
PVTPL NEW RESIDENTIAL INVT CORP 6.25% DUE 10-15-2025 CUSIP: 64828TAA0	80,000.000	79,920.00	80,400.00
PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050 SEDOL: BLGYKF7	1,215,000.000	1,379,940.70	1,453,423.84
PVTPL NFP CORP SR SECD NT 144A 7% DUE 05-15-2025/05-08-2020 BEO CUSIP: 65342RAC4	70,000.000	75,425.00	75,250.00
PVTPL NORTHWESTERN MUT LIFE INS CO 3.625% 09-30-205 SEDOL: BJXLHN4	150,000.000	149,359.77	174,284.46
PVTPL NUCOR CORP 2.979% DUE 12-15-2055 BEO SEDOL: BMGS733	105,000.000	81,503.77	109,245.72
PVTPL NUTRITION & BIOSCIENCES INC 2.3% DUE 11-01-2030 SEDOL: BN7S9H7	165,000.000	166,036.20	169,953.65

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United States - USD			
PVTPL OUTFRONT MEDIA CAP LLC/OUTFRONT MEDIA SR NT 144A 6.25% DUE 06-15-2025 CUSIP: 69007TAD6	128,000.000	131,183.75	135,040.00
PVTPL PARK INTER HLDGS LLC/PK DOMESTIC PPTY 7.5% DUE 06-01-2025/06-01-2022 BEO CUSIP: 70052LAA1	150,000.000	157,322.50	162,000.00
PVTPL PENN NATL GAMING INC SR NT 5.625% DUE 01-15-2027 BEO CUSIP: 707569AS8	155,000.000	139,850.00	161,781.25
PVTPL PETSMART INC SR NT 8.875% DUE 06-01-2025 BEO CUSIP: 716768AD8	155,000.000	160,325.00	159,262.50
PVTPL PETSMART INC 5.875% DUE 06-01-2025 CUSIP: 716768AC0	75,000.000	76,125.00	77,062.50
PVTPL PISCES MIDCO INC SR NT 144A 8% DUE04-15-2026/04-12-2018 BEO CUSIP:	155,000.000	163,225.00	163,137.50
PVTPL POINDEXTER J B INC SR NT 7.125% DUE 04-15-2026/04-16-2018 BEO CUSIP: 730481AJ7	180,000.000	190,752.80	190,350.00
PVTPL PRIME HEALTHCARE SVCS INC 7.25% DUE 11-01-2025/10-30-2020 BEO CUSIP: 74165HAB4	120,000.000	122,400.00	127,500.00
PVTPL PRIME SEC SVCS BORROWER LLC/PRIME FIN 5.75% 04-15-2026 CUSIP: 74166MAC0	32,000.000	34,360.00	35,040.00
PVTPL PROVIDENCE SVC CORP SR NT 144A 5.875% DUE 11-15-2025 BEO CUSIP: 743815AE2	80,000.000	81,640.00	84,600.00
PVTPL RACKSPACE TECHNOLOGY GLOBAL INC 5.375% DUE 12-01-2028 BEO CUSIP: 750098AA3	54,000.000	55,998.75	56,575.80
PVTPL REALOGY GROUP LLC/REALOGY CO-ISSUER FIXED 9.375% 04-01-2027 BEO CUSIP: 75606DAG6	230,000.000	252,378.55	254,725.00
PVTPL RESIDEO FDG INC 6.125% DUE 11-01-2026 CUSIP: 76119LAA9	150,000.000	158,625.00	157,875.00
PVTPL ROYALTY PHARMA PLC SR NT 2.2% 09-02-2030 CUSIP: 78081BAD5	80,000.000	78,208.00	82,153.57
PVTPL SABAL TRAIL TRANSP 4.832% DUE 05-01-2048 SEDOL: BD0RRX3	165,000.000	164,798.80	209,187.14
PVTPL SEG HLDG LLC/SEG FIN CORP 5.625% DUE 10-15-2028 CUSIP: 78397KAA0	155,000.000	157,872.50	163,525.00
PVTPL SHEA HOMES LTD PARTNERSHIP/SHEA HOMES 4.75% DUE 02-15-2028 CUSIP: 82088KAE8	70,000.000	71,050.00	72,450.00
PVTPL SHIFT4 PMTS LLC/SHIFT4 PMTS FIN SUB IN 4.625% DUE 11-01-2026 BEO CUSIP: 82453AAA5	64,000.000	64,560.00	66,560.00

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United States - USD			
PVTPL SS&C TECHNOLOGIES INC 144A 5.5% 03-28-2019 CUSIP: 78466CAC0	80,000.000	83,800.00	85,441.60
PVTPL SSL ROBOTICS LLC 9.75% 12-31-2023 CUSIP: 78472GAA7	70,000.000	77,591.69	79,100.00
PVTPL STATION CASINOS LLC SR NT 5% DUE 10-01-2025/09-21-2017 BEO CUSIP: 857691AF6	75,000.000	76,218.75	75,866.25
PVTPL T-MOBILE USA INC SR SECD NT 144A 4.375% DUE 04-15-2040/04-09-2020 BEO CUSIP: 87264AAW5	1,360,000.000	1,541,203.40	1,659,703.20
PVTPL T-MOBILE USA INC 2.25% DUE 11-15-2031/10-28-2020 BEO SEDOL: BMDJ245	100,000.000	99,990.00	102,634.00
PVTPL T-MOBILE USA INC 3.6% DUE 11-15-2060/10-28-2020 BEO SEDOL: BMCKMY9	90,000.000	89,770.50	95,529.60
PVTPL TOPBUILD CORP 5.625% 05-01-2026 BEO CUSIP: 89055FAA1	48,000.000	49,800.00	49,740.00
PVTPL TRANSDIGM INC 6.25% 03-15-2026 CUSIP: 893647BE6	75,000.000	79,500.00	79,875.00
PVTPL TRINSEO MATLS OPER S C A/TRINSEO 5.375% DUE 09-01-2025 CUSIP: 89668QAE8	85,000.000	87,125.00	86,806.25
PVTPL UBER TECHNOLOGIES INC 8% DUE 11-01-2026 BEO CUSIP: 90353TAC4	112,000.000	118,212.50	122,233.44
PVTPL UNION PAC CORP FLTGT RT DUE 09-16-2062 BEO SEDOL: BMT8VM7	255,000.000	204,874.43	266,344.78
PVTPL UNITED NAT FOODS INC SR NT 6.75% DUE 10-15-2028 BEO CUSIP: 911163AA1	155,000.000	157,317.50	162,165.65
PVTPL UNITI GROUP LP/UNITI FIBER HLDGS INC/7.875% DUE 02-15-2025 CUSIP: 91327AAA0	120,000.000	128,770.00	128,905.20
PVTPL UNIVISION COMMUNICATIONS INC SR SECD NT 144A 6.625% 06-01-2027 CUSIP: 914906AU6	75,000.000	75,031.92	80,553.75
PVTPL UNIVISION COMMUNICATIONS INC SR SECD NT 9.5% DUE 05-01-2025 BEO CUSIP: 914906AT9	70,000.000	77,962.50	77,875.00
PVTPL UPJOHN INC GTD SR NT 144A 3.85% DUE 06-22-2040/06-22-2020 BEO SEDOL: BL57WX9	340,000.000	347,099.20	383,748.37
PVTPL US FOODS INC 5.875% 06-15-2024 CUSIP: 90290MAB7	140,000.000	137,517.75	141,925.00
PVTPL VALEANT PHARMACEUTICALS INTL 9.25% 144A 04-01-2026 CUSIP: 91911XAV6	80,000.000	88,000.00	89,200.00

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United States - USD			
PVTPL VERIZON COMMUNICATIONS 2.987% DUE 10-30-2056 BEO SEDOL: BKSBSY3	315,000.000	318,937.78	317,083.09
PVTPL VIASAT INC SR NT 144A 5.625% 09-15-2025 CUSIP: 92552VAK6	150,000.000	150,120.00	153,420.00
PVTPL VICI PPTYS L P/VICI NT 4.625% DUE 12-01-2029 CUSIP: 92564RAB1	64,000.000	66,320.00	68,480.00
PVTPL WATCO COS L L C/WATCO FIN CORP SR NT 144A 6.5% DUE 06-15-2027/06-18-2020 CUSIP: 941130AB2	160,000.000	164,630.00	173,200.00
PVTPL WEX INC 4.75 DUE 02-01-2023 CUSIP: 96208TAA2	58,000.000	55,825.00	58,072.50
PVTPL WYNDHAM HOTELS & RESORTS INC 5.375% 04-15-2026 CUSIP: 98311AAA3	95,000.000	89,731.38	98,325.00
PVTPL XHR LP SR SECD NT 6.375% 08-15-2025 CUSIP: 98372MAA3	70,000.000	70,148.32	73,850.00
QUEST DIAGNOSTICS INC 2.95% DUE 06-30-2030 BEO SEDOL: BL3STW2	135,000.000	134,646.30	148,643.68
QVC INC 4.75% DUE 02-15-2027 CUSIP: 747262AY9	70,000.000	73,150.00	75,075.00
RAYTHEON TECHNOLOGIES CORP 4.35% 04-15-2047 SEDOL: BMQ9JS5	470,000.000	556,133.98	617,260.64
REGENCY CTRS L P FIXED 3.7% DUE 06-15-2030 SEDOL: BM8RKP1	110,000.000	109,785.50	124,602.82
REYNOLDS AMERN INC FIXED 5.7% DUE 08-15-2035 SEDOL: BZ0W055	215,000.000	248,732.50	271,727.50
ROPER TECHNOLOGIES 1.75% DUE 02-15-2031 SEDOL: BL9YSK5	245,000.000	244,605.55	244,057.15
RWJ BARNABAS HLTH 3.477% DUE 07-01-2049 SEDOL: BKP4SP7	45,000.000	45,000.00	50,787.70
S CAROLINA ELEC & 5.1% DUE 06-01-2065 SEDOL: BY58YK4	80,000.000	90,365.54	126,072.57
SABINE PASS 4.5% DUE 05-15-2030 CUSIP: 785592AW6	195,000.000	199,243.20	231,129.12
SALLY HLDGS LLC / 5.625% DUE 12-01-2025 CUSIP: 79546VAL0	110,000.000	95,654.40	113,025.00
SBA COMMUNICATIONS 4.875% DUE 09-01-2024 CUSIP: 78388JAV8	70,000.000	71,988.00	71,801.10

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United States - USD			
SCIENTIFIC GAMES 8.625% DUE 07-01-2025 CUSIP: 80874YBG4	70,000.000	72,800.00	76,650.00
SHERWIN-WILLIAMS 2.95% DUE 08-15-2029 SEDOL: BKDXGP2	120,000.000	119,372.86	132,040.32
SIMON PPTY GROUP L FIXED 3.25% 09-13-2049 SEDOL: BKMGGX9	40,000.000	38,777.93	40,966.55
SIMON PPTY GROUP L 3.8% DUE 07-15-2050 SEDOL: BMVPR84	50,000.000	50,085.50	55,780.76
SMUCKER J M CO FIXED 3.55% DUE 03-15-2050 CUSIP: 832696AT5	350,000.000	347,141.08	394,980.02
SOUTHERN CAL EDISON 3.6% 02-01-2045 SEDOL: BVDPXD2	260,000.000	257,592.40	287,251.13
SOUTHERN CALIF EDISON CO 4.65 DUE 10-01-2043 CUSIP: 842400FZ1	445,000.000	505,699.88	551,419.32
SOUTHERN CALIF EDISON CO 4.875% 03-01-2049 CUSIP: 842400GR8	590,000.000	683,411.22	778,597.68
SOUTHERN CO 4.25% DUE 07-01-2036 SEDOL: BYT1517	240,000.000	265,328.12	294,377.15
SOUTHN CAL EDISON 5.5% DUE 03-15-2040 SEDOL: B65ZDS0	150,000.000	191,845.50	199,997.88
SOUTHN CO GAS CAP 3.95% DUE 10-01-2046 SEDOL: BD30007	65,000.000	63,278.15	76,526.87
SOUTHWESTERN PUBLIC SERVICE 08-09-2017 3.7% DUE 08-15-2047 BEO SEDOL: BD93QB3	65,000.000	64,626.25	76,763.55
SOUTHWESTERN PUBLIC SERVICE CO 3.75% 06-15-2049 SEDOL: BJQZ0B2	140,000.000	169,110.50	170,593.70
SOUTHWESTN ELEC 3.85% DUE 02-01-2048 SEDOL: BD1DDS7	105,000.000	118,270.95	123,680.50
SOUTHWESTN ELEC 3.9% DUE 04-01-2045 SEDOL: BWGCKS1	55,000.000	57,729.10	64,415.24
SOUTHWESTN PUB SVC FIXED 4.4% 11-15-2048 SEDOL: BGYKMF6	820,000.000	840,402.16	1,077,719.50
SOUTHWESTN PUB SVC 3.4% DUE 08-15-2046 SEDOL: BDGL8V4	45,000.000	48,976.20	50,924.03
SPCL1 GEN ELEC CAP CORP 5.875% DUE 01-14-2038 SEDOL: B2NJZ1	480,000.000	562,244.35	650,562.36

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United States - USD			
SPECTRA ENERGY 4.5% DUE 03-15-2045 SEDOL: BWC4XS2	80,000.000	89,399.20	93,485.35
SPECTRUM BRANDS 5.75% DUE 07-15-2025 CUSIP: 84762LAU9	110,000.000	113,200.04	113,586.00
STANFORD HLTH CARE 3.31% DUE 08-15-2030 CUSIP: 85434VAB4	860,000.000	885,512.30	979,427.75
STANFORD HLTH CARE 3.795% DUE 11-15-2048 SEDOL: BZ5ZP21	80,000.000	84,856.23	100,345.99
STARBUCKS CORP FIXED 3.35% DUE 03-12-2050 CUSIP: 855244AX7	85,000.000	82,073.51	95,017.60
STRYKER CORP 2.9% DUE 06-15-2050 REG SEDOL: BMW7ND6	45,000.000	44,865.45	47,757.62
SUNOCO LOGISTICS 4.95% DUE 01-15-2043 SEDOL: B8BHLQ8	155,000.000	141,843.46	160,282.19
SUNOCO LOGISTICS 5.35% DUE 05-15-2045 SEDOL: BSN4Q84	35,000.000	34,468.00	38,556.36
SUTTER HEALTH 3.161% DUE 08-15-2040 SEDOL: BNG3S65	70,000.000	70,000.00	74,345.82
SUTTER HEALTH 3.361% DUE 08-15-2050 CUSIP: 86944BAJ2	55,000.000	55,000.00	59,869.54
SYNCHRONY FINL 5.15% DUE 03-19-2029 CUSIP: 87165BAP8	750,000.000	820,523.90	904,266.05
SYSCO CORP FIXED 4.45% DUE 03-15-2048 SEDOL: BF28W66	100,000.000	90,525.72	122,059.72
SYSCO CORP FIXED 6.6% DUE 04-01-2050 SEDOL: BM5M5Q5	150,000.000	179,400.28	231,024.29
SYSCO CORP 4.85% DUE 10-01-2045 SEDOL: BZ974R1	30,000.000	29,155.50	38,010.57
SYSCO CORP 5.375% DUE 09-21-2035 SEDOL: B0LCXQ1	35,000.000	45,820.60	46,497.35
SYSCO CORP 6.6% DUE 04-01-2040 SEDOL: BM5M5S7	65,000.000	67,002.30	95,079.18
T-MOBILE USA INC 3.3% DUE 02-15-2051 SEDOL: BM8V387	170,000.000	167,379.67	174,901.10
T-MOBILE USA INC 3% DUE 02-15-2041 SEDOL: BM8V3B0	325,000.000	320,528.80	336,934.00

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
T-MOBILE USA INC 6.5% DUE 01-15-2026 CUSIP: 87264AAP0	130,000.000	134,875.00	134,550.00
TAMPA ELEC CO 4.45% DUE 06-15-2049 CUSIP: 875127BF8	55,000.000	54,718.95	72,044.43
TARGET CORP FIXED 3.9% DUE 11-15-2047 SEDOL: BYZQN45	115,000.000	150,515.80	150,980.02
TEACHERS INS & 3.3% DUE 05-15-2050 SEDOL: BMQ57B2	150,000.000	149,800.50	163,458.49
TEACHERS INS & 4.27% DUE 05-15-2047 SEDOL: BF19248	55,000.000	62,909.55	68,775.46
TEXAS HEALTH RES FIXED 2.328% DUE 11-15-2050 SEDOL: BMF5HB3	70,000.000	70,000.00	65,964.11
TEXAS INSTRS INC 4.15% DUE 05-15-2048 CUSIP: 882508BD5	55,000.000	73,790.20	73,588.25
TIME WARNER CABLE 5.5% DUE 09-01-2041 SEDOL: B441BS1	65,000.000	71,367.40	83,515.39
TIME WARNER CABLE 5.875% DUE 11-15-2040 SEDOL: B66BW80	390,000.000	487,641.90	520,556.15
TIME WARNER CABLE 6.75% DUE 06-15-2039 SEDOL: B62X8Y8	25,000.000	28,595.15	35,580.17
TOYOTA MTR CR CORP 3.375% DUE 04-01-2030 SEDOL: BL66P03	35,000.000	34,976.55	40,947.71
TRANSCONTINENTAL GAS PIPE LINE CO LLC 4.45 DUE 08-01-2042 REG SEDOL: B96NB24	85,000.000	91,296.80	98,919.29
TRANSDIGM INC 6.5% DUE 05-15-2025 CUSIP: 893647AZ0	80,000.000	80,400.00	82,200.00
TRAVELERS COS INC 3.75% DUE 05-15-2046 SEDOL: BD8BSC3	90,000.000	100,115.35	112,609.38
TRAVELERS COS INC 4.05% DUE 03-07-2048 CUSIP: 89417EAN9	150,000.000	179,010.69	198,987.38
TRAVELERS COS INC 4% DUE 05-30-2047 SEDOL: BDS6RM1	85,000.000	83,219.25	110,298.38
TRI-STATE 6% DUE 06-15-2040 SEDOL: B60WT77	70,000.000	83,082.30	96,480.16
TRIPADVISOR INC 7% DUE 07-15-2025 CUSIP: 896945AA0	128,000.000	136,480.00	138,240.00

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
TRUSTEES BSTN UNIV 4.061% DUE 10-01-2048 SEDOL: BF9MY3	50,000.000	50,000.00	63,305.85
TRUSTEES OF 2.516% DUE 07-01-2050 CUSIP: 89837LAG0	1,025,000.000	1,058,281.75	1,074,380.58
TUFTS UNIV TAXABLE BD SER 2012A 5.017 DUE 04-15-2112 SEDOL: B7ZWP15	20,000.000	26,391.80	26,090.32
TX EASTN TRANSM 7% DUE 07-15-2032 SEDOL: BG49383	95,000.000	111,355.20	132,028.98
UDR INC FIXED 1.9% DUE 03-15-2033 SEDOL: BMC74N3	165,000.000	164,303.70	165,036.58
UNDER ARMOUR INC 3.25% DUE 06-15-2026 CUSIP: 904311AA5	95,000.000	81,798.59	95,593.75
UNION ELEC CO 3.25% DUE 10-01-2049 SEDOL: BKPGX14	70,000.000	78,913.10	80,289.11
UNION ELEC CO 3.9 DUE 09-15-2042 SEDOL: B759FZ0	20,000.000	24,768.40	24,411.98
UNION ELEC CO 4.0% DUE 04-01-2048 SEDOL: BFY3BS4	35,000.000	44,028.95	44,112.49
UNION PAC CORP FIXED 3.75% DUE 02-05-2070 SEDOL: BKDMLC1	90,000.000	106,387.75	108,863.14
UNION PAC CORP FIXED 4% DUE 04-15-2047 SEDOL: BYSSD48	80,000.000	98,784.80	99,135.13
UNION PAC CORP 3.55% DUE 08-15-2039 SEDOL: BKPHQ85	985,000.000	1,039,722.29	1,140,147.21
UNION PAC CORP 3.799% DUE 10-01-2051 SEDOL: BDCWS88	40,000.000	40,009.64	48,949.64
UNION PAC CORP 3.839% DUE 03-20-2060 BEO SEDOL: BLF0CQ1	180,000.000	223,077.30	222,810.59
UNION PAC CORP 3.95% DUE 08-15-2059 SEDOL: BK91MW9	75,000.000	85,875.00	92,419.43
UNION PAC CORP 4.05% DUE 11-15-2045 SEDOL: BYQGY41	60,000.000	66,873.60	73,822.43
UNION PAC CORP 4.15% DUE 01-15-2045 SEDOL: BQ1KQC4	60,000.000	62,925.60	74,473.85
UNION PAC CORP 4.375% DUE 09-10-2038 SEDOL: BYZGKC2	60,000.000	75,811.20	75,440.78

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
UNION PAC CORP 4.375% DUE 11-15-2065 SEDOL: BYQGY30	45,000.000	49,657.50	59,089.28
UNISYS CORP 6.875% DUE 11-01-2027 CUSIP: 909214BV9	95,000.000	96,882.50	103,787.50
UNITED PARCEL SERVICE 5.3% 04-01-2050 SEDOL: BMGJVN4	80,000.000	117,288.36	120,555.60
UNITED TECHNOLOGIES CORP 4.15% 05-15-2045 SEDOL: BWTZ6W3	170,000.000	164,503.72	215,205.92
UNITEDHEALTH GROUP INC 2.0% 05-15-2030 SEDOL: BMFKVV6	30,000.000	29,747.10	31,820.66
UNITEDHEALTH GROUP INC 2.9% DUE 05-15-2050/05-18-2020 REG SEDOL: BM95BD9	150,000.000	151,745.00	166,072.47
UNITEDHEALTH GROUP 3.5% DUE 08-15-2039 SEDOL: BHKDKY1	105,000.000	110,176.57	124,910.33
UNITEDHEALTH GROUP 4.625% DUE 11-15-2041 SEDOL: B76MDD2	130,000.000	138,974.30	177,743.87
UNIV PA TRUSTEES 2.396% DUE 10-01-2050 SEDOL: BMW12L9	70,000.000	70,000.00	71,403.71
UNIV SOUTHN CAL 3.841% DUE 10-01-2047 SEDOL: BYYHTX0	60,000.000	77,141.40	76,030.26
UNIVERSITY CHICAGO 2.547% DUE 04-01-2050 SEDOL: BKS7BH6	60,000.000	60,000.00	60,139.12
UNIVERSITY CHICAGO 4.003% DUE 10-01-2053 SEDOL: BF5K5Z9	65,000.000	65,000.00	85,991.17
UNUM GROUP FORMERLY UNUMPROVIDENT 5.75 08-15-2042 CUSIP: 91529YAJ5	95,000.000	108,460.55	115,369.92
UNUM GROUP 4.5% DUE 12-15-2049 CUSIP: 91529YAP1	854,000.000	804,503.11	899,895.87
UTD PARCEL SVC INC FIXED 5.2% DUE 04-01-2040 SEDOL: BMGJVM3	100,000.000	141,521.50	142,041.96
UTD PARCEL SVC INC 3.4% DUE 09-01-2049 SEDOL: BJQZJX7	80,000.000	79,974.33	97,904.52
UTD PARCEL SVC INC 3.75% 11-15-2047 CUSIP: 911312BN5	750,000.000	776,279.53	950,916.71
UTD TECHNOLOGIES 3.75% DUE 11-01-2046 SEDOL: BZ1JMC6	95,000.000	97,148.64	112,736.42

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Debt Instruments - Other</i>			
United States - USD			
UTD TECHNOLOGIES 4.05% DUE 05-04-2047 SEDOL: BD8Z3T7	35,000.000	31,387.65	43,600.77
UTD TECHNOLOGIES 4.5% DUE 06-01-2042 SEDOL: B8J6DZ0	135,000.000	166,270.99	176,041.51
UTD TECHNOLOGIES 7.5% DUE 09-15-2029 SEDOL: 2521996	50,000.000	70,783.50	72,575.75
VA ELEC & PWR CO 4.2% DUE 05-15-2045 SEDOL: BXPB5G9	35,000.000	38,083.15	44,834.15
VALERO ENERGY CORP 6.625% DUE 06-15-2037 SEDOL: B1YLTG4	155,000.000	186,692.05	206,178.98
VERIZON COMMUNICATIONS INC 2.875% DUE 11-20-2050 BEO SEDOL: BMWBBL2	1,160,000.000	1,170,116.00	1,168,820.08
VERIZON COMMUNICATIONS INC 3.0% DUE 11-20-2060 REG SEDOL: BMWBBM3	275,000.000	277,837.60	277,761.78
VERIZON COMMUNICATIONS 4.522% 09-15-2048 SEDOL: BYRLSF4	85,000.000	111,983.41	110,846.98
VERIZON FIXED 1.5% DUE 09-18-2030 SEDOL: BK93J80	45,000.000	45,085.95	44,330.19
VERIZON 1.75% DUE 01-20-2031 SEDOL: BMWBBJ0	215,000.000	214,127.87	213,925.58
VERIZON 2.65% DUE 11-20-2040 SEDOL: BMWB BK1	370,000.000	374,124.40	373,613.32
VERIZON 4.125% DUE 08-15-2046 SEDOL: BY7RR99	125,000.000	136,746.12	153,368.91
VERIZON 4.5% DUE 08-10-2033 SEDOL: BF22PM5	105,000.000	125,560.36	132,490.06
VERIZON 4.672% DUE 03-15-2055 SEDOL: BYM0W21	30,000.000	40,983.90	40,313.12
VERIZON 4.812% DUE 03-15-2039 SEDOL: BDFLJN4	415,000.000	569,814.95	541,416.70
VERIZON 4.862% DUE 08-21-2046 SEDOL: BXVMD62	2,131,000.000	2,790,171.60	2,879,911.95
VERIZON 4% DUE 03-22-2050 SEDOL: BLNP354	110,000.000	136,184.10	133,106.22
VERIZON 5.012% DUE 04-15-2049 SEDOL: BDFLJP6	64,000.000	90,995.24	88,718.11

