

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> 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>NEWELL BRANDS CONSOLIDATED PENSION 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>02/01/1949</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>02/01/1949</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>02/01/1949</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NEWELL OPERATING COMPANY</u> <u>6655 PEACHTREE DUNWOODY ROAD</u> <u>ATLANTA, GA 30328</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>36-1953130</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>770-418-7000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>339900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>36-1953130</u>	2c Plan Sponsor's telephone number <u>770-418-7000</u>	2d Business code (see instructions) <u>339900</u>	
2b Employer Identification Number (EIN) <u>36-1953130</u>					
2c Plan Sponsor's telephone number <u>770-418-7000</u>					
2d Business code (see instructions) <u>339900</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2021	ELIZABETH MOORE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFITS ADMINISTRATION COMMITTEE NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA, GA 30328		3b Administrator's EIN 36-1953130
		3c Administrator's telephone number 770-418-7000
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 32305
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) 1845
a(2) Total number of active participants at the end of the plan year		6a(2) 1567
b Retired or separated participants receiving benefits.....		6b 10885
c Other retired or separated participants entitled to future benefits		6c 5896
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 18348
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 2422
f Total. Add lines 6d and 6e		6f 20770
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 1I 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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>4</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 _____

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

(a) Name of insurance carrier
JOHN HANCOCK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	1346 GAC		01/01/2020	12/31/2020

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b	Balance at the end of the previous year	7b	1913501
c	<div style="display: flex;"> <div style="flex: 1;"> Additions: (1) Contributions deposited during the year (2) Dividends and credits..... (3) Interest credited during the year..... (4) Transferred from separate account..... (5) Other (specify below) ▶ </div> <div style="flex: 1; border: 1px solid black; padding: 2px;"> <div style="display: flex; justify-content: space-between;">7c(1)</div> <div style="display: flex; justify-content: space-between;">7c(2)</div> <div style="display: flex; justify-content: space-between;">7c(3)81977</div> <div