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
VERIZON 5.5% DUE 03-16-2047 SEDOL: BYZNV86	30,000.000	43,569.30	43,702.21
VIACOM INC SR NT 6.875% DUE 04-30-2036/10-18-2006 CUSIP: 925524AX8	50,000.000	56,063.00	72,321.46
VISA INC FIXED 2% DUE 08-15-2050 SEDOL: BMPS1L0	240,000.000	227,753.35	229,212.88
VISA INC 2.7% DUE 04-15-2040 SEDOL: BM6JP54	680,000.000	686,515.27	742,309.42
WA GAS LT CO FIXED 3.65% DUE 09-15-2049 SEDOL: BJX5LC3	35,000.000	34,822.90	42,014.77
WA GAS LT CO 3.796% DUE 09-15-2046 SEDOL: BDHDQP9	120,000.000	118,233.60	143,109.34
WACHOVIA BK NATL ASSN MEDIUM TERM SUB BKTRANCHE # SB 00009 6.6 DUE 01-15-2038 SEDOL: B7XGYR8	55,000.000	77,805.85	83,816.99
WALGREENS BOOTS FIXED 4.8% DUE 11-18-2044 CUSIP: 931427AC2	715,000.000	792,169.95	812,138.11
WALMART INC 2.95% DUE 09-24-2049 SEDOL: BKS6GR8	165,000.000	199,879.65	190,242.64
WALMART INC 4.05% DUE 06-29-2048 REG SEDOL: BG08Q52	200,000.000	259,257.68	271,409.07
WASTE CONNECTIONS 3.05% DUE 04-01-2050 SEDOL: BK9RVX1	45,000.000	50,192.55	48,849.94
WASTE MGMT INC DEL 1.5% 03-15-2031 SEDOL: BNDQBC4	295,000.000	293,316.45	292,225.31
WASTE MGMT INC DEL 2.5% DUE 11-15-2050/11-17-2020 REG SEDOL: BMW9BB6	1,200,000.000	1,179,726.35	1,212,428.86
WASTE PRO USA INC 5.5% DUE 02-15-2026 CUSIP: 94107JAA1	190,000.000	196,087.50	194,275.00
WEC ENERGY GROUP 1.8% DUE 10-15-2030 SEDOL: BKS9600	110,000.000	109,899.90	110,324.52
WELLS FARGO & CO FLTGT RT 4.478% DUE 04-04-2031 CUSIP: 95000U2L6	735,000.000	890,794.80	898,576.27
WELLS FARGO & CO MEDIUM TERM 5.013% 04-04-2051 CUSIP: 95000U2M4	1,085,000.000	1,434,506.90	1,542,020.54
WELLS FARGO & CO MEDIUM TERM SR NTS 3.068% DUE 04-30-2041 SEDOL: BL6FQ18	965,000.000	979,947.52	1,049,726.07

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
WELLS FARGO & CO NEW MEDIUM TERM SR 4.65% 11-04-2044 SEDOL: BS9FPF1	50,000.000	52,253.29	64,135.99
WELLS FARGO & CO 2.879% DUE 10-30-2030 SEDOL: BKRKN36	320,000.000	319,931.51	349,116.87
WELLS FARGO & CO 4.75% DUE 12-07-2046 SEDOL: BDSFRX9	270,000.000	344,316.79	353,360.03
WELLS FARGO & CO 4.9% DUE 11-17-2045 SEDOL: BYQ29R7	60,000.000	80,084.40	79,914.29
WELLS FARGO & CO 5.375% DUE 02-07-2035 CUSIP: 949746JM4	245,000.000	334,454.40	335,181.22
WELLS FARGO & CO 5.606% DUE 01-15-2044 SEDOL: BJTGH7	80,000.000	100,826.00	113,383.90
WESCO DISTR INC 5.375% DUE 06-15-2024 CUSIP: 95081QAM6	75,000.000	74,437.50	76,875.00
WESTLAKE CHEM CORP 5% DUE 08-15-2046 SEDOL: BDFZV41	50,000.000	52,309.64	64,876.02
WESTVACO CORP DEL 8.2% DUE 01-15-2030 SEDOL: 2546814	125,000.000	177,625.00	178,135.41
WI ELEC PWR CO 4.3% DUE 10-15-2048 CUSIP: 976656CK2	680,000.000	712,987.75	917,156.58
WI PUB SVC CORP 3.3% DUE 09-01-2049 SEDOL: BK20BN7	85,000.000	100,041.60	97,814.02
WILLIAMS PARTNERS 5.8 DUE 11-15-2043 SEDOL: BG0SQL8	65,000.000	75,979.51	84,819.85
WILLIS NORTH AMERICA INC 5.05% 09-15-2048 SEDOL: BGLRQG9	45,000.000	54,147.96	63,296.19
WILLIS-KNIGHTON 4.813% DUE 09-01-2048 SEDOL: BHNG1G6	80,000.000	80,000.00	106,921.34
WINNEBAGO INDS INC 6.25% DUE 07-15-2028 CUSIP: 974637AC4	97,000.000	97,880.00	104,275.00
YALE UNIV 1.482% DUE 04-15-2030/06-09-2020 REG SEDOL: BMBKCN9	65,000.000	65,000.00	66,717.77
YALE UNIV 2.402% DUE 04-15-2050 SEDOL: BMB1CC1	90,000.000	90,000.00	93,341.29
ZOETIS INC FIXED 3.9% DUE 08-20-2028 SEDOL: BF8QNX8	30,000.000	29,943.30	35,343.29

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<i>Corporate Debt Instruments - Other</i>			
United States - USD			
ZOETIS INC FIXED 3% DUE 05-15-2050 SEDOL: BL6JLK4	70,000.000	69,233.50	77,175.38
ZOETIS INC FIXED 4.45% DUE 08-20-2048 SEDOL: BDTYMK7	190,000.000	236,546.20	255,079.09
99 ESCR ISSUER INC 7.5% DUE 01-15-2026 CUSIP: 65442QAA9	235,000.000	235,855.00	233,531.25
Total United States - USD		185,417,363.87	202,703,880.84
Total Corporate Debt Instruments - Other		209,326,657.97	229,250,473.75
<i>Corporate Stock - Common</i>			
Canada - USD			
CANADIAN NAT RES LTD COM CANADIAN COM STK SEDOL: 2125202 NATURAL RESOURCE	14,655.000	345,285.48	352,452.75
NUTRIEN LTD COM NPV SEDOL: BDH3SB9	6,993.000	265,200.26	336,782.88
Total Canada - USD		610,485.74	689,235.63
India - USD			
ADR WNS HLDGS LTD SPONSORED ADR CUSIP: 92932M101	2,605.000	130,870.17	187,690.25
Total India - USD		130,870.17	187,690.25
United States - USD			
ABBOTT LAB COM SEDOL: 2002305	2,774.000	155,925.34	303,725.26
ABM INDS INC COM CUSIP: 000957100	3,890.000	141,949.25	147,197.60
ACTIVISION BLIZZARD INC COM STK SEDOL: 2575818	5,428.000	346,412.51	503,989.80
ADOBE SYS INC COM SEDOL: 2008154	830.000	203,276.34	415,099.60
AES CORP COM SEDOL: 2002479	13,440.000	205,508.86	315,840.00

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
United States - USD			
AGIOS PHARMACEUTICALS INC COM CUSIP: 00847X104	2,313.000	96,452.81	100,222.29
AIR PROD & CHEM INC COM SEDOL: 2011602	494.000	96,362.79	134,970.68
ALEXION PHARMACEUTICALS INC COM SEDOL: 2036070	1,752.000	211,966.80	273,732.48
ALLEGiant TRAVEL CO COM CUSIP: 01748X102	376.000	66,706.05	71,154.24
ALPHABET INC CAP STK USD0.001 CL C SEDOL: BYY88Y7	363.000	254,373.52	635,932.44
ALPHABET INC CAPITAL STOCK USD0.001 CL A SEDOL: BYVY8G0	305.000	178,213.98	534,555.20
AMAZON COM INC COM SEDOL: 2000019	501.000	763,043.49	1,631,721.93
AMER ELEC PWR CO INC COM SEDOL: 2026242	3,475.000	304,202.49	289,363.25
AMERESCO INC CUSIP: 02361E108	2,400.000	69,470.09	125,376.00
AMERICAN EAGLE OUTFITTERS INC NEW COM CUSIP: 02553E106	10,565.000	160,113.65	212,039.55
AMERICAN EQUITY INVT LIFE HLDG CO COM CUSIP: 025676206	3,249.000	96,640.45	89,867.34
AMERICAN EXPRESS CO SEDOL: 2026082	2,685.000	266,099.22	324,643.35
AMICUS THERAPEUTICS INC COM CUSIP: 03152W109	6,920.000	113,604.71	159,782.80
ANTHEM INC COM SEDOL: BSPHGL4	757.000	184,735.25	243,065.13
AON PLC SEDOL: BLP1HW5	1,360.000	201,707.23	287,327.20
APPLE INC COM STK SEDOL: 2046251	15,615.000	450,250.94	2,071,954.35
APPLIED INDL TECHNOLOGIES INC COM CUSIP: 03820C105	1,988.000	135,992.39	155,044.12
ASGN INCORPORATED COMN STK USD0.01 CUSIP: 00191U102	2,312.000	151,445.19	193,121.36

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<i>Corporate Stock - Common</i>			
United States - USD			
ATN INTL INC COM CUSIP: 00215F107	1,337.000	78,661.35	55,833.12
ATRICURE INC COM STK CUSIP: 04963C209	1,000.000	52,766.37	55,670.00
AUTODESK INC COM SEDOL: 2065159	1,040.000	231,321.75	317,553.60
AUTOZONE INC COM SEDOL: 2065955	184.000	183,236.28	218,120.96
BALCHEM CORP COM CUSIP: 057665200	1,026.000	92,745.80	118,215.72
BANDWIDTH INC CL A CL A CUSIP: 05988J103	402.000	27,012.52	61,775.34
BANK OF AMERICA CORP SEDOL: 2295677	10,685.000	285,706.66	323,862.35
BARNES GROUP INC COM CUSIP: 067806109	2,000.000	117,014.44	101,380.00
BECTON DICKINSON & CO COM SEDOL: 2087807	1,365.000	323,858.24	341,550.30
BERKSHIRE HATHAWAY INC-CL B SEDOL: 2073390	3,947.000	670,026.18	915,190.89
BIOMARIN PHARMACEUTICAL INC COM ISIN CH0008107010 SEDOL: 2437071	1,363.000	119,216.50	119,521.47
BJS WHSL CLUB HLDGS INC COM CUSIP: 05550J101	4,094.000	118,981.30	152,624.32
BLACK HILLS CORP COM CUSIP: 092113109	1,819.000	144,152.83	111,777.55
BLACKBAUD INC COM CUSIP: 09227Q100	537.000	51,189.35	30,909.72
BLACKLINE INC COM CUSIP: 09239B109	677.000	56,808.69	90,298.26
BLACKROCK INC COM STK SEDOL: 2494504	782.000	339,328.65	564,244.28
BLUEPRINT MEDICINES CORP COM CUSIP: 09627Y109	1,662.000	133,290.08	186,393.30
BOISE CASCADE CO COM CUSIP: 09739D100	5,115.000	188,088.28	244,497.00

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<i>Corporate Stock - Common</i>			
United States - USD			
BOX INC CL A CL A CUSIP: 10316T104	2,241.000	32,462.03	40,450.05
BRIGHTVIEW HLDGS INC COM CUSIP: 10948C107	6,902.000	98,078.10	104,358.24
BRINKER INTL INC COM CUSIP: 109641100	1,596.000	87,058.28	90,285.72
BROOKS AUTOMATION INC COM CUSIP: 114340102	2,786.000	92,495.65	189,030.10
BRYN MAWR BK CORP COM STK CUSIP: 117665109	2,126.000	88,683.58	65,044.97
CARRIER GLOBAL CORPORATION COM USD0.01 WI SEDOL: BK4N0D7	8,727.000	157,016.44	329,182.44
CASELLA WASTE SYS INC CL A COM STK CUSIP: 147448104	2,055.000	68,004.47	127,307.25
CHEMOCENTRYX INC COM STK CUSIP: 16383L106	2,076.000	96,942.11	128,545.92
CHEVRON CORP COM SEDOL: 2838555	3,845.000	398,298.41	324,710.25
CHILDRENS PL INC NEW COM CUSIP: 168905107	1,174.000	43,220.26	58,817.40
CHUYS HOLDINGS INC COM USD0.01 CUSIP: 171604101	2,032.000	50,353.53	53,827.68
CIGNA CORP NEW COM SEDOL: BHJ0775	1,210.000	216,512.00	251,897.80
CINEMARK HLDGS INC COM CUSIP: 17243V102	3,642.000	57,694.82	63,407.22
CISCO SYSTEMS INC SEDOL: 2198163	6,728.000	281,142.14	301,078.00
CITIGROUP INC COM NEW COM NEW SEDOL: 2297907	9,024.000	468,723.80	556,419.84
CITY HLDG CO COM CUSIP: 177835105	1,359.000	99,975.83	94,518.45
COCA COLA CO COM SEDOL: 2206657	10,455.000	531,804.82	573,352.20
COEUR MNG INC COM NEW COM NEW CUSIP: 192108504	6,529.000	34,831.49	67,575.15

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<i>Corporate Stock - Common</i>			
United States - USD			
COLGATE-PALMOLIVE CO COM SEDOL: 2209106	1,572.000	101,605.09	134,421.72
COLUMBUS MCKINNON CORP N Y COM CUSIP: 199333105	3,311.000	117,689.27	127,274.84
COMCAST CORP NEW-CL A SEDOL: 2044545	18,775.000	633,256.68	983,810.00
CONMED CORP COM CUSIP: 207410101	1,761.000	133,118.29	197,232.00
CORTEVA INC COM USD0.01 WI SEDOL: BK73B42	6,895.000	187,715.68	266,974.40
CRYOLIFE INC COM CUSIP: 228903100	4,731.000	106,964.10	111,698.91
CVS HEALTH CORP COM SEDOL: 2577609	2,786.000	203,752.92	190,283.80
DANA INC COM CUSIP: 235825205	6,046.000	84,866.60	118,017.92
DARDEN RESTAURANTS INC COM SEDOL: 2289874	2,114.000	182,341.19	251,819.68
DENTSPLY SIRONA INC COM SEDOL: BYNPPC6	3,884.000	173,204.30	203,366.24
DICKS SPORTING GOODS INC OC-COM OC-COM CUSIP: 253393102	1,578.000	76,625.49	88,699.38
DOLLAR TREE INC COM STK SEDOL: 2272476	3,350.000	267,282.28	361,934.00
EBAY INC COM USD0.001 SEDOL: 2293819	9,134.000	366,155.35	458,983.50
ELI LILLY & CO COM SEDOL: 2516152	1,669.000	247,279.64	281,793.96
ENTERPRISE FINL SVCS CORP COM STK CUSIP: 293712105	1,251.000	41,208.72	43,722.45
EOG RESOURCES INC COM SEDOL: 2318024	3,569.000	237,436.90	177,986.03
ESCO TECHNOLOGIES INC CUSIP: 296315104	1,267.000	84,843.71	130,779.74
ESSENT GROUP LTD COM STK CUSIP: G3198U102	3,518.000	148,733.02	151,977.60

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<i>Corporate Stock - Common</i>			
United States - USD			
EXLSERVICE COM INC COM STK CUSIP: 302081104	2,388.000	149,344.78	203,290.44
FACEBOOK INC COM USD0.000006 CL 'A' SEDOL: B7TL820	2,310.000	424,003.81	630,999.60
FEDERAL SIGNAL CORP COM CUSIP: 313855108	4,695.000	117,770.81	155,733.15
FERRO CORP COM CUSIP: 315405100	6,636.000	66,784.16	97,084.68
FIDELITY NATL INFORMATION SVCS INC COM STK SEDOL: 2769796	3,370.000	280,828.57	476,720.20
FIRST BANCORP N C COM CUSIP: 318910106	2,772.000	100,235.05	93,776.76
FIRST FINL BANCORP OHIO COM CUSIP: 320209109	5,836.000	153,755.83	102,305.08
FIRST INTERSTATE BANCSYS/MT CUSIP: 32055Y201	3,056.000	121,694.82	124,593.12
FISERV INC COM SEDOL: 2342034	3,956.000	265,111.35	450,430.16
GENMARK DIAGNOSTICS INC COM STK CUSIP: 372309104	7,443.000	87,205.50	108,667.80
GLU MOBILE INC COM CUSIP: 379890106	7,524.000	59,320.66	67,791.24
GREAT WESTN BANCORP INC COM CUSIP: 391416104	2,977.000	111,034.52	62,219.30
HALOZYME THERAPEUTICS INC COM CUSIP: 40637H109	4,566.000	126,286.73	195,013.86
HAMILTON LANE INC CL A CL A CUSIP: 407497106	1,565.000	73,947.64	122,148.25
HELEN TROY LTD COM STK CUSIP: G4388N106	570.000	112,091.98	126,648.30
HIBBETT SPORTS INC COM STK CUSIP: 428567101	987.000	38,007.87	45,579.66
HONEYWELL INTL INC COM STK SEDOL: 2020459	1,855.000	241,465.41	394,558.50
HUB GROUP INC CL A CUSIP: 443320106	2,726.000	125,546.89	155,382.00

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<i>Corporate Stock - Common</i>			
United States - USD			
II-VI INC COM CUSIP: 902104108	2,949.000	113,787.91	224,006.04
INDEPENDENT BK CORP MASS COM CUSIP: 453836108	1,822.000	137,521.09	133,078.88
INDEPENDENT BK GROUP INC COM CUSIP: 45384B106	2,037.000	125,822.48	127,353.24
INTERCEPT PHARMACEUTICALS INC COM CUSIP: 45845P108	1,605.000	115,837.11	39,643.50
INTL FLAVORS & FRAGRANCES INC COM SEDOL: 2464165	583.000	66,862.89	63,453.72
INTUIT COM SEDOL: 2459020	1,000.000	288,951.84	379,850.00
J & J SNACK FOODS CORP COM STK NPV CUSIP: 466032109	1,021.000	153,086.33	158,632.77
JACK IN THE BOX INC COM CUSIP: 466367109	1,701.000	141,396.94	157,852.80
JOHNSON & JOHNSON COM USD1 SEDOL: 2475833	5,102.000	651,871.66	802,952.76
JPMORGAN CHASE & CO COM SEDOL: 2190385	4,380.000	326,048.29	556,566.60
J2 GLOBAL INC COM CUSIP: 48123V102	2,297.000	195,423.17	224,393.93
KADANT INC COM CUSIP: 48282T104	1,131.000	113,357.02	159,448.38
KAISER ALUM CORP COM PAR \$0.01 COM PAR \$0.01 CUSIP: 483007704	1,868.000	192,073.08	184,745.20
KB HOME COM CUSIP: 48666K109	4,233.000	106,426.84	141,890.16
KBR INC COM CUSIP: 48242W106	4,160.000	92,488.70	128,668.80
KEMPER CORP DEL COM CUSIP: 488401100	760.000	56,358.18	58,390.80
LA Z BOY INC COM CUSIP: 505336107	1,679.000	61,211.34	66,891.36
LAKELAND FINL CORP COM STK CUSIP: 511656100	392.000	17,855.97	21,003.36

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<i>Corporate Stock - Common</i>			
United States - USD			
LAM RESH CORP COM SEDOL: 2502247	910.000	187,939.90	429,765.70
LIGAND PHARMACEUTICALS INCORPORATED CL BCOMMON STOCK CUSIP: 53220K504	1,750.000	240,899.01	174,037.50
LOWES COS INC COM SEDOL: 2536763	3,745.000	317,605.35	601,109.95
MACOM TECHNOLOGY SOLUTIONS HOLDINGS INC COM STK CUSIP: 55405Y100	919.000	21,669.62	50,581.76
MADDEN STEVEN LTD COM CUSIP: 556269108	6,994.000	203,827.48	247,028.08
MALIBU BOATS INC COM CL A COM CL A CUSIP: 56117J100	2,344.000	89,799.66	146,359.36
MARVELL TECH GROUP COM USD0.002 SEDOL: 2594653	2,120.000	41,527.90	100,784.80
MASTEC INC COM CUSIP: 576323109	2,735.000	139,320.75	186,472.30
MASTERCARD INC CL A SEDOL: B121557	1,939.000	182,066.15	692,106.66
MAXLINEAR INC COMMON STOCK CUSIP: 57776J100	4,549.000	96,984.50	173,726.31
MC DONALDS CORP COM SEDOL: 2550707	398.000	77,341.56	85,402.84
MEDTRONIC PLC COMMON STOCK STOCK SEDOL: BTN1Y11	5,664.000	493,281.18	663,480.96
MERIT MED SYS INC COM CUSIP: 589889104	3,595.000	153,666.90	199,558.45
MICROSOFT CORP COM SEDOL: 2588173	8,048.000	583,231.37	1,790,036.16
MIMECAST LIMITED MIMECAST LTD CUSIP: G14838109	2,017.000	72,867.67	114,646.28
MINERALS TECHNOLOGIES INC COM CUSIP: 603158106	3,136.000	199,504.03	194,808.32
MONDELEZ INTL INC COM SEDOL: B8CKK03	6,305.000	276,797.87	368,653.35
MORGAN STANLEY COM STK USD0.01 SEDOL: 2262314	7,477.000	341,699.65	512,398.81

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<i>Corporate Stock - Common</i>			
United States - USD			
MYR GROUP INC DEL COM STK CUSIP: 55405W104	3,527.000	117,928.69	211,972.70
NATERA INC COM CUSIP: 632307104	3,735.000	77,270.27	371,707.20
NEENAH INC COM USD0.01 CUSIP: 640079109	2,779.000	202,692.17	153,734.28
NETGEAR INC COM CUSIP: 64111Q104	2,452.000	76,069.89	99,624.76
NEWMONT CORPORATION SEDOL: 2636607	7,709.000	325,631.35	461,692.01
NEXSTAR MEDIA GROUP INC CL A CL A CUSIP: 65336K103	704.000	62,229.35	76,869.76
NMI HLDGS INC CL A CL A CUSIP: 629209305	4,532.000	73,504.09	102,649.80
NORTHWESTERN CORP COM NEW COM NEW CUSIP: 668074305	2,852.000	161,637.10	166,300.12
NUVASIVE INC COM CUSIP: 670704105	2,821.000	161,465.53	158,906.93
NVIDIA CORP COM SEDOL: 2379504	630.000	106,835.68	328,986.00
NXP SEMICONDUCTORS N V COM STK SEDOL: B505PN7	1,831.000	205,640.11	291,147.31
OLD NATL BANCORP IND COM CUSIP: 680033107	8,442.000	148,323.75	139,799.52
OMNICELL INC COM CUSIP: 68213N109	1,050.000	93,723.47	126,021.00
PAC PREMIER BANCORP COM CUSIP: 69478X105	4,396.000	108,528.73	137,726.68
PALO ALTO NETWORKS INC COM USD0.0001 SEDOL: B87ZMX0	1,113.000	258,393.92	395,549.07
PATTERSON-UTI ENERGY INC COM CUSIP: 703481101	5,520.000	28,988.33	29,035.20
PAYPAL HLDGS INC COM SEDOL: BYW36M8	1,632.000	200,148.07	382,214.40
PDC ENERGY INC COM CUSIP: 69327R101	5,723.000	84,404.61	117,493.19

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Corporate Stock - Common</i>			
United States - USD			
PHILIP MORRIS INTL COM STK NPV SEDOL: B2PKRQ3	5,630.000	503,077.55	466,107.70
PLANTRONICS INC NEW COM CUSIP: 727493108	550.000	24,937.55	14,866.50
PRESTIGE CONSUMER HEALTHCARE INC COM CUSIP: 74112D101	4,263.000	155,729.27	148,650.81
PRIMERICA INC COM CUSIP: 74164M108	372.000	39,717.63	49,821.96
PTC THERAPEUTICS INC COM CUSIP: 69366J200	2,203.000	112,704.15	134,449.09
PVTPL FIRST FNDTN INC COM CUSIP: 32026V104	1,412.000	22,107.38	28,240.00
QUAKER CHEM CORP COM CUSIP: 747316107	794.000	127,566.22	201,191.66
Q2 HLDGS INC COM CUSIP: 74736L109	1,945.000	102,640.96	246,100.85
RAPID7 INC COM CUSIP: 753422104	2,979.000	119,185.52	268,586.64
RAYTHEON TECHNOLOGIES CORP SEDOL: BM5M5Y3	7,689.000	490,260.99	549,840.39
REXNORD CORP COM USD0.01 CUSIP: 76169B102	4,743.000	127,350.47	187,301.07
RLI CORP COM CUSIP: 749607107	844.000	68,877.46	87,902.60
S.W. AIRL CO COM SEDOL: 2831543	1,068.000	38,059.04	49,779.48
SELECTIVE INS GROUP INC COM CUSIP: 816300107	2,143.000	129,195.24	143,538.14
SEMTECH CORP COM CUSIP: 816850101	2,365.000	93,445.45	170,492.85
SHERWIN-WILLIAMS CO COM SEDOL: 2804211	119.000	38,794.62	87,454.29
SHOCKWAVE MED INC COM CUSIP: 82489T104	1,422.000	61,916.24	147,489.84
SILICON LABORATORIES INC COM CUSIP: 826919102	1,096.000	106,197.99	139,564.64

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<i>Corporate Stock - Common</i>			
United States - USD			
SONIC AUTOMOTIVE INC CL A CUSIP: 83545G102	1,604.000	70,408.03	61,866.28
SOUTH JERSEY INDS INC COM CUSIP: 838518108	7,028.000	208,949.02	151,453.40
SOUTH ST CORP COM CUSIP: 840441109	2,220.000	139,756.49	160,506.00
SPECTRUM PHARMACEUTICALS INC COM CUSIP: 84763A108	7,699.000	81,482.32	26,253.59
SPIRE INC COM CUSIP: 84857L101	2,823.000	208,424.99	180,784.92
STANLEY BLACK & DECKER INC COM SEDOL: B3Q2FJ4	2,905.000	343,366.28	518,716.80
STATE STR CORP COM SEDOL: 2842040	2,009.000	138,266.37	146,215.02
STIFEL FINL CORP COM CUSIP: 860630102	3,828.000	157,164.10	193,160.88
STRYKER CORP SEDOL: 2853688	845.000	149,569.14	207,058.80
SUMMIT MATLS INC CL A CL A CUSIP: 86614U100	3,256.000	58,674.95	65,380.48
SUPERNUS PHARMACEUTICALS INC COM STK CUSIP: 868459108	4,870.000	155,352.42	122,529.20
SYSCO CORP COM SEDOL: 2868165	3,864.000	232,841.76	286,940.64
T-MOBILE US INC COM SEDOL: B94Q9V0	3,786.000	325,314.20	510,542.10
TABULA RASA HEALTHCARE INC COM CUSIP: 873379101	3,084.000	170,252.02	132,118.56
TAPESTRY INC COM USD0.01 SEDOL: BF09HX3	3,898.000	87,385.39	121,149.84
TAYLOR MORRISON HOME CORP COM USD0.00001 CUSIP: 87724P106	6,398.000	133,629.04	164,108.70
TE CONNECTIVITY LTD SEDOL: B62B7C3	4,385.000	369,002.91	530,891.95
TETRA TECH INC NEW COM CUSIP: 88162G103	1,922.000	118,098.31	222,529.16

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<i>Corporate Stock - Common</i>			
United States - USD			
TEXAS ROADHOUSE INC COMMON STOCK CUSIP: 882681109	2,763.000	138,716.29	215,956.08
TRANSMEDICS GROUP INC COM CUSIP: 89377M109	2,225.000	35,919.26	44,277.50
TRAVERE THERAPEUTICS INC COM CUSIP: 89422G107	6,371.000	139,260.90	173,641.61
UBER TECHNOLOGIES INC COM USD0.00001 SEDOL: BK6N347	8,617.000	277,916.65	439,467.00
ULTA BEAUTY INC COM STK USD0.01 SEDOL: B28TS42	265.000	63,005.97	76,097.40
ULTRAGENYX PHARMACEUTICAL INC COM CUSIP: 90400D108	2,219.000	122,828.96	307,176.17
UMPQUA HLDGS CORP COM CUSIP: 904214103	7,032.000	130,306.24	106,464.48
UNDER ARMOR INC CL A SEDOL: B0PZN11	4,480.000	60,843.76	76,921.60
UNION PAC CORP COM SEDOL: 2914734	2,612.000	412,115.70	543,870.64
UNITED CMNTY BK BLAIRSVILLE GA COM CUSIP: 90984P303	5,066.000	128,482.79	144,077.04
US ECOLOGY INC COM CUSIP: 91734M103	3,091.000	171,656.63	112,296.03
VAL NATL BANCORP COM CUSIP: 919794107	11,642.000	129,676.75	113,509.50
VANDA PHARMACEUTICALS INC COM CUSIP: 921659108	7,761.000	137,359.18	101,979.54
VARONIS SYS INC COM CUSIP: 922280102	795.000	86,930.87	130,069.95
WALT DISNEY CO SEDOL: 2270726	2,620.000	276,365.55	474,691.60
WENDYS CO COM CUSIP: 95058W100	6,904.000	138,431.62	151,335.68
WERNER ENTERPRISES INC COM CUSIP: 950755108	2,891.000	109,855.22	113,385.02
WESBANCO INC COM CUSIP: 950810101	3,864.000	124,271.61	115,765.44

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<i>Corporate Stock - Common</i>			
United States - USD			
WESCO INTL INC COM CUSIP: 95082P105	1,875.000	81,722.58	147,187.50
WESTN DIGITAL CORP COM SEDOL: 2954699	4,565.000	185,256.13	252,855.35
WILLSCOT MOBILE MINI HLDGS CORP COM USD0.01 CUSIP: 971378104	6,677.000	87,615.44	154,706.09
WORTHINGTON INDS INC COM CUSIP: 981811102	3,533.000	150,719.18	181,384.22
WSFS FINANCIAL CORP COM CUSIP: 929328102	3,619.000	128,061.22	162,420.72
YELP INC CL A CUSIP: 985817105	3,546.000	128,763.79	115,847.82
YETI HLDGS INC COM CUSIP: 98585X104	1,097.000	54,584.75	75,111.59
Total United States - USD		35,199,867.00	50,107,961.32
Total Corporate Stock - Common		35,941,222.91	50,984,887.20
<i>Value of Interest in Common/Collective Trusts</i>			
Global Region - USD			
CF BLACKROCK MSCI ACWI MIN VOL INDEX FD CUSIP: 8X1999F89	5,492,322.700	92,472,480.29	103,914,745.48
CF BLACKROCK US DEBT INDEX FUND E CUSIP: 8EN99YB29	3,163,747.330	152,267,316.75	153,726,482.76
CF WELLS FARGO EMERGING MARKETS EQUITY CIT CUSIP: 489997957	1,328,115.360	13,281,153.81	18,118,016.93
Total Global Region - USD		258,020,950.85	275,759,245.17
United States - USD			
CF BLACKROCK MONEY MARKET FD CUSIP: 066459CF3	197.580	197.58	197.58
CF BLACKROCK RUSSELL 3000 INDEX FD CUSIP: 14999KK08	826,633.920	28,418,868.79	37,942,496.93

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Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
COLTV SHORT TERM INVT FD CUSIP: 195998AC3	5,232,813.600	5,232,813.60	5,232,813.60
Total United States - USD		33,651,879.97	43,175,508.11
Total Value of Interest in Common/Collective Trusts		291,672,830.82	318,934,753.28
<i>Value of Interest in Registered Investment Companies</i>			
United States - USD			
MFO AMERICAN CENTY INVT TR HIGH INCOME R6 CUSIP: 024932121	3,279,614.310	30,300,325.11	31,615,481.95
Total United States - USD		30,300,325.11	31,615,481.95
Total Value of Interest in Registered Investment Com		30,300,325.11	31,615,481.95
<i>Other</i>			
Chile - USD			
PVTPL CORPORACION NACIONAL DEL COBRE DE CHILE NT 144A 3.15% DUE 01-15-2051 BEO CUSIP: 21987BBD9	300,000.000	298,662.00	302,037.00
REPUBLIC OF CHILE 3.5% 01-25-2050 CUSIP: 168863DL9	215,000.000	241,598.94	246,714.65
REPUBLIC OF CHILE 2.55% 01-27-2032 CUSIP: 168863DN5	105,000.000	110,347.50	112,875.00
Total Chile - USD		650,608.44	661,626.65
China - USD			
CHINA PEOPLES REP MINISTRY FIN BD 144A 2.25% 10-21-2050 CUSIP: 16955EAD2	145,000.000	143,125.15	143,837.10
Total China - USD		143,125.15	143,837.10
Colombia - USD			
COLOMBIA REP GLOBAL BD 3% DUE 01-30-2030REG CUSIP: 195325DR3	50,000.000	49,642.06	52,400.50

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<i>Other</i>			
Colombia - USD			
COLOMBIA REP 5% DUE 06-15-2045 REG CUSIP: 195325CU7	30,000.000	36,525.00	36,600.00
COLOMBIA(REP OF) GLOBAL BD 6.125% DUE 01-18-2041/10-20-2009 REG CUSIP: 195325BM6	30,000.000	39,669.00	40,200.00
REPUBLIC OF COLOMBIA 5.2% DUE 05-15-2049 CUSIP: 195325DQ5	560,000.000	671,783.00	710,808.00
REPUBLIC OF COLOMBIA 3.125% DUE 04-15-2031 REG CUSIP: 195325DS1	245,000.000	243,779.13	260,006.25
REPUBLIC OF COLOMBIA 4.125% DUE 05-15-2051 REG CUSIP: 195325DT9	285,000.000	288,158.54	316,350.00
REPUBLIC OF COLOMBIA 5.625 02-26-2044 REG CUSIP: 195325BR5	190,000.000	243,755.50	246,050.00
Total Colombia - USD		1,573,312.23	1,662,414.75
Global Region - USD			
CF LIGHTHOUSE GLOBAL LONG/SHORT FD A CUSIP: 190995N22	9,583.300	15,933,274.62	25,657,558.88
Total Global Region - USD		15,933,274.62	25,657,558.88
Indonesia - USD			
INDONESIA REP BDS 4.45% DUE 04-15-2070 REG CUSIP: 455780CU8	35,000.000	35,033.54	42,809.60
INDONESIA REP T BD 3.7% 10-30-2049 CUSIP: 455780CN4	95,000.000	103,844.50	103,682.05
REPUBLIC OF INDONESIA 4.35% DUE 01-11-2048 REG CUSIP: 455780CE4	110,000.000	123,039.58	130,925.87
Total Indonesia - USD		261,917.62	277,417.52
Israel - USD			
ISRAEL ST 3.375% DUE 01-15-2050 REG CUSIP: 46513JXN6	185,000.000	189,725.35	204,521.20
STATE OF ISRAEL 3.875% DUE 07-03-2050 REG CUSIP: 46513JB42	150,000.000	178,149.50	180,029.40
Total Israel - USD		367,874.85	384,550.60

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<i>Other</i>			
Mexico - USD			
UNITED MEXICAN STAT MEX NEW ISS USD 31YRINSEDOL = A038P73 5% DUE 04-27-2051 REG CUSIP: 91087BAL4	165,000.000	168,555.05	205,425.00
UNITED MEXICAN STS BDS 2.659% DUE 05-24-2031/11-24-2020 REG CUSIP: 91087BAM2	480,000.000	479,923.30	491,520.00
UNITED MEXICAN STS GLOBAL NT 4.6% DUE 02-10-2048 REG CUSIP: 91087BAD2	700,000.000	784,177.91	820,757.00
UNITED MEXICAN STS MEDIUM TERM BOOK ENTRY 09/27/04 6.75% DUE 09-27-2034 REG CUSIP: 91086QAS7	35,000.000	48,650.00	49,306.60
UTD MEXICAN STS # TR 00020 6.05 DUE 01-11-2040 SEDOL: B5VXTJ4	110,000.000	144,330.20	147,398.90
UTD MEXICAN STS TRANCHE # TR 00026 4.75 DUE 03-08-2044 CUSIP: 91086QBB3	1,640,000.000	1,640,263.53	1,947,516.40
Total Mexico - USD		3,265,899.99	3,661,923.90
Norway - USD			
EQUINOR ASA 2.375% DUE 05-22-2030 REG SEDOL: BM9PS72	150,000.000	153,525.15	160,552.49
Total Norway - USD		153,525.15	160,552.49
Panama - USD			
PANAMA REP GLOBAL BD 4.3% DUE 04-29-2053REG SINKING FUND 04-29-2051 CUSIP: 698299BB9	670,000.000	784,655.00	849,231.70
REPUBLIC OF PANAMA 3.87% 07-23-2060 CUSIP: 698299BL7	415,000.000	472,002.99	488,666.65
REPUBLIC OF PANAMA 4.5% DUE 04-01-2056 REG CUSIP: 698299BM5	440,000.000	466,135.06	566,500.00
Total Panama - USD		1,722,793.05	1,904,398.35
Peru - USD			
PERU REP 2.78% 12-01-2060 CUSIP: 715638DQ2	200,000.000	197,759.00	201,800.00
PERU REP 3.23% 07-28-2121 CUSIP: 715638DR0	90,000.000	88,958.25	89,775.00
REPUBLIC OF PERU 2.783% DUE 01-23-2031 REG CUSIP: 715638DF6	285,000.000	290,165.50	312,505.35

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<i>Other</i>			
Peru - USD			
Total Peru - USD		576,882.75	604,080.35
Philippines - USD			
PHILIPPINES REP GLOBAL BD 2.95% 05-05-2045 CUSIP: 718286CH8	275,000.000	282,722.00	289,618.73
PHILIPPINES REP GLOBAL BD 3.95% DUE 01-20-2040 CUSIP: 718286BZ9	305,000.000	362,085.70	362,032.23
PHILIPPINES REP GLOBAL BD 5% DUE 01-13-2037 REG CUSIP: 718286BW6	130,000.000	169,650.00	171,470.00
PHILIPPINES REP GLOBAL BD 6.375% DUE 01-15-2032 REG CUSIP: 718286BD8	80,000.000	109,560.00	114,233.18
PHILIPPINES REP NT 3.7% DUE 03-01-2041 REG CUSIP: 718286CA3	1,205,000.000	1,430,365.00	1,390,745.05
PHILIPPINES(REPUBLIC OF) 3.7% DUE 02-02-2042 REG CUSIP: 718286CB1	55,000.000	66,825.00	63,683.75
REPUBLIC OF PHILIPPINES 2.65% 10/12/2045 2.65% 12-10-2045 CUSIP: 718286CL9	110,000.000	109,615.00	111,385.15
Total Philippines - USD		2,530,822.70	2,503,168.09
United States - USD			
AMERICAN ASSETS TR INC COM CUSIP: 024013104	2,928.000	130,761.30	84,560.64
AMERICAN MUN PWR OHIO INC REV 8.084% 02-15-2050 BEO TAXABLE SEDOL: B52FJL1	95,000.000	154,107.10	178,347.30
AMERICAN TOWER CORP SEDOL: B7FBFL2	303.000	36,604.47	68,011.38
ARMADA HOFFLER PPTYS INC REIT CUSIP: 04208T108	6,570.000	97,534.97	73,715.40
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 6.263 04-01-2049 BEO CUSIP: 072024ND0	75,000.000	115,134.37	129,192.75
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 6.907% 10-01-2050 BEO TAXABLE SEDOL: B574M81	325,000.000	517,640.65	599,865.50
BERMUDA GOVT 3.375% 08-20-2050 CUSIP: 085209AH7	410,000.000	408,847.90	441,775.00
CALIFORNIA ST TAXABLE-BUILD AMER BDS 7.35% DUE 11-01-2039 REG TAXABLE SEDOL: B5BGSJ6	165,000.000	253,019.70	274,055.10

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<i>Other</i>			
United States - USD			
CALIFORNIA ST 1.75% 11-01-2030 BEO TAXABLE SEDOL: BLN9TC5	525,000.000	529,620.00	540,083.25
CALIFORNIA ST 7.3% 10-01-2039 BEO TAXABLE SEDOL: B54BZ20	1,145,000.000	1,776,853.70	1,889,971.35
CALIFORNIA ST 7.625% 03-01-2040 BEO TAXABLE SEDOL: B52J623	55,000.000	90,075.65	95,454.15
CF WEATHER OFFSHORE FD II CLASS A CUSIP: 748996N27	15,290.320	16,654,784.06	26,085,353.20
COMMONWEALTH FING AUTH PA REV 4.144% 06-01-2038 BEO TAXABLE SEDOL: BZBWSF0	60,000.000	62,421.00	73,277.40
COUSINS PPTYS INC CUSIP: 222795502	1,650.000	59,698.47	55,275.00
D.E. SHAW US BOARD MARKET CORE ALPHA CUSIP: 992LL4995	1.000	1.00	33,230,880.00
DALLAS CNTY TEX HOSP DIST 5.621% 08-15-2044 BEO TAXABLE SEDOL: B3ZT723	40,000.000	48,952.80	58,836.40
DALLAS TEX INDPT SCH DIST TAXABLE-SCH BLDG-C-BUILD AMER 6.45 DUE 2-15-2035 CUSIP: 235308RA3	80,000.000	81,775.20	81,104.80
DISTRICT COLUMBIA WTR & SWR AUTH PUB UTIL REV 3.207% 10-01-2048 BEO TAXABLE CUSIP: 254845RM4	375,000.000	341,715.00	401,381.25
DISTRICT COLUMBIA WTR & SWR AUTH PUB UTITAXABLE-SR LIEN-SER A 4.814 10-01-2114 SEDOL: BHPZGK0	25,000.000	36,295.00	37,161.50
EASTGROUP PPTYS INC REIT CUSIP: 277276101	1,231.000	122,482.66	169,951.86
ESC CB LEHMAN BROS SUB NTS D07/19/07 6.500 JJ17 ESCROW CUSIP: 524ESCR36	1,950,000.000	195.00	19,500.00
ESC GCB LEHMAN BRTH HLD D12/21/07 6.750% JD17 ESCROW CUSIP: 524ESC7M6	295,000.000	29.50	2.95
FLORIDA ST BRD ADMIN FIN CORP REV 2.154%07-01-2030 SEDOL: BMWM397	235,000.000	235,000.00	247,271.70
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	-6.000	-1,279,717.10	-1,281,375.00
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	6.000	1,279,717.10	1,281,375.00
GREAT LAKES WTR AUTH MICH SEW DISP SYS REV 3.056% 07-01-2039 BEO TAXABLE SEDOL: BLPQCK3	65,000.000	65,000.00	69,286.75

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<i>Other</i>			
United States - USD			
HOUSTON TEX 3.961% 03-01-2047 BEO TAXABLE SEDOL: BFN6G34	130,000.000	142,422.70	160,583.80
IL ST TAXABLE-PENSION 5.1 DUE 06-01-2033BEO TAXABLE SINKING FD 06-01-2024 N/C CUSIP: 452151LF8	120,000.000	109,933.20	129,145.20
ISRAEL(STATE OF) AID-ISRAEL 5.5% DUE 09-18-2033 REG CUSIP: 46513EFG2	260,000.000	337,445.40	380,874.77
JOB SOHIO BEVERAGE SYS OHIO STATEWIDE LIQUOR PROFITS REV 4.532% 01-01-2035 BEO SEDOL: B9HL525	55,000.000	61,797.45	70,492.95
JOB SOHIO BEVERAGE SYS OHIO STATEWIDE LIQ 2.833% DUE 01-01-2038 SEDOL: BL71KX5	35,000.000	35,000.00	37,753.10
KITE RLTY GROUP TR COM NEW COM NEW CUSIP: 49803T300	6,477.000	103,288.28	96,895.92
LEXINGTON RLTY TR COM CUSIP: 529043101	9,189.000	97,965.33	97,587.18
LOS ANGELES CALIF CMNTY CG DIST 1.806% 08-01-2030 CUSIP: 54438CYN6	120,000.000	120,000.00	123,889.20
LOS ANGELES CALIF CMNTY COLLEGE DIST 2.106% 08-01-2032 BEO TAXABLE CUSIP: 54438CYP1	110,000.000	110,000.00	114,636.50
LOS ANGELES CALIF UNI SCH DIST 6.758% DUE 07-01-2034 BEO TAXABLE SEDOL: B63L7C2	140,000.000	194,702.30	210,585.20
MARYLAND ST HEALTH & HIGHER EDL FACS AUTH REV 3.052% 07-01-2040 BEO TAXABLE SEDOL: BMXB984	110,000.000	110,000.00	114,038.10
MARYLAND ST HEALTH & HIGHER EDL FACS AUTH REV 3.197% 07-01-2050 BEO TAXABLE SEDOL: BMX8Z10	110,000.000	110,000.00	114,032.60
MASSACHUSETTS ST 2.514% 07-01-2041 CUSIP: 57582RG34	495,000.000	495,000.00	518,037.30
MASSACHUSETTS ST 2.9% 09-01-2049 BEO TAXABLE SEDOL: BK4W2R2	835,000.000	852,429.45	898,593.60
MICHIGAN FIN AUTH REV MUNI 3.384% 12-01-2040 SEDOL: BKPK1V2	80,000.000	80,000.00	90,158.40
MISSOURI ST HEALTH & EDL FACS AUTH EDL FACS REV 3.229% 05-15-2050 BEO TAXABLE SEDOL: BM8Z798	20,000.000	23,585.80	23,351.60
MISSOURI ST HEALTH & EDL FACS AUTH EDL FACS REV 3.652% 08-15-2057 BEO TAXABLE CUSIP: 60636APP2	115,000.000	144,383.60	145,337.00
MUNICIPAL ELEC AUTH GA 6.637% 04-01-2057BEO TAXABLE SEDOL: B65K4T3	140,000.000	206,799.50	212,905.00

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<i>Other</i>			
United States - USD			
MUNICIPAL ELEC AUTH GA 6.655% 04-01-2057BEO TAXABLE SEDOL: B669JY9	50,000.000	71,212.50	77,282.00
NATIONAL STORAGE AFFILIATES TR COM SHS BEN INT COM SHS BEN INT CUSIP: 637870106	2,740.000	88,892.08	98,722.20
NEW JERSEY ST TPK AUTH TPK REV 7.102% 01-01-2041 BEO TAXABLE SEDOL: B4WN3T4	115,000.000	167,670.00	187,783.50
NEW JERSEY ST TPK AUTH TPK REV 7.414% 01-01-2040 BEO TAXABLE SEDOL: B3YD6H4	280,000.000	389,782.95	469,560.00
NEW JERSEY ST TRANSN TR FD AUTH 6.561% 12-15-2040 BEO TAXABLE SEDOL: B5P3Y06	55,000.000	70,232.25	75,939.60
NEW YORK N Y CITY TRANSITIONAL FIN AUTH REV 5.572% 11-01-2038 BEO TAXABLE SEDOL: B56SPB8	65,000.000	81,944.87	88,433.15
NEW YORK N Y CITY TRANSITIONAL FIN AUTH REV 5.767% 08-01-2036 BEO TAXABLE CUSIP: 64971MZG0	150,000.000	178,327.50	195,493.50
NEW YORK ST DORM AUTH ST PERS INCOME MUNI 3.11% 02-15-2039 SEDOL: BG0RZP2	200,000.000	200,000.00	217,782.00
NEW YORK ST DORM AUTH ST PERS INCOME TAXREV 5.628% 03-15-2039 BEO TAXABLE SEDOL: BL53Q79	145,000.000	179,672.40	194,866.95
NEW YORK ST TWY AUTH GEN REV 2.9% 01-01-2035 BEO TAXABLE SEDOL: BKMCP42	85,000.000	85,002.01	92,155.30
NEW YORK ST URBAN DEV CORP REV 5.77% 03-15-2039 BEO TAXABLE SEDOL: B40VJC5	60,000.000	71,101.80	77,163.60
NORTH TEX TWY AUTH REV 6.718% 01-01-2049BEO TAXABLE SEDOL: B3XNKQ2	60,000.000	109,392.60	104,048.40
NY N Y CY MUN WTR FIN AUTH WTR 5.882 DUE06-15-2044 BEO TAXABLE MUNI CUSIP: 64972FY34	150,000.000	215,721.00	243,156.00
NY N Y CY MUN WTR FIN AUTH WTR&TAXABLE 2ND GENSER EE 6.011 6-15-2042BEO TAXABLE CUSIP: 64972FL20	405,000.000	602,243.55	643,581.45
OHIO UNIV GEN RCPTS ATHENS 5.59% 12-01-2114 BEO TAXABLE SEDOL: BJ7N929	90,000.000	136,958.40	128,185.20
OREGON ST DEPT TRANSN HWY USER TAX REV 5.834% 11-15-2034 BEO TAXABLE SEDOL: B5YBV22	85,000.000	105,238.50	123,320.55
PEBBLEBROOK HOTEL TR COM STK CUSIP: 70509V100	3,838.000	114,603.24	72,154.40
PENNSYLVANIA ST UNIV 2.79% 09-01-2043 SEDOL: BLB4B60	180,000.000	180,000.00	188,422.20

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<i>Other</i>			
United States - USD			
PENNSYLVANIA ST UNIV 2.84% 09-01-2050 SEDOL: BMQ5LG5	95,000.000	95,000.00	98,206.25
PHYSICIANS RLTY TR COM CUSIP: 71943U104	7,767.000	138,636.14	138,252.60
PORT AUTH N Y & N J 4.458% 10-01-2062 BEO TAXABLE SEDOL: B8FPQ52	520,000.000	517,128.60	691,776.80
RIVERSIDE CNTY CALIF PENSION OBLIG 3.818% 02-15-2038 BEO TAXABLE SEDOL: BMDNFT3	50,000.000	50,697.69	55,233.00
RPT REALTY COM USD0.01 SHS OF BENEFICIALINTEREST CUSIP: 74971D101	8,617.000	106,338.19	74,537.05
SALES TAX SECURITIZATION CORP ILL 3.587%01-01-2043 BEO TAXABLE CUSIP: 79467BAR6	100,000.000	99,982.00	105,302.00
SALES TAX SECURITIZATION CORP ILL 3.82% 01-01-2048 BEO TAXABLE SEDOL: BG13YT6	130,000.000	130,000.00	141,932.70
SAN ANTONIO TEX ELEC & GAS REV 2.905% 02-01-2048 BEO TAXABLE SEDOL: BN0T966	75,000.000	75,000.00	79,044.75
SAN DIEGO CNTY CALIF REGL TRANSN COMMN SALES TAX REV 5.911% 04-01-2048 REG CUSIP: 797400FN3	140,000.000	196,547.60	225,796.20
SAN JOSE CALIF REDEV AGY SUCC AGY TX ALLOCATION 3.375 08-01-2034 BEO TAXABLE SEDOL: BYVZVK8	130,000.000	125,448.70	139,691.50
SOUTH CAROLINA ST PUB SVC AUTH REV 6.454% 01-01-2050 BEO TAXABLE SEDOL: B4YX109	10,000.000	15,719.20	16,583.70
TEXAS ST 5.517% 04-01-2039 BEO TAXABLE SEDOL: B78JF35	1,145,000.000	1,649,558.72	1,702,489.05
TEXAS TRANSN COMMN ST HWY FD REV 4% 10-01-2033 BEO TAXABLE SEDOL: BMXPHY8	70,000.000	86,791.60	88,504.50
TEXAS TRANSN COMMN ST HWY FD REV 5.178% 04-01-2030 BEO TAXABLE SEDOL: B52BMP4	240,000.000	287,047.20	309,489.60
UNIV CALIF REGTS MED CTR POOLED REV 6.548% 05-15-2048 BEO TAXABLE SEDOL: B8N3JB5	430,000.000	613,567.79	697,885.70
UNIV CALIF REGTS MED CTR POOLED REV 6.583% 05-15-2049 BEO TAXABLE SEDOL: B8C1VQ9	75,000.000	109,450.80	121,423.50
UNIVERSITY CALIF REVS 4.858% 05-15-2112 BEO TAXABLE SEDOL: B7MQN72	150,000.000	155,002.50	215,290.50
UNIVERSITY CALIF REVS 5.946% 05-15-2045 BEO TAXABLE SEDOL: BJ161V7	105,000.000	158,886.00	152,549.25

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<i>Other</i>			
United States - USD			
UNIVERSITY MICH UNIV REVS 2.562% DUE 04-01-2050 REG TAXABLE SEDOL: BMVYNK5	120,000.000	120,000.00	127,446.00
UNIVERSITY VA UNIV REVS 4.179% 09-01-2117 BEO TAXABLE SEDOL: BJN9P56	65,000.000	64,096.12	86,633.30
Total United States - USD		32,996,197.01	76,989,330.00
CAD - Canadian dollar	0.000	0.00	0.00
CHF - Swiss franc	0.000	0.00	0.00
DKK - Danish krone	0.000	0.00	0.00
EUR - Euro	0.000	0.00	0.00
GBP - British pound sterling	0.000	0.00	0.00
Total - all currencies		0.00	0.00
Total Other		60,176,233.56	114,610,858.68
<i>Other Liabilities</i>			
Pending trade purchases: United States dollar	0.000	-930,705.80	-930,705.80
Total - all currencies		-930,705.80	-930,705.80
Pending trade purchases: United States dollar	0.000	-573,996.08	-573,996.08
Total - all currencies		-573,996.08	-573,996.08
Total Other Liabilities		-1,504,701.88	-1,504,701.88
Total		712,960,207.41	839,123,694.59

** All or a portion of this security participates in Securities Lending.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			11	1						
30-34			29	51	1					
35-39			32	138	84	1				
40-44			21	132	152	84	7			
45-49			17	114	145	124	67	7		
50-54			18	113	146	146	119	106	13	
55-59			22	95	135	107	121	143	140	50
60-64			17	58	87	77	96	86	125	276
65-69			3	15	30	17	22	20	21	104
70+				2	5	4	7	3	5	21

N-3,793

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34				21 \$3,422						
35-39				84 \$6,552	46 \$14,259					
40-44				70 \$6,987	81 \$19,653	25 \$19,094	6			
45-49			1	71 \$9,937	76 \$23,341	62 \$32,852	23 \$29,386	4		
50-54			1	67 \$8,823	75 \$21,907	71 \$30,076	50 \$34,177	29 \$40,937	10	
55-59				59 \$8,991	69 \$24,076	55 \$40,327	66 \$39,142	50 \$53,638	44 \$48,745	15
60-64				31 \$9,342	45 \$23,368	46 \$36,638	36 \$44,223	19	66 \$81,309	80 \$91,922
65-69				7	16	9	7	5	10	44 \$161,969
70+				2	2	2	4			9

N-1,671

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.64%
2nd Segment Rate	5.21%
3rd Segment Rate	5.94%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
Interest Crediting Rate	1.83% in 2020, increasing 225 basis points over 30 years, linearly
Optional Payment Form Election Percentage	Actives Eligible for Retirement and Eligible for an Unrestricted Lump Sum—65% lump sum, 35% as an annuity in the normal form. Actives Eligible for Retirement and Eligible for a Partial Lump Sum—60% lump sum on the portion of benefits payable as such, normal form is assumed for the portion of benefits payable as an annuity Actives Not Eligible for Retirement and Eligible for an Unrestricted Lump Sum—55% immediate lump sum; 40% lump sum at age 60 and 5% annuity at age 65. Actives Not Eligible for Retirement and Eligible for a Partial Lump Sum—60% lump sum on the portion of benefits payable as such, normal form is assumed for the portion of benefits payable as an annuity at age 65 Deferred Participants Eligible for an Unrestricted Lump Sum—90% lump sum according to the salaried retirement rates. 10% annuity at age 65. Deferred Participants Eligible for a Partial Lump Sum—Age 65 commencement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Optional Payment Form Conversion Interest Rates	Same as funding interest
Optional Payment Form Conversion Mortality	Published IRC section 417(e) table for lump sums for 2020 payment dates.
Retirement Rates	Tables 1–3
Mortality Rates	
Healthy	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3)
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994
Withdrawal Rates	Tables 4–7
Disability Rates	100% of the 1987 Commissioners Group Disability Table for Primary and R&E employees
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 60% of participants have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of \$230,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Expected Return on Assets

2018 Plan Year	6.75%
2019 Plan Year	6.75%
2020 Plan Year	6.50%

Trust Expenses Included in Target Normal
Cost

\$2,635,000, which represents the prior year's plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year (rounded to the nearest thousand)

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2020

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 1

Retirement Rates—Salaried

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	10.00%
61	10.00%
62	20.00%
63	15.00%
64	15.00%
65	20.00%
66	25.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 2

Retirement Rates—Primary

Age	Rate
55	6.00%
56	5.00%
57	7.00%
58	7.00%
59	7.00%
60	15.00%
61	15.00%
62	30.00%
63	30.00%
64	20.00%
65	25.00%
66	40.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 3

Retirement Rates—Roofing and Asphalt (R&A)

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	5.00%
61	5.00%
62	20.00%
63	15.00%
64	10.00%
65	40.00%
66	30.00%
67	25.00%
68	20.00%
69	10.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 4

Withdrawal Rates—Cash Balance Plan—Salaried

Age	Rate	Age	Rate
15	12.00%	45	7.50%
16	12.00%	46	7.30%
17	12.00%	47	7.10%
18	12.00%	48	6.90%
19	12.00%	49	6.70%
20	12.00%	50	6.60%
21	12.00%	51	6.40%
22	12.00%	52	6.20%
23	12.00%	53	6.00%
24	12.00%	54	5.50%
25	11.50%	55	5.00%
26	11.50%	56	4.50%
27	11.50%	57	4.00%
28	11.50%	58	4.00%
29	11.50%	59	4.00%
30	11.10%	60+	4.00%
31	10.70%		
32	10.30%		
33	9.90%		
34	9.50%		
35	9.25%		
36	9.00%		
37	8.75%		
38	8.50%		
39	8.25%		
40	8.00%		
41	7.90%		
42	7.80%		
43	7.70%		
44	7.60%		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 5—Page 1 of 2

Withdrawal Rates—RSB Plan

Age	Years of Service			
	0	1	2	3+
15	30.00%	20.00%	15.00%	10.00%
16	30.00%	20.00%	15.00%	10.00%
17	30.00%	20.00%	15.00%	10.00%
18	30.00%	20.00%	15.00%	10.00%
19	30.00%	20.00%	15.00%	10.00%
20	30.00%	20.00%	15.00%	10.00%
21	30.00%	20.00%	15.00%	10.00%
22	30.00%	20.00%	15.00%	10.00%
23	30.00%	20.00%	15.00%	10.00%
24	30.00%	20.00%	15.00%	10.00%
25	30.00%	20.00%	15.00%	10.00%
26	30.00%	20.00%	15.00%	10.00%
27	30.00%	20.00%	15.00%	10.00%
28	30.00%	20.00%	15.00%	10.00%
29	30.00%	20.00%	15.00%	10.00%
30	30.00%	20.00%	15.00%	9.50%
31	30.00%	20.00%	15.00%	9.00%
32	30.00%	20.00%	15.00%	8.50%
33	30.00%	20.00%	15.00%	8.00%
34	30.00%	20.00%	15.00%	7.50%
35	30.00%	20.00%	15.00%	7.00%
36	30.00%	20.00%	15.00%	6.75%
37	30.00%	20.00%	15.00%	6.50%
38	30.00%	20.00%	15.00%	6.25%
39	30.00%	20.00%	15.00%	6.00%
40	30.00%	20.00%	15.00%	6.00%
41	30.00%	20.00%	15.00%	6.00%
42	30.00%	20.00%	15.00%	6.00%
43	30.00%	20.00%	15.00%	6.00%
44	30.00%	20.00%	15.00%	6.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 5—Page 2 of 2

Withdrawal Rates—RSB Plan

Age	Years of Service			
	0	1	2	3+
45	30.00%	20.00%	15.00%	5.50%
46	30.00%	20.00%	15.00%	5.00%
47	30.00%	20.00%	15.00%	4.50%
48	30.00%	20.00%	15.00%	4.00%
49	30.00%	20.00%	15.00%	4.00%
50	30.00%	20.00%	15.00%	4.00%
51	30.00%	20.00%	15.00%	4.00%
52	30.00%	20.00%	15.00%	4.00%
53	30.00%	20.00%	15.00%	4.00%
54	30.00%	20.00%	15.00%	4.00%
55	30.00%	20.00%	15.00%	4.00%
56	30.00%	20.00%	15.00%	4.00%
57	30.00%	20.00%	15.00%	4.00%
58	30.00%	20.00%	15.00%	4.00%
59	30.00%	20.00%	15.00%	4.00%
60+	30.00%	20.00%	15.00%	4.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 6

Withdrawal Rates—Cash Balance Hourly Without Retiree Medical Coverage

Age	Rate	Age	Rate
15	25.00%	45	17.00%
16	25.00%	46	16.50%
17	25.00%	47	16.00%
18	25.00%	48	15.50%
19	25.00%	49	15.00%
20	25.00%	50	14.00%
21	25.00%	51	13.00%
22	25.00%	52	12.00%
23	25.00%	53	11.00%
24	25.00%	54	10.00%
25	24.00%	55	9.00%
26	23.00%	56	8.00%
27	22.00%	57	7.00%
28	21.00%	58	6.00%
29	20.00%	59	5.00%
30	19.50%	60+	4.00%
31	19.00%		
32	18.50%		
33	18.00%		
34	17.50%		
35	17.50%		
36	17.50%		
37	17.50%		
38	17.50%		
39	17.50%		
40	17.50%		
41	17.50%		
42	17.50%		
43	17.50%		
44	17.50%		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Table 7

Withdrawal Rates—Cash Balance Hourly With Retiree Medical Coverage

Age	Rate	Age	Rate
15	25.00%	45	3.50%
16	25.00%	46	3.40%
17	25.00%	47	3.30%
18	25.00%	48	3.20%
19	25.00%	49	3.10%
20	25.00%	50	3.00%
21	25.00%	51	2.90%
22	25.00%	52	2.80%
23	25.00%	53	2.70%
24	25.00%	54	2.60%
25	22.00%	55	2.50%
26	19.00%	56	2.50%
27	16.00%	57	2.50%
28	13.00%	58	2.50%
29	10.00%	59	2.50%
30	7.00%	60+	2.50%
31	7.00%		
32	7.00%		
33	7.00%		
34	7.00%		
35	7.00%		
36	6.50%		
37	6.00%		
38	5.50%		
39	5.00%		
40	4.50%		
41	4.30%		
42	4.10%		
43	3.90%		
44	3.70%		

Plan Name	Owens Corning Merged Retirement Plan
Plan Sponsor EIN	43-2109021
ERISA Plan No.	001
Plan Year End	12/31/2020

The required attachment noted below is included within the Accountant's Opinion attachment to the
Form 5500 Schedule H, Part III, which consists of the entire Audit report issued by the Plan's
Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line Item	Description
5500 Schedule H	Line 4j	Schedule of Reportable Transactions

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 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **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 OWENS CORNING MERGED RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF OWENS CORNING	D Employer Identification Number (EIN) 43-2109021
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month 01 Day 01 Year 2020	
2 Assets:	
a Market value.....	2a 827,423,789
b Actuarial value.....	2b 798,193,198
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants 2,571 (2) Vested Funding Target 337,810,080 (3) Total Funding Target 337,810,080
b For terminated vested participants	3,921 108,021,838 108,021,838
c For active participants.....	3,793 251,548,945 253,320,106
d Total.....	10,285 697,380,863 699,152,024
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 5.31%
6 Target normal cost.....	6 6,613,085

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	MICHAEL GIBBONS MTG	09/10/2021
	Signature of actuary	Date
MICHAEL GIBBONS	Type or print name of actuary	2006845
AON CONSULTING, INC	Firm name	Most recent enrollment number
		847-295-5000
		Telephone number (including area code)
4 Overlook Point		
Lincolnshire IL 60069	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) 2020
v. 200204

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	128,252,896
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	22,160,396
9 Amount remaining (line 7 minus line 8)	0	106,092,500
10 Interest on line 9 using prior year's actual return of <u>19.64</u> %	0	20,836,567
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		80,726,106
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>5.44</u> %		3,185,975
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		4,352,302
c Total available at beginning of current plan year to add to prefunding balance		88,264,383
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	126,929,067

Part III	Funding Percentages
----------	---------------------

14	Funding target attainment percentage.....	14	96.01%
15	Adjusted funding target attainment percentage.....	15	112.65%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	87.52%
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:

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
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: 3.64 %	2nd segment: 5.21 %	3rd segment: 5.94 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	6,613,085	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	27,887,893	9,443,981	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	16,057,066	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	16,057,066	16,057,066
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 Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

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

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Salaried

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	5.00%	0.8145	2.42
60.5	10.00%	0.7738	4.68
61.5	10.00%	0.6964	4.28
62.5	20.00%	0.6268	7.83
63.5	15.00%	0.5014	4.78
64.5	15.00%	0.4262	4.12
65.5	20.00%	0.3623	4.75
66.5	25.00%	0.2898	4.82
67.5	30.00%	0.2174	4.40
68.5	30.00%	0.1522	3.13
69.5	30.00%	0.1065	2.22
70	100.00%	0.0746	5.22
Weighted Average			63.21

Primary

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	6.00%	1.0000	3.33
56.5	5.00%	0.9400	2.66
57.5	7.00%	0.8930	3.59
58.5	7.00%	0.8305	3.40
59.5	7.00%	0.7724	3.22
60.5	15.00%	0.7183	6.52
61.5	15.00%	0.6105	5.63
62.5	30.00%	0.5190	9.73
63.5	30.00%	0.3633	6.92
64.5	20.00%	0.2543	3.28
65.5	25.00%	0.2034	3.33
66.5	40.00%	0.1526	4.06
67.5	30.00%	0.0915	1.85
68.5	30.00%	0.0641	1.32
69.5	30.00%	0.0449	0.94
70	100.00%	0.0314	2.20
Weighted Average			61.98

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Roofing & Asphalt

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	5.00%	0.8145	2.42
60.5	5.00%	0.7738	2.34
61.5	5.00%	0.7351	2.26
62.5	20.00%	0.6983	8.73
63.5	15.00%	0.5587	5.32
64.5	10.00%	0.4749	3.06
65.5	40.00%	0.4274	11.20
66.5	30.00%	0.2564	5.12
67.5	25.00%	0.1795	3.03
68.5	20.00%	0.1346	1.84
69.5	10.00%	0.1077	0.75
70	100.00%	0.0969	6.79
Weighted Average			63.42

Division	Participant Count	Average Retirement	
		Age	Weight
Salaried	1,671	63.21	44.05%
Primary	1,337	61.98	35.25%
Roofing & Asphalt	785	63.42	20.70%
	3,793		

Weighted Average Retirement Age 62.82

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.64%
2nd Segment Rate	5.21%
3rd Segment Rate	5.94%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
Interest Crediting Rate	1.83% in 2020, increasing 225 basis points over 30 years, linearly
Optional Payment Form Election Percentage	Actives Eligible for Retirement and Eligible for an Unrestricted Lump Sum—65% lump sum, 35% as an annuity in the normal form. Actives Eligible for Retirement and Eligible for a Partial Lump Sum—60% lump sum on the portion of benefits payable as such, normal form is assumed for the portion of benefits payable as an annuity Actives Not Eligible for Retirement and Eligible for an Unrestricted Lump Sum—55% immediate lump sum; 40% lump sum at age 60 and 5% annuity at age 65. Actives Not Eligible for Retirement and Eligible for a Partial Lump Sum—60% lump sum on the portion of benefits payable as such, normal form is assumed for the portion of benefits payable as an annuity at age 65 Deferred Participants Eligible for an Unrestricted Lump Sum—90% lump sum according to the salaried retirement rates. 10% annuity at age 65. Deferred Participants Eligible for a Partial Lump Sum—Age 65 commencement.

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Optional Payment Form Conversion Interest Rates	Same as funding interest
Optional Payment Form Conversion Mortality	Published IRC section 417(e) table for lump sums for 2020 payment dates.
Retirement Rates	Tables 1–3
Mortality Rates	
Healthy	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3)
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994
Withdrawal Rates	Tables 4–7
Disability Rates	100% of the 1987 Commissioners Group Disability Table for Primary and R&E employees
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 60% of participants have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of \$230,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

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Expected Return on Assets

2018 Plan Year	6.75%
2019 Plan Year	6.75%
2020 Plan Year	6.50%

Trust Expenses Included in Target Normal
Cost

\$2,635,000, which represents the prior year's plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year (rounded to the nearest thousand)

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2020

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Table 1

Retirement Rates—Salaried

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	10.00%
61	10.00%
62	20.00%
63	15.00%
64	15.00%
65	20.00%
66	25.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

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Table 2

Retirement Rates—Primary

Age	Rate
55	6.00%
56	5.00%
57	7.00%
58	7.00%
59	7.00%
60	15.00%
61	15.00%
62	30.00%
63	30.00%
64	20.00%
65	25.00%
66	40.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

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Table 3

Retirement Rates—Roofing and Asphalt (R&A)

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	5.00%
61	5.00%
62	20.00%
63	15.00%
64	10.00%
65	40.00%
66	30.00%
67	25.00%
68	20.00%
69	10.00%
70+	100.00%

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Table 4

Withdrawal Rates—Cash Balance Plan—Salaried

Age	Rate	Age	Rate
15	12.00%	45	7.50%
16	12.00%	46	7.30%
17	12.00%	47	7.10%
18	12.00%	48	6.90%
19	12.00%	49	6.70%
20	12.00%	50	6.60%
21	12.00%	51	6.40%
22	12.00%	52	6.20%
23	12.00%	53	6.00%
24	12.00%	54	5.50%
25	11.50%	55	5.00%
26	11.50%	56	4.50%
27	11.50%	57	4.00%
28	11.50%	58	4.00%
29	11.50%	59	4.00%
30	11.10%	60+	4.00%
31	10.70%		
32	10.30%		
33	9.90%		
34	9.50%		
35	9.25%		
36	9.00%		
37	8.75%		
38	8.50%		
39	8.25%		
40	8.00%		
41	7.90%		
42	7.80%		
43	7.70%		
44	7.60%		

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Withdrawal Rates—RSB Plan

Age	Years of Service			
	0	1	2	3+
15	30.00%	20.00%	15.00%	10.00%
16	30.00%	20.00%	15.00%	10.00%
17	30.00%	20.00%	15.00%	10.00%
18	30.00%	20.00%	15.00%	10.00%
19	30.00%	20.00%	15.00%	10.00%
20	30.00%	20.00%	15.00%	10.00%
21	30.00%	20.00%	15.00%	10.00%
22	30.00%	20.00%	15.00%	10.00%
23	30.00%	20.00%	15.00%	10.00%
24	30.00%	20.00%	15.00%	10.00%
25	30.00%	20.00%	15.00%	10.00%
26	30.00%	20.00%	15.00%	10.00%
27	30.00%	20.00%	15.00%	10.00%
28	30.00%	20.00%	15.00%	10.00%
29	30.00%	20.00%	15.00%	10.00%
30	30.00%	20.00%	15.00%	9.50%
31	30.00%	20.00%	15.00%	9.00%
32	30.00%	20.00%	15.00%	8.50%
33	30.00%	20.00%	15.00%	8.00%
34	30.00%	20.00%	15.00%	7.50%
35	30.00%	20.00%	15.00%	7.00%
36	30.00%	20.00%	15.00%	6.75%
37	30.00%	20.00%	15.00%	6.50%
38	30.00%	20.00%	15.00%	6.25%
39	30.00%	20.00%	15.00%	6.00%
40	30.00%	20.00%	15.00%	6.00%
41	30.00%	20.00%	15.00%	6.00%
42	30.00%	20.00%	15.00%	6.00%
43	30.00%	20.00%	15.00%	6.00%
44	30.00%	20.00%	15.00%	6.00%

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Withdrawal Rates—RSB Plan

Age	Years of Service			
	0	1	2	3+
45	30.00%	20.00%	15.00%	5.50%
46	30.00%	20.00%	15.00%	5.00%
47	30.00%	20.00%	15.00%	4.50%
48	30.00%	20.00%	15.00%	4.00%
49	30.00%	20.00%	15.00%	4.00%
50	30.00%	20.00%	15.00%	4.00%
51	30.00%	20.00%	15.00%	4.00%
52	30.00%	20.00%	15.00%	4.00%
53	30.00%	20.00%	15.00%	4.00%
54	30.00%	20.00%	15.00%	4.00%
55	30.00%	20.00%	15.00%	4.00%
56	30.00%	20.00%	15.00%	4.00%
57	30.00%	20.00%	15.00%	4.00%
58	30.00%	20.00%	15.00%	4.00%
59	30.00%	20.00%	15.00%	4.00%
60+	30.00%	20.00%	15.00%	4.00%

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Table 6

Withdrawal Rates—Cash Balance Hourly Without Retiree Medical Coverage

Age	Rate	Age	Rate
15	25.00%	45	17.00%
16	25.00%	46	16.50%
17	25.00%	47	16.00%
18	25.00%	48	15.50%
19	25.00%	49	15.00%
20	25.00%	50	14.00%
21	25.00%	51	13.00%
22	25.00%	52	12.00%
23	25.00%	53	11.00%
24	25.00%	54	10.00%
25	24.00%	55	9.00%
26	23.00%	56	8.00%
27	22.00%	57	7.00%
28	21.00%	58	6.00%
29	20.00%	59	5.00%
30	19.50%	60+	4.00%
31	19.00%		
32	18.50%		
33	18.00%		
34	17.50%		
35	17.50%		
36	17.50%		
37	17.50%		
38	17.50%		
39	17.50%		
40	17.50%		
41	17.50%		
42	17.50%		
43	17.50%		
44	17.50%		

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Table 7

Withdrawal Rates—Cash Balance Hourly With Retiree Medical Coverage

Age	Rate	Age	Rate
15	25.00%	45	3.50%
16	25.00%	46	3.40%
17	25.00%	47	3.30%
18	25.00%	48	3.20%
19	25.00%	49	3.10%
20	25.00%	50	3.00%
21	25.00%	51	2.90%
22	25.00%	52	2.80%
23	25.00%	53	2.70%
24	25.00%	54	2.60%
25	22.00%	55	2.50%
26	19.00%	56	2.50%
27	16.00%	57	2.50%
28	13.00%	58	2.50%
29	10.00%	59	2.50%
30	7.00%	60+	2.50%
31	7.00%		
32	7.00%		
33	7.00%		
34	7.00%		
35	7.00%		
36	6.50%		
37	6.00%		
38	5.50%		
39	5.00%		
40	4.50%		
41	4.30%		
42	4.10%		
43	3.90%		
44	3.70%		

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Schedule SB, Part V—Summary of Plan Provisions

Plan Sponsor—Owens Corning

EIN/PN—43-2109021/001

Plan Name—Owens Corning Merged Retirement Plan

The Owens Corning Merged Retirement plan comprises the following sub-plans as a result of corporate acquisitions and plan mergers dating back to January 1, 1996:

1. Owens Corning Cash Balance Pension Plan ("Cash Balance Plan")
2. Owens Corning Hourly Employees' Retirement Plan ("Hourly Plan")
3. Owens Corning Retirement Benefits Plan ("RSB Plan")
4. Wolverine Coil Coating, Inc. – UAW Retirement Plan ("Wolverine Plan")—closed March 31, 1999
5. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Nashville—005)—inactive only
- 6A. Owens Corning Metal Systems Pension Plan for Hourly Employees (Ashville—011A)—inactive only
- 6B. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Bourbon—011B) inactive only
- 6C. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Illinois—011C)—inactive only
7. Owens Corning Metal Systems Pension Plan for Hourly Employees (Bellwood – 014)—inactive only
8. Pension Plan for Hastings Building Products, Inc. for Local Union #7 International Brotherhood of Teamsters ("Hastings Plan")—closed
9. Alsco Division of AmeriMark, Inc. Retirement Plan for Hourly Employees ("Alsco Plan")—closed
10. Fibreboard Corporation Retirement Plan ("Fibreboard Plan")—frozen
11. Norandex Retirement Plan ("Norandex Plan")—frozen

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Effective Date	The plan was originally effective January 1, 1996, as amended and restated generally effective January 1, 2017. The latest amendment dated September 25, 2019.
Plan Year	The twelve-month period beginning each January 1st.
Statutory Maximum Benefits	The 2020 Internal Revenue Code §415 Maximum Benefit Limit is \$230,000 payable as a life annuity at Normal Retirement Age.

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Summary of Plan Provisions—Cash Balance Plan

Participants Covered

An employee shall become a participant in this plan on their date of hire or as the date indicated below if date of hire is earlier.

Employee Group	Participation Date	Sale/Closed Date (if applicable)
Salaried Employees	1/1/1996	
Corporate Hourly	1/1/1996	
Delsan	1/1/1997	12/31/1998
Fabrication Primary	1/1/1996	3/31/1998
Huntingdon Primary	1/1/1996	12/31/1999
Fort Smith, AR Primary	7/1/1996	
Falcon Salaried and Primary	1/1/1997	1/31/2000
Fiberlite Salaried	1/1/1997	12/31/2002
Foamular	1/1/1997	
Michigan Molded	1/1/1997	Closed
New Braunfels, TX - Salaried and Primary (formerly Knytex)	1/1/1997	
Soltech Salaried	1/1/1997	
Duncan	1/1/1998	
OC HT, Inc. (Partek)	1/1/1998	4/28/2003
AGY Employees	9/30/1998	12/31/1999
Fibreboard Corporation - Salaried and Non-union hourly	1/1/1999	
AmeriMark, Inc. - Salaried and Non-union hourly	1/1/1999	8/31/2007
Fabwel, Inc. - Salaried and Non-union hourly	1/1/1999	9/15/2007
Tucker Primary - Bargaining unit hourly	2/1/1999	12/17/2001
Salt Lake City, UT - Non-union hourly	1/1/2000	
Eloy, AZ - Non-union hourly	1/1/2000	
Concord, NC - Non-union hourly	1/1/2000	
Newark, OH - IBEW hourly ¹	7/1/2000	
Kansas City, MO ²	1/1/2001	
Foundry & Steel - Salaried and Non-union hourly	1/1/2001	
Ashville, OH ³	2/1/2001	5/22/2003
Bellwood Primary ³	9/1/2001	5/22/2003
Amarillo Plant	7/1/2003	
Ladysmith	1/1/2005	
SG BTI LLC employees	11/1/2007	

¹ Other than employees age 40 or older on 3/1/2000 who did not elect to participate in the Plan.

² Other than employees age 40 or older on 12/31/2000 who did not elect to participate in the Plan.

³ Other than employees hired prior to the applicable Participation Date.

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Pensionable Earnings	Compensation includes the Participant's base pay, overtime pay, overseas premium for employees expatriated prior to June 1, 1991, other wage premium pay, annual bonuses that are renewable, incentive buy-outs and spot incentives, amounts deferred under Section 401(k), 125 or 132(f)(4) of the Internal Revenue Code, deferred base pay and annual bonuses, lump sum wage settlements, and payment made under the Company's short-term disability plan. Compensation shall not include awards made pursuant to the profit sharing and global award plans.
Integration Level	50% of the Social Security Taxable Wage Base in effect for a plan year.
Pension Service	Service is equal to the sum of all periods of employment with the Company or an Affiliate on and after a Participant's Participation Date, plus the number of "years of vesting service" earned by such Participant under a Prior Plan immediately prior to the Participation Date.
Pension Credits	The sum of interest credits, pay credits, service credits, and transition credits.
Interest Credits	A Participant's Account shall automatically be credited with an Interest Credit as of the last day of each calendar month. The Interest Credit is equal to 1/12th of the Interest Rate in effect for the Plan Year, multiplied by the balance of the Account at the beginning of the month. The following employee groups shall only have interest credits to their account on and after the following dates: ▪ Fabrication primary employees 03/31/1998 ▪ Huntingdon primary employees 12/31/1999 ▪ AGY employees 12/31/1999 ▪ Falcon primary employees 02/01/2000 ▪ Tucker primary employees 12/17/2001 ▪ Ashville hourly employees 05/22/2003 ▪ Bellwood primary employees 05/22/2003

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Interest Rate

The Interest Credit for a Plan Year is equal to the average annual yield on five-year United States Treasury securities for the 3-month period ending with October of the prior calendar year.

Pay Credits

Prior to January 1, 2020, on the last day of each month, a Participant's account is credited with an amount equal to 4% of compensation.

Prior to July 1, 2003, a Participant's account is credited with an amount equal to 2% of compensation up to the Integration Level and 4% of compensation in excess of the Integration Level

The following employee groups were eligible to receive Pay Credits:

- Salaried Employees
- Corporate Hourly
- Fibreboard Corporation Salaried and Non-Union Hourly employees
- AmeriMark Salaried and Non-Union Hourly employees
- Fabwel, Inc. Salaried and Non-Union Hourly employees
- Foundry and Steel Salaried and Non-Union Hourly employees
- Amarillo Plant Employees (not attained 40 & 10 as of December 31, 2002)
- Primary Employees at Fort Smith, Arkansas
- New Braunfels, Texas (formerly Knytex) Employees
- Salt Lake City, Utah Non-Union Hourly Employees
- Eloy, Arizona Non-Union Hourly employees
- Concord, North Carolina Non-Union Hourly Employees
- SG BTI LLC Employees

Effective January 1, 2010, pay credits were frozen

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Service Credits

A flat dollar amount was credited at the end of each month for the following groups:

Newark, OH IBEW⁴: \$80; Frozen June 30, 2012.

Kansas City, MO⁴ \$70; Frozen December 31, 2012

Transition Credits

Participants on January 1, 1996 who had attained age 40 and had at least 10 years of Transition Service are entitled to receive additional Pay Credits based on the table below.

Participants who transfer from the Hourly or Retirement Benefits Plan and are eligible for Pay Credits shall be entitled to Transition Credits if they have attained age 40 and have at least 10 years of Transition Service on their date of transfer. The Transition Credit Rate shall be equal to the amount in the table below except age plus service will be calculated as of the Participant's Date of Transfer.

Age + Service (as of January 1, 1996)	Transition Credit Rate	
	Comp Below Integration Level	Comp Above Integration Level
At least:		
50 but less than 55	1%	2%
55 but less than 60	2%	4%
60 but less than 65	3%	6%
65 but less than 70	4%	8%
70 but less than 75	5%	10%
75 but less than 80	6%	12%
80	7%	14%

Account

Each Participant has a theoretical Account in the Plan to which Pay or Service Credits, as applicable, and Interest Credits are added monthly. Transition Credits are added for those employees who meet the requirements in the Transition Credits section.

In addition, an Opening Account was established for those employees who are subject to the Minimum Benefit provisions of the Plan.

⁴ other than employees age 40 or older on their merge date who did not elect to participate.

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Opening Account

Employees who became Participants in the Cash Balance Plan on the Effective Date were credited an Opening Account equal to the present value of their accrued Normal Retirement Benefit earned under the applicable Prior Plan as of December 31, 1995. The present value was determined based on a 9% interest rate and the 1983 GAM Unisex mortality table.

Other employees who merge in or transfer after the effective date will be credited with an Opening Account based on the schedule below:

- *Fort Smith Primary* – Present value using above assumptions of accrued Normal Retirement Benefit as defined in the applicable Prior Plan.
- *Transfers from the Hourly or Retirement Benefits Plan* - Effective July 1, 2005 no opening account will be credited for an employee who transfers from the Hourly Plan on or after January 1, 1996 and is an eligible employee through July 1, 2005.
- *Falcon Primary (except Falcon California employees), Knytex, Fibreboard Corporation, AmeriMark, Fabwel, Inc., Salt Lake City, UT, Eloy, AZ, Concord, NC, Newark, OH IBEW, Kansas City, MO, Foundry and Steel Salaried and Non-union Hourly, Amarillo Plant and Bellwood Primary* – No Opening Account will be credited.

Normal Retirement
Eligibility

Age 65 and 5 years of service. Age 65 only for Fort Smith primary employees.

Benefit

A monthly amount equal to the greater of (1) and the applicable grandfathered benefits below:

- (1) The pension credits as described above, converted to a life annuity with five years certain using the applicable mortality table under IRS 417(e) and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.
- (2) Salaried plan participants who were 40 or older and had earned at least 10 years of Transition Service as of January 1, 1996, (a) + (b):

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- a. 1.2% of final three-year average pay times service (using pay and service through December 31, 2000)
- b. .4% of final average pay in excess of covered compensation times service up to 30 years (using pay and service through December 31, 2000)

(3) Huntingdon plan participants who were primary employees as of January 1, 1997 shall have the following rates applied for determining their grandfathered benefit:

- a. Rate Group A (Job codes 4-9D): \$27
- b. Rate Group B (Job codes 10-13E): \$32

(4) Fort Smith, AR primary employees as of July 1, 1996 will have their prior plan formula calculated using service through June 30, 2001 and a rate of \$15.

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Early Retirement Subsidized Benefit

Eligibility

Age 55 and 10 years of service. An employee who becomes a disabled participant under the Plan after age 55 (regardless of service) is eligible for an Early Retirement Benefit

Benefit

Early retirement subsidies only apply to the Grandfathered benefits, when used as a minimum benefit compared against the Cash Balance account. The early retirement factors are the same as those summarized in the Hourly plan provisions

Vested Termination
Eligibility

Three years of service

Benefit

Cash Balance account available after separation of employment

Disability

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Eligibility	Immediate
Benefit	Cash Balance account available after separation of employment
Surviving Spouse Eligibility	Fully vested if death from active status. Three years of vesting service if terminated.
Benefit	If the Participant was married, the spouse shall receive a benefit under the Normal Form equal to the greater of the Actuarial Equivalent of the Account at the Participant's Normal Retirement Date, or the amount the spouse would have received under the 50% joint and survivor annuity had payment commenced on the day before the Participant's death
Normal Form of Payment Without Spouse	Life annuity with 5 years certain
With Spouse	50% joint and survivor annuity with 5 years certain
Optional Forms of Payment	For participants who remain employed on or after attaining age 55 and 10 years of service: ▪ 10-year certain and life annuity ▪ 75%/ 100% joint and survivor annuity with 5 years certain ▪ 50%/ 75%/ 100% contingent joint and survivor annuity with 5 years certain ▪ Level income annuity ▪ Full Lump sum ▪ 50% Lump sum and 50% monthly annuity For participants who are not employed on or after attaining age 55 and 10 years of service: ▪ 75% joint and survivor annuity with 5 years certain ▪ Full Lump sum ▪ 50% Lump sum and 50% monthly annuity
Actuarial Equivalence	For purposes of converting the Participant's Account Balance to a life annuity with five years certain (the Normal Form), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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For purposes of converting the Normal Form to any optional form of payment except a lump sum, a 10% interest rate and the 1984 Uniform Pension Mortality Table is used. The factors are specified in Appendix B of the Plan Document.

For purposes of converting the Participant's Accrued Benefit under a Prior Plan into an Opening Account, Actuarial Equivalent means using the 1983 Group Annuity Mortality Table (Unisex) and a 9% interest rate.

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Special Provisions Applicable to Certain Employee Groups

Early Retirement

- Eligible employees as of September 30, 1994 who transferred employment from the Company to Alpha/Owens-Corning, L.L.C. as of September 30, 1994 continue to earn Service toward Early Retirement under the Prior Plan while employed with Alpha/Owens-Corning, L.L.C.
- A Participant who has attained age 50 as of December 31, 1996 and meets one of the two following conditions remain eligible for an Early Retirement Benefit under the Plan:
 - The employee terminated employment with the Company on December 31, 1996 in connection with the outsourcing to Xerox, remains employed with Xerox until age 55, and elects benefit commencement after termination of employment.
 - The employee was employed with the IS Department located at OLEC, terminated employment during the first calendar quarter of 1997 in connection with department restructuring, and elects benefit commencement on or after attaining age 55
- Eligible employees as of September 30, 1998 who transferred employment from the Company to AGY between September 30, 1998 and December 31, 1999 continue to earn Service toward Early Retirement while employed with AGY.

Vesting

- Participants of an employee group or an employer named below who were eligible employees on December 31, 1996 are deemed to be fully vested in their Accrued Benefit.
 - Falcon salaried and primary employees
 - Knytex primary employees
 - Soltech, Inc.
 - Foamular
 - Delsan
 - Fiberlite
 - Michigan Molded
 - New Braunfels, TX (formerly Kyntex)
- Participants who were eligible employees on September 30, 1998 and transferred employment to Advanced Glassfibre Yarns LLC (AGY) on or after September 30, 1998 and prior to December 31, 1999 are deemed to be fully vested in their Accrued Benefit.
- Participants of the employee groups named below who were eligible employees on December 31, 1998 are deemed to be fully vested.
 - Vytex
 - Fibreboard Corporation salaried and non-union hourly employees
 - AmeriMark, Inc. salaried and non-union hourly employees
 - Fabwel, Inc. salaried and non-union hourly employees
 - Cultured Stone
 - Norandex
 - Salaried and non-union
- Salaried and non-union hourly Participants who were eligible employees of Foundry and Steel Field on November 15, 2000 and Foundry and Steel Shop on March 4, 2001 are deemed to be fully vested in their Accrued Benefit.

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- Participants at the Polymar Asphalt Plant who transferred to the Granite City, Illinois plant as a result of the closing of the St. Louis, MO plant on June 26, 2002 are deemed to be fully vested in their Accrued Benefit.
- Participants who were employees of the Siding Solutions Business as of August 31, 2007 are deemed to be fully vested in their Accrued Benefit.
- Participants who were employees of the Fabwel Business Unit as of September 14, 2007 are deemed to be fully vested in their Accrued Benefit.
- Participants who transferred to the Joint Venture between Owens Corning Masonry Products and Boral Stone LLC are deemed to be fully vested as of the plan transfer date (if they are still active as of the plan transfer date).

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Summary of Plan Provisions—Hourly

Participants Covered

Primary and hourly employees, excluding the following:

- Corporate hourly employees
- Non-union primary employees at fabrication facilities
- Newark Plant IBEW employees who had not attained age 40 as of March 1, 2000, or who had attained age 40 as of such date and elected to participate in the cash balance plan.
- Newark Plant IBEW employees hired after June 30, 2000.
- Kansas City, MO employees who had not attained age 40 as of December 31, 2000, or who had attained age 40 as of such date and elected to participate in the cash balance plan.
- Kansas City, MO employees hired after December 31, 2000.
- Amarillo Plant employees who had not attained age 40 and earned 10 years of vesting service as of December 31, 2002.
- Amarillo Plant employees hired after June 30, 2003.

Eligibility for Participation

Participation commences on the January 1 or July 1 following the 1-year period beginning on the employee's date of hire, provided the employee completes 1,000 hours of service during such period. If the employee fails to do so, participation commences on the January 1 following the first Plan Year during which the employee completes 1,000 hours of service. Participation in the plan is frozen, with various freeze dates noted below:

Location	Participation Freeze Date
Aiken	2/13/2011
Amarillo	6/30/2003
Anderson	1/1/2012
Delmar	1/1/2012
Fairburn	1/1/2012
Kansas City	1/1/2001
Newark - IBEW	7/1/2000
Newark - IAM	3/10/2013
Newark - GMP	1/1/2012
Santa Clara	1/1/2012
Waxahachie	1/1/2012

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Credited Service

A full year of credited service is earned if the employee works 2,080 or more hours in one plan year. A partial year of service is equal to the number of hours divided by 2,080. Only if the participant has 5 years of vesting service will partial service be given if under 1,000 hours.

Location	Credited Service
Aiken	Credited Service frozen effective 1/1/2012 for those who are under age 60 as of December 31, 2011
Amarillo	Credited Service frozen effective 6/30/2003, except for Grandfathered Employees who are age 40 with 10 years of vesting service as of 12/31/2002
Anderson	- Credited Service frozen effective 6/30/2012 for participants with less than 5 years of vesting service as of 6/30/2012 - Credited Service frozen effective 6/30/2018 for the remaining participants, except for participants with 46 years of age and 10 years of service or 20 years of service as of 6/30/2018
Delmar	
Fairburn	
Kansas City	Credited service frozen effective 12/31/2000 for employees who are less than age 40 or chose to participate in the Cash Balance Plan on 12/31/2000
Newark - IBEW	- Credited service frozen effective 6/30/2000 for employees who are less than age 40 as of 3/1/2000 or chose to participate in the Cash Balance Plan on 6/30/2000 - Credited service frozen effective 6/30/2012 for employees who are less than age 55 as of 6/30/2012
Newark - IAM	Credit service will freeze effective 5/31/2023
Newark - GMP	- Credited Service frozen effective 6/30/2012 for participants with less than 5 years of vesting service as of 6/30/2012 - Credited Service frozen effective 6/30/2018 for the remaining participants, except for participants with 46 years of age and 10 years of service or 20 years of service as of 6/30/2018
Santa Clara	
Waxahachie	

Vesting Service

A Participant receives one year of Vesting Service for each Plan Year in which the Participant completes 1,000 Hours of Service.

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Normal Retirement

Eligibility

Age 65 and 5 years of participation.

Benefit

A monthly amount equal to the greater of:

- (1) The applicable flat-dollar amount in the following table times all years of credited service

Location	Effective Date	Rate Group (Band)					
		A	B	C	D	E	F
Aiken	6/1/2008	\$37	\$43	\$50			
Amarillo	1/1/2002	\$33	\$39	\$46			
Anderson	1/1/2006	\$45	\$51	\$58	\$65		
Delmar	1/1/2006	\$45	\$51	\$58	\$65		
Fairburn	1/1/2006	\$45	\$51	\$58	\$65		
Kansas City	5/23/2006		\$49	\$59			
Newark - IBEW	1/1/2006					\$66	
Newark - IAM	1/1/2006						\$66
Newark - GMP	1/1/2006	\$45	\$51	\$58	\$65		
Santa Clara	1/1/2006	\$45	\$51	\$58	\$65		
Waxahachie	1/1/2006		\$51	\$58	\$65		

- (2) The accrued benefit under the prior plan formula as of December 31, 1989 (or the day preceding the applicable new formula date, if different), plus applicable flat-dollar amount times credited service after January 1, 1990 (or the applicable New Formula date, if different)

The new formula date for employee groups whose date is not January 1, 1990 is as follows:

Aiken: January 1, 1991
Amarillo: January 1, 1993
Kansas City: April 16, 1990

- (3) \$15 times all years of credited service.

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Early Retirement
Eligibility

Age 55 and 10 years of vesting service

Benefit

Accrued Benefit at Early Retirement Date, reduced for early commencement as indicated below, payable as a Life Annuity with Five Years Certain.

With regard to participants who retire on or after January 1, 1995, the sum (a) and the greater of (b) or (c):

- (a) Accrued benefit earned as of December 31, 1994 based on service at December 31, 1994 multiplied by factors in Table A.
- (b) Accrued benefit earned as of the early retirement date, based on all years of credited service, minus (a), with the difference multiplied by factors in Table B.
- (c) Accrued benefit earned as of the early retirement date, based on credited service earned after December 31, 1994 multiplied by the factors in Table B.

Table A

Benefit Commencement Age	Year of Birth		
	Before 1938	1938 through 1954	1955 and After
64	1.00	1.00	1.00
63	1.00	1.00	1.00
62	1.00	1.00	1.00
61	1.00	1.00	.95
60	1.00	.95	.90
59	.95	.90	.85
58	.90	.85	.80
57	.85	.80	.75
56	.80	.75	.70
55	.75	.65	.65

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Table B

Benefit Commencement Age	Year of Birth		
	Before 1938	1938 through 1954	1955 and After
64	1.00	1.00	1.00
63	1.00	1.00	.95
62	1.00	.95	.90
61	.95	.90	.85
60	.90	.85	.80
59	.86	.81	.76
58	.82	.77	.72
57	.78	.73	.68
56	.74	.69	.64
55	.70	.65	.60

Early Retirement Grandfather

All plants except Amarillo Plant will have their early retirement benefit determined using a factor of .75 (subjected to the effective dates described below) if all of the following conditions are met:

- The Participant is born after 1937
- The Participant retires while age 55, 56 or 57
- The Participant was hired prior to January 1, 1990, and
- The Participant has earned at least 25 years of Vesting Service
- The Participant attains age 55 before January 1, 2006

The effective dates for the Early Retirement Grandfather are as follows:

Aiken: Attainment of age 55 before 1/1/2000
Kansas City: 5/23/2000 – 5/22/2012
All other covered plants: 1/1/2000 – 12/31/2011

**Late Retirement
Eligibility**

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

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Vested Termination
Eligibility

Five years of vesting service.

Benefit

The accrued benefit at the date of termination, payable as a Life Annuity at age 65. If the Participant is married and had not waived the Qualified Preretirement Survivor Annuity, the Accrued Benefit is reduced by 0.3% for each complete calendar year by which termination of employment precedes the Participant's annuity starting date.

Early commencement permitted on or after age 55 using the following reduction factors:

Age	Factor (%)
65	100.00
64	87.23
63	76.30
62	66.91
61	58.81
60	51.82
59	45.75
58	40.47
57	35.86
56	31.84
55	28.31

Participants actively employed on or after the date indicated at Kansas City (5/23/2000), Newark-IBEW (1/1/2000), and Amarillo (7/1/2003) may commence benefit payment in any form available to Early Retirement Eligible Participants and at any age following termination of employment. If annuity payments commence prior to the Participant attaining age 55, Actuarial Equivalent shall be determined using the applicable Code Section 417(e)(3) Mortality table and an interest rate equal to the Modified segment rate determined according to Code Section 417(e)(3)(c).

Disability
Eligibility

Ten years of vesting service.

Benefit

Prior to January 1, 1994: The accrued benefit at the date of disability, payable until the earlier of recovery, death or attainment of age 65.

If the participant remains disabled until retirement age, the benefit is converted to a retirement benefit determined based on credited service earned during and

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prior to disability with the benefit rate in effect on the first day of disability.

After January 1, 1994: No benefit paid during disability. If participant remains disabled until retirement age, retirement benefit will be determined using service earned during and prior to disability and benefit rate in effect on the first day of disability.

Surviving Spouse
Eligibility

Married for one year and five years of vesting service.

In-Service Death Benefit

50% of the accrued benefit determined as of the date of death, payable immediately, unreduced for early commencement. Actuarially reduced if spouse is more than 10 years younger than participant.

If there is no spouse, and children are under age 18 (or 23 and continuing education), the pre-retirement death benefit that would have been paid to the spouse would be divided equally among all children and payable until the last child attains age 18 (or 23, if applicable).

Qualified Preretirement Survivor Annuity

Payable to terminated vested participants whose death precedes commencement. Coverage of this benefit can be waived, in which case, no death benefit is payable.

The spouse's portion of the accrued benefit payable as a qualified joint and survivor annuity reduced .3% per calendar year termination precedes annuity starting date, payable no earlier than the participants earliest retirement age.

Normal Form of Payment
Without Spouse

Life annuity with 5 years certain for retirement
Life annuity for deferred vested participants

With Spouse

50% joint and survivor annuity with 5 years certain for retirement. 50% joint and survivor annuity for deferred vested participants.

Optional Form of Payment
Normal or Early Retirement

10-year certain and life annuity
75%/ 100% joint and survivor annuity with 5 years certain
Level Income Annuity

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50%/75%/100% contingent joint and survivor annuity
with 5 years certain (available to all non-collectively
bargained employees and employees at all plants Aiken)
Lump Sum based on description below

Deferred Vested

Lump Sum based on description below

Lump Sum Payment

A lump sum payment equal to the Actuarial Equivalent of
the Accrued Benefit earned prior to 1/1/1995 (1/1/1996
for Aiken Plant). Benefits earned after 1/1/1995 will be
paid based on one of the annuity payment forms noted
above

Participants employed at the plants named below on the
date indicated are eligible to receive their entire accrued
benefit in one lump sum.

- Amarillo Plant 7/1/2003
- Kansas City Plant 5/23/2000
- Newark Plant—IBEW 1/1/2000

Actuarial Equivalence

Except as described herein, an interest factor of 10%
and the 1984 Uniform Pension Mortality Table is used to
determine Actuarial Equivalence.

For purposes of converting the Participant's accrued
benefit to a lump sum, Actuarial Equivalent means using
the applicable Code Section 417(e)(3) mortality table for
distributions on and after January 1, 2008, and an
interest rate equal to the modified segment rate
determined according to Code Section 417(e)(3)(c) for
the second month preceding the month of retirement.

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Summary of Plan Provisions—Retirement Benefits Plan (“RSB” Plan)

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Primary employees, at the following business units: ▪ Roofing and asphalt plants of Owens Corning and the Mishawaka print shop ▪ Owens Corning facilities at Auburndale and Hazelton ▪ Owens Corning Technology Inc. Fort Smith, AR employees are excluded from Plan coverage on June 30, 1996.
Eligibility for Participation	An employee shall become a participant in this plan on the January 1 or July 1 following one year of vesting service. Participation is completely frozen and freeze dates vary by the different business units and locations.
Credited Service	A full year of credited service is earned if the employee works 2,080 or more hours in one plan year. A partial year of service is equal to the number of hours divided by 2,080. Only if the participant has 5 years of vesting service will partial service be given if under 1,000 hours. Credited Service is frozen for the following: ▪ Fort Smith, AR employees effective June 30, 1996. ▪ Non-Union Roofing and Asphalt locations effective December 31, 2011. ▪ Savannah locations effective December 31, 2011. ▪ Jacksonville Roofing and Kearney Roofing effective April 1, 2014. ▪ Kearny Asphalt location effective July 1, 2014. ▪ Atlanta Roofing and Memphis Roofing locations effective March 1, 2015.s
Vesting Service	A full year of vesting service is earned if the employee works 1,000 or more hours in one plan year.

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Normal Retirement
Eligibility

Age 65

Benefit

A monthly amount equal to the applicable flat-dollar amount below times all years of credited service:

Location	Flat-Dollar Amount
Hazleton	\$14.00
OC Technology	\$14.00
Adelanto Roofing	\$15.00
Cincinnati Asphalt	\$15.00
Ennis Asphalt	\$15.00
Savannah Roofing	\$15.00
Detroit Asphalt	\$15.00*
Ft. Lauderdale Asphalt	\$15.00*
Ft. Smith	\$15.00
Morehead City Asphalt	\$15.00*
Oklahoma City Asphalt	\$15.00*
Atlanta Asphalt/Roofing	\$15.00*
Brookville Asphalt/Roofing	\$15.00*
Compton Asphalt/Roofing	\$15.00*
Denver Asphalt/Roofing	\$15.00*
Houston Asphalt/Roofing	\$15.00*
Irving Asphalt/Roofing	\$15.00*
Jacksonville Asphalt/Roofing	\$15.00*
Jessup Asphalt/Roofing	\$15.00*
Kearny Asphalt/Roofing	\$15.00*
Medina Asphalt/Roofing	\$15.00*
Memphis Asphalt/Roofing	\$15.00*
Minneapolis Asphalt/Roofing	\$15.00*
Mishawaka Asphalt/Roofing/Print Shop	\$15.00*
Non-union Employees	\$15.00*
Portland Asphalt/Roofing	\$15.00*
Summit Asphalt/Roofing	\$15.00*
Mobile	\$15.00**
Polymer Asphalt Plant	\$15.00***
Auburndale	\$16.00

* For service after 1976; \$3.00 for service prior to 1977

** For service after December 9, 2001 only

*** For Participants transferred to the Granite City, IL plant as a result of the closing of the St. Louis, MO plant on June 26, 2002

Early Retirement
Eligibility

Age 55 and 10 years of vesting service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 6% for per year prior to normal retirement.

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Late Retirement Eligibility	Retirement after normal retirement age.
Benefit	A monthly benefit equal to the benefit calculated at the late retirement date.
Vested Termination Eligibility	Five years of vesting service. Participants who transferred to Granite City, IL as a result of the closing of the St. Louis, MO plant (Polymar Asphalt) on June 26, 2002 shall be deemed fully vested in their Accrued Benefit.
Benefit	The accrued benefit at the date of termination payable at age 65.
Disability Eligibility	Ten years of vesting service.
Benefit	The accrued benefit at the date of disability, payable until the earlier of recovery, death or attainment of age 65. If the participant remains disabled until retirement age, the benefit is converted to a retirement benefit determined based on credited service earnings during and prior to disability with the benefit rate in effect on the first day of disability.
Surviving Spouse Eligibility	Five years of vesting service.
Benefit	A spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity payable no earlier than the participants age 65.
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity.
Optional Forms of Annuity	75% joint and survivor annuity.
Actuarial Equivalence	Unisex Pension 1984 Mortality Table and 10% interest rate.

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Summary of Plan Provisions—AmeriMark Nashville Hourly Plan

Type of plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at Nashville, TN Facility. The Nashville plant was permanently closed on October 18, 2002
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976.
Normal Retirement Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to the years of pension service multiplied by \$19.50 (for terminations on or after October 1, 1995).
60/40 Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.
30-Year Early Retirement Benefit Eligibility	120 quarters of service
Benefit	Unreduced Accrued Benefit
55/40 Early Retirement Eligibility	Age 55 and 40 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.
Benefit	Unreduced Accrued Benefit

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Special Early Retirement Benefit
Eligibility

40 quarters of service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

and Service is broken due to layoff or physical disability, or service is not broken, but layoff occurs due to a plant shutdown and reemployment is deemed unlikely by the Company

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 13 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement

Vested Termination
Eligibility

20 calendar quarters of pension service

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status

Disability
Eligibility

40 calendar quarters of pension service

Benefit

The accrued benefit at the date of disability (subject to \$150 minimum) plus \$130 per month until eligible for a public disability pension.

Surviving Spouse
Eligibility

20 calendar quarters of pension service

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

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- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Owens Corning Metal Systems Ashville Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at the Ashville facility
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month after reaching age 21 and completing at least 12 consecutive months of pension service. No employee of hired on or after February 1, 2001 shall be treated as an Employee under plan
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976
Normal Retirement Eligibility	Age 65 and 5 years of participation.
Benefit	A monthly amount equal to the applicable rate times one fourth of all calendar quarters of pension service:

Service Period	Rate if hired on or after 3/1/84	Rate if hired prior to 3/1/84
Prior to 2/1/98	18.50	21.00
2/1/98 to 1/31/99	21.50	24.00
2/1/99 to 1/31/00	25.50	28.00
2/1/00 to 1/31/01	29.50	32.00
2/1/01 to 1/31/02	32.50	35.00
2/1/02 to 1/31/03	35.50	38.00
2/1/03 to 1/31/04	37.50	40.00
2/1/04 to 1/31/05	39.50	42.00
2/1/05 to 1/31/06	40.50	43.00

The pension rates applicable on and after February 1, 1998 shall apply only to service with the Company on and after the effective date of such pension rate, provided that a Participant retiring between February 1, 1998 and January 31, 2001 shall have the pension rate applicable on the date of the Participant's retirement applied to all of the Participant's service with the Company after February 1, 1998, provided further that a Participant retiring between February 1, 1998 and January 31, 2001 shall have his or her monthly pension adjusted to reflect any pension rate increases that occurs during the period

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of the collective bargaining agreement in force at the time of his or her retirement.

60/40 Early Retirement
Eligibility

Age 60 and 40 calendar quarters of pension service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.

30-Year Early Retirement Benefit
Eligibility

120 quarters of service

Benefit

Unreduced Accrued Benefit

55/40 Early Retirement
Eligibility

Age 55 and 40 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.

Benefit

Unreduced Accrued Benefit

Special Early Retirement Benefit
Eligibility

40 quarters of service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

and Service is broken due to layoff or physical disability, or service is not broken, but layoff occurs due to a plant shutdown and reemployment is deemed unlikely by the Company

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 13 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement. This benefit is not available to anyone who retires after February 1, 2008.

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Vested Termination

Eligibility

20 calendar quarters of service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

40 calendar quarters of pension service.

Benefit

The accrued benefit at the date of disability, subject to \$100 minimum.

Surviving Spouse

Eligibility

20 calendar quarters of pension service and who was married throughout the one-year period ending on his date of death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable beginning of the month following participant's death.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Owens Corning Metal Systems Bourbon Plan

Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.	
Participants Covered	Hourly employees at the Bourbon, IN, Maryland Heights, MO, South St. Louise, MO and Bellville, IL facilities	
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company.	
Normal Retirement Eligibility	Age 65 and five years of participation.	
Benefit	A monthly amount equal to the years of pension service multiplied by:	
	Bourbon Building Products Plants	\$14
	Residential Service Centers	\$8
Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.	
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.	
Vested Termination Eligibility	20 calendar quarters of pension service.	
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.	
Disability Eligibility	Age 60 and 40 calendar quarters of pension service.	
Benefit	The accrued benefit based on pension service earned between March 17, 1997 and the date of disability.	
Surviving Spouse Eligibility	20 calendar quarters of pension service and married one year prior to death.	

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Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

Single life annuity.
75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (i.e. small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—AmeriMark Illinois Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at the Melrose Park, IL, Posen, IL and Wheeling, IL facilities
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1980, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1980.
Normal Retirement Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to the years of pension service multiplied by \$10.
Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.
Vested Termination Eligibility	20 calendar quarters of pension service
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.
Disability Eligibility	40 calendar quarters of pension service.
Benefit	The accrued benefit based on pension service earned between March 17, 1997 and the date of disability.

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Surviving Spouse
Eligibility

20 calendar quarters of pension service and married at least 1 year prior to death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participant's accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Owens Corning Metal Systems Bellwood Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits
Participants Covered	Hourly employees at the Bellwood facility
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes at least 12 consecutive months of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976.
Normal Retirement	
Eligibility	Age 65 and five years of participation or Age 62 and 40 quarters of service.
Benefit	A monthly amount equal to the pension rate determined by his wage grade times all calendar quarters of pension service.

Wage Grade	Pension Rate
1 – 4	\$33.25
5 – 8	34.55
9 – 12	35.90
13 – 16	37.25
17 – 20	38.55
21 – 24	39.90
25+	41.25

These rates are increasing by \$2 for each of the following periods: August 1, 2001-July 31, 2002, August 1, 2002-July 31, 2003, August 1, 2003-July 31, 2004.

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60/40 Early Retirement
Eligibility

Age 60 but under age 62, and 40 but less than 120 calendar quarters of Pension Service

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.

30-Year Early Retirement Benefit
Eligibility

Age 55 but not age 62 and 120 quarters of service

Benefit

Unreduced accrued benefit plus \$1,070 - \$1,250 per month (depending on wage grade) between ages 55 and 62.

55/40 Early Retirement
Eligibility

Age 55 but not age 62, and 40 but less than 120 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.

Benefit

Unreduced Accrued Benefit

Special Early Retirement Benefit
Eligibility

Under age 62 and 40 quarters of Pension Service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

Is absent from work due to layoff, sickness or accident on or after November 1, 1998 for 2 years, or is absent from work on or after November 1, 1998 less than 2 years by reason of displacement, department or plant shutdown.

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 10 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement. This benefit is not available to anyone who retires after February 1, 2008

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Vested Termination

Eligibility

20 calendar quarters of pension service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

40 calendar quarters of pension service

Benefit

The accrued benefit at the date of disability, subject to \$400 minimum until attainment of age 62, plus \$400 per month until age 62 or eligible for a public disability pension.

Surviving Spouse

Eligibility

20 calendar quarters of pension service and has been married at least 1 year prior to death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death. If the participant's death occurs after age 55 and 20 calendar quarters of pension service, the spouse will also receive 50% of the Graded Minimum Benefit Supplement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Form of Annuity

75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

Ages of retired Participant and spouse are rounded to nearest whole year. (Example – 57 years, 6 months equals 58.) Rounding is done before comparison.

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions – Fibreboard Plan

Type of Plan	Traditional Defined Benefit Plan								
Participants Covered	Current and former employees who accrued benefits under Group A, Group C, Newark or Western Hourly.								
Eligibility for Participation	Participation is frozen based on the following dates: <table><tr><td>Group A</td><td>March 29, 1988</td></tr><tr><td>Group C</td><td>January 1, 1979</td></tr><tr><td>Newark Plan</td><td>August 2, 1977</td></tr><tr><td>Western Hourly</td><td>December 31, 1992</td></tr></table>	Group A	March 29, 1988	Group C	January 1, 1979	Newark Plan	August 2, 1977	Western Hourly	December 31, 1992
Group A	March 29, 1988								
Group C	January 1, 1979								
Newark Plan	August 2, 1977								
Western Hourly	December 31, 1992								
Earnings	Newark: Wages, including bonuses, overtime pay, commissions or other contingent compensation Western Hourly: Total hourly wages paid excluding the affiliates cost for any public or private employee benefit plan.								
Benefit Service	Group A: A full year of credited service is earned if the employee works 1,000 or more hours in one plan year. 1/12 th of a year of service can be earned if an employee completes at least 85 hours of service in a calendar month. Group C: A full year of credited service is earned if an employee works 1,800 hours of service and shall be credited with a partial year which the numerator is the hours of service and the denominator is 1,800.								

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Normal Retirement

Eligibility

Age 65.

Benefit

All benefits are frozen and have been calculated by the administrator.

Group A:

Dollar per month based on Appendix IV -VII of the plan.

Group C

Annual benefit equal to (1) less (2) plus (3):

- (1) 1.8% of final earnings multiplied by service not in excess of 25 years.
- (2) $\frac{1}{2}$ of the primary social security annual benefit which the participant is eligible to receive under the Federal Social Security Act in effect at retirement.
- (3) $\frac{1}{2}\%$ of the final earnings multiplied by credited service in excess of 25 years.

Newark Plan

Annual benefit the greater of (1) or (2):

- (1) $\frac{3}{4}\%$ of the first \$4800 of the participants annual earnings plus 1-1/2% of annual earnings in excess of \$4800.
- (2) \$8 per year for each year of credited benefit service if retirement occurs after December 1, 1976 (annual amount is less if retired earlier) reduced by annuity payable under Group Annuity Contract G.A.C. 335.

Western Hourly Plan

Annual benefit equal to 1.5% of participants total earnings.

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Early Retirement
Eligibility

Group A: Age 55 and 15 years of vesting service.

Group C: Age 55 and 10 years of vesting service.

Newark, and Western Hourly: Age 55 and 10 years of vesting service.

Benefit

Accrued benefit at early retirement date reduced as follows:

Group A: 3% per year prior to age 65. Unreduced at Age 62 and 30 years. A temporary supplement is also payable.

Group C: 3% per year prior to age 65.

Newark: 3% per year prior to age 65.

Western Hourly: 5% per year prior to age 65. Unreduced at age 62 and 15 years of service.

Vested Termination
Eligibility

All participants are fully vested.

Benefit

The accrued benefit at the date of termination payable at age 65. Group A can begin payment at age 55 reduced for early retirement if they have 15 years of vesting service. Newark can begin payment at age 55 reduced for early retirement if they have 10 years of vesting service.

Disability
Eligibility

Group A: 15 years of vesting service

Group C: None.

Newark: 10 years of vesting service

Western Hourly: 6 months of disability

Benefit

The accrued benefit at the date of disability, unreduced for payments prior to age 65.

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Surviving Spouse
Eligibility

Payable to spouse upon the death of the participant.

Benefit

The spouse's portion of the participant's accrued benefit paid as a qualified joint and survivor annuity. Payment begins following the participant's death, but no earlier than the participant's attainment of age 55, reduced for early retirement.

Supplemental Death Benefit
Eligibility

Group A: Retire after March 15, 1971

Group C: Eligible for early retirement prior to January 1, 1979 and prior to termination of employment

Benefit

Group A: Lump Sum based on years of vesting service as follows:

Years of Vesting Service	Lump Sum Amount
5- 19	\$800
20-24	\$900
25-29	\$1,100
30-34	\$1,300
30+	\$1,500

Group C: Lump sum benefit of \$2,500.

Normal Form of Annuity
Without Spouse

Single life annuity. Western Hourly is a three-year certain and life annuity.

With Spouse

50% Joint and survivor annuity. Western Hourly is 50% joint and survivor annuity with three years certain. If death occurs prior to the receipt of 36 payments, the balance can be paid to beneficiary in a lump sum.

Optional Forms of Annuity

75% joint and survivor annuity.
100% joint and survivor annuity
Lump sum less than \$5,000

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Actuarial Equivalence

UP 1984 Blended Mortality Table (80% UP84 set ahead 1 year, 20% UP84 set back 4 years) and 7% interest rate.

For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Norandex Plan

Type of Plan	Traditional Defined Benefit Plan
Participants Covered	Current and former employees who have Accrued Benefits under the Plan
Eligibility for Participation	The plan is frozen as of December 31, 1995.
Accrued Benefit	All Accrued Benefits are frozen and have been calculated by the administrator.
Compensation	Total compensation paid to an employee that is reported for federal income tax purposes.
Benefit/Vesting Service	Elapsed time, nearest 1/12 th of a year.
Social Security Benefit Amount	Estimated Primary Insurance Amount under the Social Security Act in effect on the day immediately preceding his retirement or other termination of employment
Normal Retirement Eligibility	Age 65.
Benefit	A monthly amount equal to (1) less (2): (1) 1-3/4% of employee's average monthly compensation multiplied by the years of benefit service not in excess of 40 years (2) ¾% of his social security benefit amount multiplied by years of benefit service not in excess of 40 years (shall not exceed 80% of eligible employee's social security benefit amount)
Early Retirement Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by .25% for each month the early retirement precedes the normal retirement.
Vested Termination Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of termination. Early commencement permitted on or after age 55 reduced based on actuarial equivalence.

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Disability	
Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of disability, reduced for early payment.
Surviving Spouse	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit. This benefit is also payable to a designated beneficiary if the participant is unmarried.
Normal Form of Annuity	
Without Spouse	Single life annuity with five years certain.
With Spouse	50% Joint and survivor annuity.
Optional Forms of Annuity	Single life annuity. 5-year certain and life annuity. 10-year certain and life annuity. 100% joint and survivor annuity. 75% joint and survivor annuity. 66⅔% joint and survivor annuity. 50% joint and survivor annuity. Lump sums under \$5,000.
Actuarial Equivalence	1951 Group Annuity Table projected to Scale C to 1980 (with a 5-year age setback for spouses) and 8% interest rate. For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

The Enrolled Actuary changed from Margaret E. Smith (20-08104) to Michael Gibbons (20-06845) due to a change in the business organization providing actuarial services to the plan.

The present value of excess contributions disclosed on line 11 a of the 2020 Schedule SB does not match line 38 a from the prior year Schedule SB due to a difference in discounting methodology by the business organizations providing actuarial services to the plan.

The retirement age assumption includes rates of retirement by age for three different populations. The weighted average retirement age on line 22 is weighted by active headcount for the three populations. The assumption was not changed from 2019 to 2020, but the weighted average across these three populations did change.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the cash balance interest crediting rate assumption from 2.89% in 2019 (increasing 175 basis points over 30 years, linearly) to 1.83% in 2020 (increasing 225 basis points over 30 years, linearly).
- A change in the expected return on assets from 6.75% to 6.50%.

These changes were made to better reflect the anticipated plan experience. The funding assumption changes did not reduce the funding shortfall more than the thresholds stated in the Internal Revenue Code Section 430(h)(5), so approval of the Commissioner is not required.

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Schedule SB, line 25—Change in Method

The funding valuation reflects the following method change:

- A change in the valuation software as a result of a change in the enrolled actuary for the plan and the business organization providing actuarial services to the plan. This change meets the conditions for automatic approval provided in IRS Rev. Proc. 2017-56.

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Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			11	1						
30-34			29	51	1					
35-39			32	138	84	1				
40-44			21	132	152	84	7			
45-49			17	114	145	124	67	7		
50-54			18	113	146	146	119	106	13	
55-59			22	95	135	107	121	143	140	50
60-64			17	58	87	77	96	86	125	276
65-69			3	15	30	17	22	20	21	104
70+				2	5	4	7	3	5	21

N-3,793

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Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34				21 \$3,422						
35-39				84 \$6,552	46 \$14,259					
40-44				70 \$6,987	81 \$19,653	25 \$19,094	6			
45-49			1	71 \$9,937	76 \$23,341	62 \$32,852	23 \$29,386	4		
50-54			1	67 \$8,823	75 \$21,907	71 \$30,076	50 \$34,177	29 \$40,937	10	
55-59				59 \$8,991	69 \$24,076	55 \$40,327	66 \$39,142	50 \$53,638	44 \$48,745	15
60-64				31 \$9,342	45 \$23,368	46 \$36,638	36 \$44,223	19	66 \$81,309	80 \$91,922
65-69				7	16	9	7	5	10	44 \$161,969
70+				2	2	2	4			9

N-1,671

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Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 35,776,380	January 1, 2017	4	\$ 9,429,325
Shortfall	\$ 7,720,336	January 1, 2018	5	\$ 1,656,403
Shortfall	\$ 40,353,128	January 1, 2019	6	\$ 7,422,436
Shortfall	\$ (55,961,951)	January 1, 2020	7	\$ (9,064,183)

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

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Salaried

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	5.00%	0.8145	2.42
60.5	10.00%	0.7738	4.68
61.5	10.00%	0.6964	4.28
62.5	20.00%	0.6268	7.83
63.5	15.00%	0.5014	4.78
64.5	15.00%	0.4262	4.12
65.5	20.00%	0.3623	4.75
66.5	25.00%	0.2898	4.82
67.5	30.00%	0.2174	4.40
68.5	30.00%	0.1522	3.13
69.5	30.00%	0.1065	2.22
70	100.00%	0.0746	5.22
Weighted Average			63.21

Primary

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	6.00%	1.0000	3.33
56.5	5.00%	0.9400	2.66
57.5	7.00%	0.8930	3.59
58.5	7.00%	0.8305	3.40
59.5	7.00%	0.7724	3.22
60.5	15.00%	0.7183	6.52
61.5	15.00%	0.6105	5.63
62.5	30.00%	0.5190	9.73
63.5	30.00%	0.3633	6.92
64.5	20.00%	0.2543	3.28
65.5	25.00%	0.2034	3.33
66.5	40.00%	0.1526	4.06
67.5	30.00%	0.0915	1.85
68.5	30.00%	0.0641	1.32
69.5	30.00%	0.0449	0.94
70	100.00%	0.0314	2.20
Weighted Average			61.98

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Roofing & Asphalt

(a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	5.00%	0.8145	2.42
60.5	5.00%	0.7738	2.34
61.5	5.00%	0.7351	2.26
62.5	20.00%	0.6983	8.73
63.5	15.00%	0.5587	5.32
64.5	10.00%	0.4749	3.06
65.5	40.00%	0.4274	11.20
66.5	30.00%	0.2564	5.12
67.5	25.00%	0.1795	3.03
68.5	20.00%	0.1346	1.84
69.5	10.00%	0.1077	0.75
70	100.00%	0.0969	6.79
Weighted Average			63.42

Division	Participant Count	Average Retirement	
		Age	Weight
Salaried	1,671	63.21	44.05%
Primary	1,337	61.98	35.25%
Roofing & Asphalt	785	63.42	20.70%
	3,793		

Weighted Average Retirement Age 62.82

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Schedule SB, Part V—Summary of Plan Provisions

Plan Sponsor—Owens Corning

EIN/PN—43-2109021/001

Plan Name—Owens Corning Merged Retirement Plan

The Owens Corning Merged Retirement plan comprises the following sub-plans as a result of corporate acquisitions and plan mergers dating back to January 1, 1996:

1. Owens Corning Cash Balance Pension Plan ("Cash Balance Plan")
2. Owens Corning Hourly Employees' Retirement Plan ("Hourly Plan")
3. Owens Corning Retirement Benefits Plan ("RSB Plan")
4. Wolverine Coil Coating, Inc. – UAW Retirement Plan ("Wolverine Plan")—closed March 31, 1999
5. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Nashville—005)—inactive only
- 6A. Owens Corning Metal Systems Pension Plan for Hourly Employees (Ashville—011A)—inactive only
- 6B. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Bourbon—011B) inactive only
- 6C. AmeriMark Building Products, Inc. Pension Plan for Hourly Employees (Illinois—011C)—inactive only
7. Owens Corning Metal Systems Pension Plan for Hourly Employees (Bellwood – 014)—inactive only
8. Pension Plan for Hastings Building Products, Inc. for Local Union #7 International Brotherhood of Teamsters ("Hastings Plan")—closed
9. Alsco Division of AmeriMark, Inc. Retirement Plan for Hourly Employees ("Alsco Plan")—closed
10. Fibreboard Corporation Retirement Plan ("Fibreboard Plan")—frozen
11. Norandex Retirement Plan ("Norandex Plan")—frozen

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Effective Date	The plan was originally effective January 1, 1996, as amended and restated generally effective January 1, 2017. The latest amendment dated September 25, 2019.
Plan Year	The twelve-month period beginning each January 1st.
Statutory Maximum Benefits	The 2020 Internal Revenue Code §415 Maximum Benefit Limit is \$230,000 payable as a life annuity at Normal Retirement Age.

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Summary of Plan Provisions—Cash Balance Plan

Participants Covered

An employee shall become a participant in this plan on their date of hire or as the date indicated below if date of hire is earlier.

Employee Group	Participation Date	Sale/Closed Date (if applicable)
Salaried Employees	1/1/1996	
Corporate Hourly	1/1/1996	
Delsan	1/1/1997	12/31/1998
Fabrication Primary	1/1/1996	3/31/1998
Huntingdon Primary	1/1/1996	12/31/1999
Fort Smith, AR Primary	7/1/1996	
Falcon Salaried and Primary	1/1/1997	1/31/2000
Fiberlite Salaried	1/1/1997	12/31/2002
Foamular	1/1/1997	
Michigan Molded	1/1/1997	Closed
New Braunfels, TX - Salaried and Primary (formerly Knytex)	1/1/1997	
Soltech Salaried	1/1/1997	
Duncan	1/1/1998	
OC HT, Inc. (Partek)	1/1/1998	4/28/2003
AGY Employees	9/30/1998	12/31/1999
Fibreboard Corporation - Salaried and Non-union hourly	1/1/1999	
AmeriMark, Inc. - Salaried and Non-union hourly	1/1/1999	8/31/2007
Fabwel, Inc. - Salaried and Non-union hourly	1/1/1999	9/15/2007
Tucker Primary - Bargaining unit hourly	2/1/1999	12/17/2001
Salt Lake City, UT - Non-union hourly	1/1/2000	
Eloy, AZ - Non-union hourly	1/1/2000	
Concord, NC - Non-union hourly	1/1/2000	
Newark, OH - IBEW hourly ¹	7/1/2000	
Kansas City, MO ²	1/1/2001	
Foundry & Steel - Salaried and Non-union hourly	1/1/2001	
Ashville, OH ³	2/1/2001	5/22/2003
Bellwood Primary ³	9/1/2001	5/22/2003
Amarillo Plant	7/1/2003	
Ladysmith	1/1/2005	
SG BTI LLC employees	11/1/2007	

¹ Other than employees age 40 or older on 3/1/2000 who did not elect to participate in the Plan.

² Other than employees age 40 or older on 12/31/2000 who did not elect to participate in the Plan.

³ Other than employees hired prior to the applicable Participation Date.

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Pensionable Earnings	Compensation includes the Participant's base pay, overtime pay, overseas premium for employees expatriated prior to June 1, 1991, other wage premium pay, annual bonuses that are renewable, incentive buy-outs and spot incentives, amounts deferred under Section 401(k), 125 or 132(f)(4) of the Internal Revenue Code, deferred base pay and annual bonuses, lump sum wage settlements, and payment made under the Company's short-term disability plan. Compensation shall not include awards made pursuant to the profit sharing and global award plans.
Integration Level	50% of the Social Security Taxable Wage Base in effect for a plan year.
Pension Service	Service is equal to the sum of all periods of employment with the Company or an Affiliate on and after a Participant's Participation Date, plus the number of "years of vesting service" earned by such Participant under a Prior Plan immediately prior to the Participation Date.
Pension Credits	The sum of interest credits, pay credits, service credits, and transition credits.
Interest Credits	A Participant's Account shall automatically be credited with an Interest Credit as of the last day of each calendar month. The Interest Credit is equal to 1/12th of the Interest Rate in effect for the Plan Year, multiplied by the balance of the Account at the beginning of the month. The following employee groups shall only have interest credits to their account on and after the following dates: ▪ Fabrication primary employees 03/31/1998 ▪ Huntingdon primary employees 12/31/1999 ▪ AGY employees 12/31/1999 ▪ Falcon primary employees 02/01/2000 ▪ Tucker primary employees 12/17/2001 ▪ Ashville hourly employees 05/22/2003 ▪ Bellwood primary employees 05/22/2003

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Interest Rate

The Interest Credit for a Plan Year is equal to the average annual yield on five-year United States Treasury securities for the 3-month period ending with October of the prior calendar year.

Pay Credits

Prior to January 1, 2020, on the last day of each month, a Participant's account is credited with an amount equal to 4% of compensation.

Prior to July 1, 2003, a Participant's account is credited with an amount equal to 2% of compensation up to the Integration Level and 4% of compensation in excess of the Integration Level

The following employee groups were eligible to receive Pay Credits:

- Salaried Employees
- Corporate Hourly
- Fibreboard Corporation Salaried and Non-Union Hourly employees
- AmeriMark Salaried and Non-Union Hourly employees
- Fabwel, Inc. Salaried and Non-Union Hourly employees
- Foundry and Steel Salaried and Non-Union Hourly employees
- Amarillo Plant Employees (not attained 40 & 10 as of December 31, 2002)
- Primary Employees at Fort Smith, Arkansas
- New Braunfels, Texas (formerly Knytex) Employees
- Salt Lake City, Utah Non-Union Hourly Employees
- Eloy, Arizona Non-Union Hourly employees
- Concord, North Carolina Non-Union Hourly Employees
- SG BTI LLC Employees

Effective January 1, 2010, pay credits were frozen

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Service Credits

A flat dollar amount was credited at the end of each month for the following groups:

Newark, OH IBEW⁴: \$80; Frozen June 30, 2012.

Kansas City, MO⁴ \$70; Frozen December 31, 2012

Transition Credits

Participants on January 1, 1996 who had attained age 40 and had at least 10 years of Transition Service are entitled to receive additional Pay Credits based on the table below.

Participants who transfer from the Hourly or Retirement Benefits Plan and are eligible for Pay Credits shall be entitled to Transition Credits if they have attained age 40 and have at least 10 years of Transition Service on their date of transfer. The Transition Credit Rate shall be equal to the amount in the table below except age plus service will be calculated as of the Participant's Date of Transfer.

**Age + Service
(as of January 1, 1996)**

Transition Credit Rate

At least:

**Comp Below
Integration Level**

**Comp Above
Integration Level**

50 but less than 55
55 but less than 60
60 but less than 65
65 but less than 70
70 but less than 75
75 but less than 80
80

1%
2%
3%
4%
5%
6%
7%

2%
4%
6%
8%
10%
12%
14%

Account

Each Participant has a theoretical Account in the Plan to which Pay or Service Credits, as applicable, and Interest Credits are added monthly. Transition Credits are added for those employees who meet the requirements in the Transition Credits section.

In addition, an Opening Account was established for those employees who are subject to the Minimum Benefit provisions of the Plan.

⁴ other than employees age 40 or older on their merge date who did not elect to participate.

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Opening Account

Employees who became Participants in the Cash Balance Plan on the Effective Date were credited an Opening Account equal to the present value of their accrued Normal Retirement Benefit earned under the applicable Prior Plan as of December 31, 1995. The present value was determined based on a 9% interest rate and the 1983 GAM Unisex mortality table.

Other employees who merge in or transfer after the effective date will be credited with an Opening Account based on the schedule below:

- *Fort Smith Primary* – Present value using above assumptions of accrued Normal Retirement Benefit as defined in the applicable Prior Plan.
- *Transfers from the Hourly or Retirement Benefits Plan* - Effective July 1, 2005 no opening account will be credited for an employee who transfers from the Hourly Plan on or after January 1, 1996 and is an eligible employee through July 1, 2005.
- *Falcon Primary (except Falcon California employees), Knytex, Fibreboard Corporation, AmeriMark, Fabwel, Inc., Salt Lake City, UT, Eloy, AZ, Concord, NC, Newark, OH IBEW, Kansas City, MO, Foundry and Steel Salaried and Non-union Hourly, Amarillo Plant and Bellwood Primary* – No Opening Account will be credited.

Normal Retirement
Eligibility

Age 65 and 5 years of service. Age 65 only for Fort Smith primary employees.

Benefit

A monthly amount equal to the greater of (1) and the applicable grandfathered benefits below:

- (1) The pension credits as described above, converted to a life annuity with five years certain using the applicable mortality table under IRS 417(e) and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.
- (2) Salaried plan participants who were 40 or older and had earned at least 10 years of Transition Service as of January 1, 1996, (a) + (b):

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- a. 1.2% of final three-year average pay times service (using pay and service through December 31, 2000)
- b. .4% of final average pay in excess of covered compensation times service up to 30 years (using pay and service through December 31, 2000)

- (3) Huntingdon plan participants who were primary employees as of January 1, 1997 shall have the following rates applied for determining their grandfathered benefit:
 - a. Rate Group A (Job codes 4-9D): \$27
 - b. Rate Group B (Job codes 10-13E): \$32
- (4) Fort Smith, AR primary employees as of July 1, 1996 will have their prior plan formula calculated using service through June 30, 2001 and a rate of \$15.

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Early Retirement Subsidized Benefit

Eligibility

Age 55 and 10 years of service. An employee who becomes a disabled participant under the Plan after age 55 (regardless of service) is eligible for an Early Retirement Benefit

Benefit

Early retirement subsidies only apply to the Grandfathered benefits, when used as a minimum benefit compared against the Cash Balance account. The early retirement factors are the same as those summarized in the Hourly plan provisions

Vested Termination
Eligibility

Three years of service

Benefit

Cash Balance account available after separation of employment

Disability

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Eligibility	Immediate
Benefit	Cash Balance account available after separation of employment
Surviving Spouse Eligibility	Fully vested if death from active status. Three years of vesting service if terminated.
Benefit	If the Participant was married, the spouse shall receive a benefit under the Normal Form equal to the greater of the Actuarial Equivalent of the Account at the Participant's Normal Retirement Date, or the amount the spouse would have received under the 50% joint and survivor annuity had payment commenced on the day before the Participant's death
Normal Form of Payment Without Spouse	Life annuity with 5 years certain
With Spouse	50% joint and survivor annuity with 5 years certain
Optional Forms of Payment	For participants who remain employed on or after attaining age 55 and 10 years of service: ▪ 10-year certain and life annuity ▪ 75%/ 100% joint and survivor annuity with 5 years certain ▪ 50%/ 75%/ 100% contingent joint and survivor annuity with 5 years certain ▪ Level income annuity ▪ Full Lump sum ▪ 50% Lump sum and 50% monthly annuity For participants who are not employed on or after attaining age 55 and 10 years of service: ▪ 75% joint and survivor annuity with 5 years certain ▪ Full Lump sum ▪ 50% Lump sum and 50% monthly annuity
Actuarial Equivalence	For purposes of converting the Participant's Account Balance to a life annuity with five years certain (the Normal Form), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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For purposes of converting the Normal Form to any optional form of payment except a lump sum, a 10% interest rate and the 1984 Uniform Pension Mortality Table is used. The factors are specified in Appendix B of the Plan Document.

For purposes of converting the Participant's Accrued Benefit under a Prior Plan into an Opening Account, Actuarial Equivalent means using the 1983 Group Annuity Mortality Table (Unisex) and a 9% interest rate.

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Special Provisions Applicable to Certain Employee Groups

Early Retirement

- Eligible employees as of September 30, 1994 who transferred employment from the Company to Alpha/Owens-Corning, L.L.C. as of September 30, 1994 continue to earn Service toward Early Retirement under the Prior Plan while employed with Alpha/Owens-Corning, L.L.C.
- A Participant who has attained age 50 as of December 31, 1996 and meets one of the two following conditions remain eligible for an Early Retirement Benefit under the Plan:
 - The employee terminated employment with the Company on December 31, 1996 in connection with the outsourcing to Xerox, remains employed with Xerox until age 55, and elects benefit commencement after termination of employment.
 - The employee was employed with the IS Department located at OLEC, terminated employment during the first calendar quarter of 1997 in connection with department restructuring, and elects benefit commencement on or after attaining age 55
- Eligible employees as of September 30, 1998 who transferred employment from the Company to AGY between September 30, 1998 and December 31, 1999 continue to earn Service toward Early Retirement while employed with AGY.

Vesting

- Participants of an employee group or an employer named below who were eligible employees on December 31, 1996 are deemed to be fully vested in their Accrued Benefit.
 - Falcon salaried and primary employees
 - Knytex primary employees
 - Soltech, Inc.
 - Foamular
 - Delsan
 - Fiberlite
 - Michigan Molded
 - New Braunfels, TX (formerly Kyntex)
- Participants who were eligible employees on September 30, 1998 and transferred employment to Advanced Glassfibre Yarns LLC (AGY) on or after September 30, 1998 and prior to December 31, 1999 are deemed to be fully vested in their Accrued Benefit.
- Participants of the employee groups named below who were eligible employees on December 31, 1998 are deemed to be fully vested.
 - Vytex
 - Fibreboard Corporation salaried and non-union hourly employees
 - AmeriMark, Inc. salaried and non-union hourly employees
 - Fabwel, Inc. salaried and non-union hourly employees
 - Cultured Stone
 - Norandex
 - Salaried and non-union
- Salaried and non-union hourly Participants who were eligible employees of Foundry and Steel Field on November 15, 2000 and Foundry and Steel Shop on March 4, 2001 are deemed to be fully vested in their Accrued Benefit.

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- Participants at the Polymar Asphalt Plant who transferred to the Granite City, Illinois plant as a result of the closing of the St. Louis, MO plant on June 26, 2002 are deemed to be fully vested in their Accrued Benefit.
- Participants who were employees of the Siding Solutions Business as of August 31, 2007 are deemed to be fully vested in their Accrued Benefit.
- Participants who were employees of the Fabwel Business Unit as of September 14, 2007 are deemed to be fully vested in their Accrued Benefit.
- Participants who transferred to the Joint Venture between Owens Corning Masonry Products and Boral Stone LLC are deemed to be fully vested as of the plan transfer date (if they are still active as of the plan transfer date).

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Summary of Plan Provisions—Hourly

Participants Covered

Primary and hourly employees, excluding the following:

- Corporate hourly employees
- Non-union primary employees at fabrication facilities
- Newark Plant IBEW employees who had not attained age 40 as of March 1, 2000, or who had attained age 40 as of such date and elected to participate in the cash balance plan.
- Newark Plant IBEW employees hired after June 30, 2000.
- Kansas City, MO employees who had not attained age 40 as of December 31, 2000, or who had attained age 40 as of such date and elected to participate in the cash balance plan.
- Kansas City, MO employees hired after December 31, 2000.
- Amarillo Plant employees who had not attained age 40 and earned 10 years of vesting service as of December 31, 2002.
- Amarillo Plant employees hired after June 30, 2003.

Eligibility for Participation

Participation commences on the January 1 or July 1 following the 1-year period beginning on the employee's date of hire, provided the employee completes 1,000 hours of service during such period. If the employee fails to do so, participation commences on the January 1 following the first Plan Year during which the employee completes 1,000 hours of service. Participation in the plan is frozen, with various freeze dates noted below:

Location	Participation Freeze Date
Aiken	2/13/2011
Amarillo	6/30/2003
Anderson	1/1/2012
Delmar	1/1/2012
Fairburn	1/1/2012
Kansas City	1/1/2001
Newark - IBEW	7/1/2000
Newark - IAM	3/10/2013
Newark - GMP	1/1/2012
Santa Clara	1/1/2012
Waxahachie	1/1/2012

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Credited Service

A full year of credited service is earned if the employee works 2,080 or more hours in one plan year. A partial year of service is equal to the number of hours divided by 2,080. Only if the participant has 5 years of vesting service will partial service be given if under 1,000 hours.

Location	Credited Service
Aiken	Credited Service frozen effective 1/1/2012 for those who are under age 60 as of December 31, 2011
Amarillo	Credited Service frozen effective 6/30/2003, except for Grandfathered Employees who are age 40 with 10 years of vesting service as of 12/31/2002
Anderson	- Credited Service frozen effective 6/30/2012 for participants with less than 5 years of vesting service as of 6/30/2012 - Credited Service frozen effective 6/30/2018 for the remaining participants, except for participants with 46 years of age and 10 years of service or 20 years of service as of 6/30/2018
Delmar	
Fairburn	
Kansas City	Credited service frozen effective 12/31/2000 for employees who are less than age 40 or chose to participate in the Cash Balance Plan on 12/31/2000
Newark - IBEW	- Credited service frozen effective 6/30/2000 for employees who are less than age 40 as of 3/1/2000 or chose to participate in the Cash Balance Plan on 6/30/2000 - Credited service frozen effective 6/30/2012 for employees who are less than age 55 as of 6/30/2012
Newark - IAM	Credit service will freeze effective 5/31/2023
Newark - GMP	- Credited Service frozen effective 6/30/2012 for participants with less than 5 years of vesting service as of 6/30/2012 - Credited Service frozen effective 6/30/2018 for the remaining participants, except for participants with 46 years of age and 10 years of service or 20 years of service as of 6/30/2018
Santa Clara	
Waxahachie	

Vesting Service

A Participant receives one year of Vesting Service for each Plan Year in which the Participant completes 1,000 Hours of Service.

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Normal Retirement

Eligibility

Age 65 and 5 years of participation.

Benefit

A monthly amount equal to the greater of:

- (1) The applicable flat-dollar amount in the following table times all years of credited service

Location	Effective Date	Rate Group (Band)					
		A	B	C	D	E	F
Aiken	6/1/2008	\$37	\$43	\$50			
Amarillo	1/1/2002	\$33	\$39	\$46			
Anderson	1/1/2006	\$45	\$51	\$58	\$65		
Delmar	1/1/2006	\$45	\$51	\$58	\$65		
Fairburn	1/1/2006	\$45	\$51	\$58	\$65		
Kansas City	5/23/2006		\$49	\$59			
Newark - IBEW	1/1/2006					\$66	
Newark - IAM	1/1/2006						\$66
Newark - GMP	1/1/2006	\$45	\$51	\$58	\$65		
Santa Clara	1/1/2006	\$45	\$51	\$58	\$65		
Waxahachie	1/1/2006		\$51	\$58	\$65		

- (2) The accrued benefit under the prior plan formula as of December 31, 1989 (or the day preceding the applicable new formula date, if different), plus applicable flat-dollar amount times credited service after January 1, 1990 (or the applicable New Formula date, if different)

The new formula date for employee groups whose date is not January 1, 1990 is as follows:

Aiken: January 1, 1991
Amarillo: January 1, 1993
Kansas City: April 16, 1990

- (3) \$15 times all years of credited service.

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Early Retirement
Eligibility

Age 55 and 10 years of vesting service

Benefit

Accrued Benefit at Early Retirement Date, reduced for early commencement as indicated below, payable as a Life Annuity with Five Years Certain.

With regard to participants who retire on or after January 1, 1995, the sum (a) and the greater of (b) or (c):

- (a) Accrued benefit earned as of December 31, 1994 based on service at December 31, 1994 multiplied by factors in Table A.
- (b) Accrued benefit earned as of the early retirement date, based on all years of credited service, minus (a), with the difference multiplied by factors in Table B.
- (c) Accrued benefit earned as of the early retirement date, based on credited service earned after December 31, 1994 multiplied by the factors in Table B.

Table A

Benefit Commencement Age	Year of Birth		
	Before 1938	1938 through 1954	1955 and After
64	1.00	1.00	1.00
63	1.00	1.00	1.00
62	1.00	1.00	1.00
61	1.00	1.00	.95
60	1.00	.95	.90
59	.95	.90	.85
58	.90	.85	.80
57	.85	.80	.75
56	.80	.75	.70
55	.75	.65	.65

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Table B

Benefit Commencement Age	Year of Birth		
	Before 1938	1938 through 1954	1955 and After
64	1.00	1.00	1.00
63	1.00	1.00	.95
62	1.00	.95	.90
61	.95	.90	.85
60	.90	.85	.80
59	.86	.81	.76
58	.82	.77	.72
57	.78	.73	.68
56	.74	.69	.64
55	.70	.65	.60

Early Retirement Grandfather

All plants except Amarillo Plant will have their early retirement benefit determined using a factor of .75 (subjected to the effective dates described below) if all of the following conditions are met:

- The Participant is born after 1937
- The Participant retires while age 55, 56 or 57
- The Participant was hired prior to January 1, 1990, and
- The Participant has earned at least 25 years of Vesting Service
- The Participant attains age 55 before January 1, 2006

The effective dates for the Early Retirement Grandfather are as follows:

Aiken: Attainment of age 55 before 1/1/2000
Kansas City: 5/23/2000 – 5/22/2012
All other covered plants: 1/1/2000 – 12/31/2011

**Late Retirement
Eligibility**

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

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Vested Termination
Eligibility

Five years of vesting service.

Benefit

The accrued benefit at the date of termination, payable as a Life Annuity at age 65. If the Participant is married and had not waived the Qualified Preretirement Survivor Annuity, the Accrued Benefit is reduced by 0.3% for each complete calendar year by which termination of employment precedes the Participant's annuity starting date.

Early commencement permitted on or after age 55 using the following reduction factors:

Age	Factor (%)
65	100.00
64	87.23
63	76.30
62	66.91
61	58.81
60	51.82
59	45.75
58	40.47
57	35.86
56	31.84
55	28.31

Participants actively employed on or after the date indicated at Kansas City (5/23/2000), Newark-IBEW (1/1/2000), and Amarillo (7/1/2003) may commence benefit payment in any form available to Early Retirement Eligible Participants and at any age following termination of employment. If annuity payments commence prior to the Participant attaining age 55, Actuarial Equivalent shall be determined using the applicable Code Section 417(e)(3) Mortality table and an interest rate equal to the Modified segment rate determined according to Code Section 417(e)(3)(c).

Disability
Eligibility

Ten years of vesting service.

Benefit

Prior to January 1, 1994: The accrued benefit at the date of disability, payable until the earlier of recovery, death or attainment of age 65.

If the participant remains disabled until retirement age, the benefit is converted to a retirement benefit determined based on credited service earned during and

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prior to disability with the benefit rate in effect on the first day of disability.

After January 1, 1994: No benefit paid during disability. If participant remains disabled until retirement age, retirement benefit will be determined using service earned during and prior to disability and benefit rate in effect on the first day of disability.

Surviving Spouse
Eligibility

Married for one year and five years of vesting service.

In-Service Death Benefit

50% of the accrued benefit determined as of the date of death, payable immediately, unreduced for early commencement. Actuarially reduced if spouse is more than 10 years younger than participant.

If there is no spouse, and children are under age 18 (or 23 and continuing education), the pre-retirement death benefit that would have been paid to the spouse would be divided equally among all children and payable until the last child attains age 18 (or 23, if applicable).

Qualified Preretirement Survivor Annuity

Payable to terminated vested participants whose death precedes commencement. Coverage of this benefit can be waived, in which case, no death benefit is payable.

The spouse's portion of the accrued benefit payable as a qualified joint and survivor annuity reduced .3% per calendar year termination precedes annuity starting date, payable no earlier than the participants earliest retirement age.

Normal Form of Payment
Without Spouse

Life annuity with 5 years certain for retirement
Life annuity for deferred vested participants

With Spouse

50% joint and survivor annuity with 5 years certain for retirement. 50% joint and survivor annuity for deferred vested participants.

Optional Form of Payment
Normal or Early Retirement

10-year certain and life annuity
75%/ 100% joint and survivor annuity with 5 years certain
Level Income Annuity

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50%/75%/100% contingent joint and survivor annuity
with 5 years certain (available to all non-collectively
bargained employees and employees at all plants Aiken)
Lump Sum based on description below

Deferred Vested

Lump Sum based on description below

Lump Sum Payment

A lump sum payment equal to the Actuarial Equivalent of
the Accrued Benefit earned prior to 1/1/1995 (1/1/1996
for Aiken Plant). Benefits earned after 1/1/1995 will be
paid based on one of the annuity payment forms noted
above

Participants employed at the plants named below on the
date indicated are eligible to receive their entire accrued
benefit in one lump sum.

- Amarillo Plant 7/1/2003
- Kansas City Plant 5/23/2000
- Newark Plant—IBEW 1/1/2000

Actuarial Equivalence

Except as described herein, an interest factor of 10%
and the 1984 Uniform Pension Mortality Table is used to
determine Actuarial Equivalence.

For purposes of converting the Participant's accrued
benefit to a lump sum, Actuarial Equivalent means using
the applicable Code Section 417(e)(3) mortality table for
distributions on and after January 1, 2008, and an
interest rate equal to the modified segment rate
determined according to Code Section 417(e)(3)(c) for
the second month preceding the month of retirement.

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Summary of Plan Provisions—Retirement Benefits Plan (“RSB” Plan)

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Primary employees, at the following business units: ▪ Roofing and asphalt plants of Owens Corning and the Mishawaka print shop ▪ Owens Corning facilities at Auburndale and Hazelton ▪ Owens Corning Technology Inc. Fort Smith, AR employees are excluded from Plan coverage on June 30, 1996.
Eligibility for Participation	An employee shall become a participant in this plan on the January 1 or July 1 following one year of vesting service. Participation is completely frozen and freeze dates vary by the different business units and locations.
Credited Service	A full year of credited service is earned if the employee works 2,080 or more hours in one plan year. A partial year of service is equal to the number of hours divided by 2,080. Only if the participant has 5 years of vesting service will partial service be given if under 1,000 hours. Credited Service is frozen for the following: ▪ Fort Smith, AR employees effective June 30, 1996. ▪ Non-Union Roofing and Asphalt locations effective December 31, 2011. ▪ Savannah locations effective December 31, 2011. ▪ Jacksonville Roofing and Kearney Roofing effective April 1, 2014. ▪ Kearny Asphalt location effective July 1, 2014. ▪ Atlanta Roofing and Memphis Roofing locations effective March 1, 2015.s
Vesting Service	A full year of vesting service is earned if the employee works 1,000 or more hours in one plan year.

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Normal Retirement
Eligibility

Age 65

Benefit

A monthly amount equal to the applicable flat-dollar amount below times all years of credited service:

Location	Flat-Dollar Amount
Hazleton	\$14.00
OC Technology	\$14.00
Adelanto Roofing	\$15.00
Cincinnati Asphalt	\$15.00
Ennis Asphalt	\$15.00
Savannah Roofing	\$15.00
Detroit Asphalt	\$15.00*
Ft. Lauderdale Asphalt	\$15.00*
Ft. Smith	\$15.00
Morehead City Asphalt	\$15.00*
Oklahoma City Asphalt	\$15.00*
Atlanta Asphalt/Roofing	\$15.00*
Brookville Asphalt/Roofing	\$15.00*
Compton Asphalt/Roofing	\$15.00*
Denver Asphalt/Roofing	\$15.00*
Houston Asphalt/Roofing	\$15.00*
Irving Asphalt/Roofing	\$15.00*
Jacksonville Asphalt/Roofing	\$15.00*
Jessup Asphalt/Roofing	\$15.00*
Kearny Asphalt/Roofing	\$15.00*
Medina Asphalt/Roofing	\$15.00*
Memphis Asphalt/Roofing	\$15.00*
Minneapolis Asphalt/Roofing	\$15.00*
Mishawaka Asphalt/Roofing/Print Shop	\$15.00*
Non-union Employees	\$15.00*
Portland Asphalt/Roofing	\$15.00*
Summit Asphalt/Roofing	\$15.00*
Mobile	\$15.00**
Polymer Asphalt Plant	\$15.00***
Auburndale	\$16.00

* For service after 1976; \$3.00 for service prior to 1977

** For service after December 9, 2001 only

*** For Participants transferred to the Granite City, IL plant as a result of the closing of the St. Louis, MO plant on June 26, 2002

Early Retirement
Eligibility

Age 55 and 10 years of vesting service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 6% for per year prior to normal retirement.

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Late Retirement Eligibility	Retirement after normal retirement age.
Benefit	A monthly benefit equal to the benefit calculated at the late retirement date.
Vested Termination Eligibility	Five years of vesting service. Participants who transferred to Granite City, IL as a result of the closing of the St. Louis, MO plant (Polymar Asphalt) on June 26, 2002 shall be deemed fully vested in their Accrued Benefit.
Benefit	The accrued benefit at the date of termination payable at age 65.
Disability Eligibility	Ten years of vesting service.
Benefit	The accrued benefit at the date of disability, payable until the earlier of recovery, death or attainment of age 65. If the participant remains disabled until retirement age, the benefit is converted to a retirement benefit determined based on credited service earnings during and prior to disability with the benefit rate in effect on the first day of disability.
Surviving Spouse Eligibility	Five years of vesting service.
Benefit	A spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity payable no earlier than the participants age 65.
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity.
Optional Forms of Annuity	75% joint and survivor annuity.
Actuarial Equivalence	Unisex Pension 1984 Mortality Table and 10% interest rate.

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Summary of Plan Provisions—AmeriMark Nashville Hourly Plan

Type of plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at Nashville, TN Facility. The Nashville plant was permanently closed on October 18, 2002
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976.
Normal Retirement Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to the years of pension service multiplied by \$19.50 (for terminations on or after October 1, 1995).
60/40 Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.
30-Year Early Retirement Benefit Eligibility	120 quarters of service
Benefit	Unreduced Accrued Benefit
55/40 Early Retirement Eligibility	Age 55 and 40 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.
Benefit	Unreduced Accrued Benefit

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Special Early Retirement Benefit
Eligibility

40 quarters of service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

and Service is broken due to layoff or physical disability, or service is not broken, but layoff occurs due to a plant shutdown and reemployment is deemed unlikely by the Company

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 13 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement

Vested Termination
Eligibility

20 calendar quarters of pension service

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status

Disability
Eligibility

40 calendar quarters of pension service

Benefit

The accrued benefit at the date of disability (subject to \$150 minimum) plus \$130 per month until eligible for a public disability pension.

Surviving Spouse
Eligibility

20 calendar quarters of pension service

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

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- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Owens Corning Metal Systems Ashville Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at the Ashville facility
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month after reaching age 21 and completing at least 12 consecutive months of pension service. No employee of hired on or after February 1, 2001 shall be treated as an Employee under plan
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976
Normal Retirement Eligibility	Age 65 and 5 years of participation.
Benefit	A monthly amount equal to the applicable rate times one fourth of all calendar quarters of pension service:

Service Period	Rate if hired on or after 3/1/84	Rate if hired prior to 3/1/84
Prior to 2/1/98	18.50	21.00
2/1/98 to 1/31/99	21.50	24.00
2/1/99 to 1/31/00	25.50	28.00
2/1/00 to 1/31/01	29.50	32.00
2/1/01 to 1/31/02	32.50	35.00
2/1/02 to 1/31/03	35.50	38.00
2/1/03 to 1/31/04	37.50	40.00
2/1/04 to 1/31/05	39.50	42.00
2/1/05 to 1/31/06	40.50	43.00

The pension rates applicable on and after February 1, 1998 shall apply only to service with the Company on and after the effective date of such pension rate, provided that a Participant retiring between February 1, 1998 and January 31, 2001 shall have the pension rate applicable on the date of the Participant's retirement applied to all of the Participant's service with the Company after February 1, 1998, provided further that a Participant retiring between February 1, 1998 and January 31, 2001 shall have his or her monthly pension adjusted to reflect any pension rate increases that occurs during the period

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of the collective bargaining agreement in force at the time of his or her retirement.

60/40 Early Retirement
Eligibility

Age 60 and 40 calendar quarters of pension service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.

30-Year Early Retirement Benefit
Eligibility

120 quarters of service

Benefit

Unreduced Accrued Benefit

55/40 Early Retirement
Eligibility

Age 55 and 40 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.

Benefit

Unreduced Accrued Benefit

Special Early Retirement Benefit
Eligibility

40 quarters of service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

and Service is broken due to layoff or physical disability, or service is not broken, but layoff occurs due to a plant shutdown and reemployment is deemed unlikely by the Company

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 13 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement. This benefit is not available to anyone who retires after February 1, 2008.

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Vested Termination

Eligibility

20 calendar quarters of service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

40 calendar quarters of pension service.

Benefit

The accrued benefit at the date of disability, subject to \$100 minimum.

Surviving Spouse

Eligibility

20 calendar quarters of pension service and who was married throughout the one-year period ending on his date of death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable beginning of the month following participant's death.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—Owens Corning Metal Systems Bourbon Plan

Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.	
Participants Covered	Hourly employees at the Bourbon, IN, Maryland Heights, MO, South St. Louise, MO and Bellville, IL facilities	
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company.	
Normal Retirement Eligibility	Age 65 and five years of participation.	
Benefit	A monthly amount equal to the years of pension service multiplied by:	
	Bourbon Building Products Plants	\$14
	Residential Service Centers	\$8
Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.	
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.	
Vested Termination Eligibility	20 calendar quarters of pension service.	
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.	
Disability Eligibility	Age 60 and 40 calendar quarters of pension service.	
Benefit	The accrued benefit based on pension service earned between March 17, 1997 and the date of disability.	
Surviving Spouse Eligibility	20 calendar quarters of pension service and married one year prior to death.	

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Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

Single life annuity.
75% joint and survivor annuity.

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Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum (i.e. small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

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Summary of Plan Provisions—AmeriMark Illinois Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits.
Participants Covered	Hourly employees at the Melrose Park, IL, Posen, IL and Wheeling, IL facilities
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes four calendar quarters of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1980, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1980.
Normal Retirement Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to the years of pension service multiplied by \$10.
Early Retirement Eligibility	Age 60 and 40 calendar quarters of pension service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.
Vested Termination Eligibility	20 calendar quarters of pension service
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.
Disability Eligibility	40 calendar quarters of pension service.
Benefit	The accrued benefit based on pension service earned between March 17, 1997 and the date of disability.

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Surviving Spouse
Eligibility

20 calendar quarters of pension service and married at least 1 year prior to death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death, payable no earlier than participant's age 60 reduced for early retirement.

Qualified preretirement survivor annuity: The spouse's portion of the participant's accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

75% joint and survivor annuity.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
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Summary of Plan Provisions—Owens Corning Metal Systems Bellwood Hourly Plan

Type of Plan	Traditional defined benefit plan; flat dollar benefits
Participants Covered	Hourly employees at the Bellwood facility
Eligibility for Participation	An employee shall become a participant in this plan on the first day of the month following the date the employee attains age 21 and completes at least 12 consecutive months of pension service.
Pension Service	A participant earns one quarter of pension service for each calendar quarter he receives any wages for services with the Company or Reynolds Metal Company. For employees of AmeriMark who participated in the plan on January 1, 1976, pension service includes calendar quarters since the most recent date of hire prior to January 1, 1976.
Normal Retirement	
Eligibility	Age 65 and five years of participation or Age 62 and 40 quarters of service.
Benefit	A monthly amount equal to the pension rate determined by his wage grade times all calendar quarters of pension service.

Wage Grade	Pension Rate
1 – 4	\$33.25
5 – 8	34.55
9 – 12	35.90
13 – 16	37.25
17 – 20	38.55
21 – 24	39.90
25+	41.25

These rates are increasing by \$2 for each of the following periods: August 1, 2001-July 31, 2002, August 1, 2002-July 31, 2003, August 1, 2003-July 31, 2004.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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60/40 Early Retirement
Eligibility

Age 60 but under age 62, and 40 but less than 120 calendar quarters of Pension Service

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/2% for each month the early retirement precedes the normal retirement.

30-Year Early Retirement Benefit
Eligibility

Age 55 but not age 62 and 120 quarters of service

Benefit

Unreduced accrued benefit plus \$1,070 - \$1,250 per month (depending on wage grade) between ages 55 and 62.

55/40 Early Retirement
Eligibility

Age 55 but not age 62, and 40 but less than 120 quarters of service; laid off due to plant shutdown or unemployed over 3 years due to layoff.

Benefit

Unreduced Accrued Benefit

Special Early Retirement Benefit
Eligibility

Under age 62 and 40 quarters of Pension Service plus (i) Attained age 55 and age times 4 plus quarters of service greater than 280, or (ii) Age times 4 plus quarters of service equals 320 or more;

Is absent from work due to layoff, sickness or accident on or after November 1, 1998 for 2 years, or is absent from work on or after November 1, 1998 less than 2 years by reason of displacement, department or plant shutdown.

Benefit

Unreduced Accrued Benefit

Special Retirement Payment
Eligibility

Retire on normal or early retirement date.

Benefit

One-time payment equals to 10 weeks of vacation pay, reduced by the amount of vacation pay received for the year of retirement. This benefit is not available to anyone who retires after February 1, 2008

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Vested Termination

Eligibility

20 calendar quarters of pension service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

40 calendar quarters of pension service

Benefit

The accrued benefit at the date of disability, subject to \$400 minimum until attainment of age 62, plus \$400 per month until age 62 or eligible for a public disability pension.

Surviving Spouse

Eligibility

20 calendar quarters of pension service and has been married at least 1 year prior to death.

Benefit

In-service death benefit: 50% of the accrued benefit as of date of death. If the participant's death occurs after age 55 and 20 calendar quarters of pension service, the spouse will also receive 50% of the Graded Minimum Benefit Supplement.

Qualified preretirement survivor annuity: The spouse's portion of the participants accrued benefit paid as a qualified joint and survivor annuity reduced for each year coverage was in effect between termination of employment and death (prorated for individual months) as follows:

- .1% for each year from age 35 through age 44.
- .2% for each year from age 45 through age 54.
- .5% for each year from age 55 through age 65.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity.

Optional Form of Annuity

75% joint and survivor annuity.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Actuarial Equivalence

The joint and survivor benefit for normal, early, and disabled retirements is 95% of the benefit payable as a life annuity.

The joint and survivor benefit for vested terminated participants is based on the table below:

Difference in Age Between Participant and Spouse	Percentages of Life Annuity
Years Spouse is Younger	
20 or more	77
17-19	78
14-16	79
11-13	81
8-10	82
5-7	84
2-4	85
0-1	87
Years Spouse Older	
0-1	87
2-4	89
5-7	90
8-10	92
11-13	93
14-16	95
17-19	96
20 or more	97

Ages of retired Participant and spouse are rounded to nearest whole year. (Example – 57 years, 6 months equals 58.) Rounding is done before comparison.

For purposes of converting the Participant's accrued benefit to a lump sum (small amount cash out), Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
EIN: 43-2109021 PN: 001

Summary of Plan Provisions – Fibreboard Plan

Type of Plan	Traditional Defined Benefit Plan								
Participants Covered	Current and former employees who accrued benefits under Group A, Group C, Newark or Western Hourly.								
Eligibility for Participation	Participation is frozen based on the following dates: <table><tr><td>Group A</td><td>March 29, 1988</td></tr><tr><td>Group C</td><td>January 1, 1979</td></tr><tr><td>Newark Plan</td><td>August 2, 1977</td></tr><tr><td>Western Hourly</td><td>December 31, 1992</td></tr></table>	Group A	March 29, 1988	Group C	January 1, 1979	Newark Plan	August 2, 1977	Western Hourly	December 31, 1992
Group A	March 29, 1988								
Group C	January 1, 1979								
Newark Plan	August 2, 1977								
Western Hourly	December 31, 1992								
Earnings	Newark: Wages, including bonuses, overtime pay, commissions or other contingent compensation Western Hourly: Total hourly wages paid excluding the affiliates cost for any public or private employee benefit plan.								
Benefit Service	Group A: A full year of credited service is earned if the employee works 1,000 or more hours in one plan year. 1/12 th of a year of service can be earned if an employee completes at least 85 hours of service in a calendar month. Group C: A full year of credited service is earned if an employee works 1,800 hours of service and shall be credited with a partial year which the numerator is the hours of service and the denominator is 1,800.								

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Normal Retirement

Eligibility

Age 65.

Benefit

All benefits are frozen and have been calculated by the administrator.

Group A:

Dollar per month based on Appendix IV -VII of the plan.

Group C

Annual benefit equal to (1) less (2) plus (3):

- (1) 1.8% of final earnings multiplied by service not in excess of 25 years.
- (2) $\frac{1}{2}$ of the primary social security annual benefit which the participant is eligible to receive under the Federal Social Security Act in effect at retirement.
- (3) $\frac{1}{2}\%$ of the final earnings multiplied by credited service in excess of 25 years.

Newark Plan

Annual benefit the greater of (1) or (2):

- (1) $\frac{3}{4}\%$ of the first \$4800 of the participants annual earnings plus 1-1/2% of annual earnings in excess of \$4800.
- (2) \$8 per year for each year of credited benefit service if retirement occurs after December 1, 1976 (annual amount is less if retired earlier) reduced by annuity payable under Group Annuity Contract G.A.C. 335.

Western Hourly Plan

Annual benefit equal to 1.5% of participants total earnings.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Early Retirement
Eligibility

Group A: Age 55 and 15 years of vesting service.

Group C: Age 55 and 10 years of vesting service.

Newark, and Western Hourly: Age 55 and 10 years of vesting service.

Benefit

Accrued benefit at early retirement date reduced as follows:

Group A: 3% per year prior to age 65. Unreduced at Age 62 and 30 years. A temporary supplement is also payable.

Group C: 3% per year prior to age 65.

Newark: 3% per year prior to age 65.

Western Hourly: 5% per year prior to age 65. Unreduced at age 62 and 15 years of service.

Vested Termination
Eligibility

All participants are fully vested.

Benefit

The accrued benefit at the date of termination payable at age 65. Group A can begin payment at age 55 reduced for early retirement if they have 15 years of vesting service. Newark can begin payment at age 55 reduced for early retirement if they have 10 years of vesting service.

Disability
Eligibility

Group A: 15 years of vesting service

Group C: None.

Newark: 10 years of vesting service

Western Hourly: 6 months of disability

Benefit

The accrued benefit at the date of disability, unreduced for payments prior to age 65.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Surviving Spouse
Eligibility

Payable to spouse upon the death of the participant.

Benefit

The spouse's portion of the participant's accrued benefit paid as a qualified joint and survivor annuity. Payment begins following the participant's death, but no earlier than the participant's attainment of age 55, reduced for early retirement.

Supplemental Death Benefit
Eligibility

Group A: Retire after March 15, 1971

Group C: Eligible for early retirement prior to January 1, 1979 and prior to termination of employment

Benefit

Group A: Lump Sum based on years of vesting service as follows:

Years of Vesting Service	Lump Sum Amount
5- 19	\$800
20-24	\$900
25-29	\$1,100
30-34	\$1,300
30+	\$1,500

Group C: Lump sum benefit of \$2,500.

Normal Form of Annuity
Without Spouse

Single life annuity. Western Hourly is a three-year certain and life annuity.

With Spouse

50% Joint and survivor annuity. Western Hourly is 50% joint and survivor annuity with three years certain. If death occurs prior to the receipt of 36 payments, the balance can be paid to beneficiary in a lump sum.

Optional Forms of Annuity

75% joint and survivor annuity.
100% joint and survivor annuity
Lump sum less than \$5,000

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Actuarial Equivalence

UP 1984 Blended Mortality Table (80% UP84 set ahead 1 year, 20% UP84 set back 4 years) and 7% interest rate.

For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Summary of Plan Provisions—Norandex Plan

Type of Plan	Traditional Defined Benefit Plan
Participants Covered	Current and former employees who have Accrued Benefits under the Plan
Eligibility for Participation	The plan is frozen as of December 31, 1995.
Accrued Benefit	All Accrued Benefits are frozen and have been calculated by the administrator.
Compensation	Total compensation paid to an employee that is reported for federal income tax purposes.
Benefit/Vesting Service	Elapsed time, nearest 1/12 th of a year.
Social Security Benefit Amount	Estimated Primary Insurance Amount under the Social Security Act in effect on the day immediately preceding his retirement or other termination of employment
Normal Retirement Eligibility	Age 65.
Benefit	A monthly amount equal to (1) less (2): (1) 1-3/4% of employee's average monthly compensation multiplied by the years of benefit service not in excess of 40 years (2) ¾% of his social security benefit amount multiplied by years of benefit service not in excess of 40 years (shall not exceed 80% of eligible employee's social security benefit amount)
Early Retirement Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by .25% for each month the early retirement precedes the normal retirement.
Vested Termination Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of termination. Early commencement permitted on or after age 55 reduced based on actuarial equivalence.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Disability	
Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of disability, reduced for early payment.
Surviving Spouse	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit. This benefit is also payable to a designated beneficiary if the participant is unmarried.
Normal Form of Annuity	
Without Spouse	Single life annuity with five years certain.
With Spouse	50% Joint and survivor annuity.
Optional Forms of Annuity	Single life annuity. 5-year certain and life annuity. 10-year certain and life annuity. 100% joint and survivor annuity. 75% joint and survivor annuity. 66⅔% joint and survivor annuity. 50% joint and survivor annuity. Lump sums under \$5,000.
Actuarial Equivalence	1951 Group Annuity Table projected to Scale C to 1980 (with a 5-year age setback for spouses) and 8% interest rate. For purposes of converting the Participant's accrued benefit to a lump sum, Actuarial Equivalent means using the applicable Code Section 417(e)(3) mortality table for distributions on and after January 1, 2008, and an interest rate equal to the modified segment rate determined according to Code Section 417(e)(3)(c) for the second month preceding the month of retirement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

The Enrolled Actuary changed from Margaret E. Smith (20-08104) to Michael Gibbons (20-06845) due to a change in the business organization providing actuarial services to the plan.

The present value of excess contributions disclosed on line 11 a of the 2020 Schedule SB does not match line 38 a from the prior year Schedule SB due to a difference in discounting methodology by the business organizations providing actuarial services to the plan.

The retirement age assumption includes rates of retirement by age for three different populations. The weighted average retirement age on line 22 is weighted by active headcount for the three populations. The assumption was not changed from 2019 to 2020, but the weighted average across these three populations did change.

Plan Name	Owens Corning Merged Retirement Plan
Plan Sponsor EIN	43-2109021
ERISA Plan No.	001
Plan Year End	12/31/2020

The required attachment noted below is included within the Accountant's Opinion attachment to the
Form 5500 Schedule H, Part III, which consists of the entire Audit report issued by the Plan's
Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line Item	Description
5500 Schedule H	Line 4i	Schedule of Assets (Held at End of Year)

Schedule SB Attachment (Form 5500)—2020 Plan Year
Owens Corning Merged Retirement Plan
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Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 35,776,380	January 1, 2017	4	\$ 9,429,325
Shortfall	\$ 7,720,336	January 1, 2018	5	\$ 1,656,403
Shortfall	\$ 40,353,128	January 1, 2019	6	\$ 7,422,436
Shortfall	\$ (55,961,951)	January 1, 2020	7	\$ (9,064,183)

Schedule SB Attachment (Form 5500)—2020 Plan Year
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Schedule SB, line 25—Change in Method

The funding valuation reflects the following method change:

- A change in the valuation software as a result of a change in the enrolled actuary for the plan and the business organization providing actuarial services to the plan. This change meets the conditions for automatic approval provided in IRS Rev. Proc. 2017-56.

Schedule SB Attachment (Form 5500)—2020 Plan Year
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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the cash balance interest crediting rate assumption from 2.89% in 2019 (increasing 175 basis points over 30 years, linearly) to 1.83% in 2020 (increasing 225 basis points over 30 years, linearly).
- A change in the expected return on assets from 6.75% to 6.50%.

These changes were made to better reflect the anticipated plan experience. The funding assumption changes did not reduce the funding shortfall more than the thresholds stated in the Internal Revenue Code Section 430(h)(5), so approval of the Commissioner is not required.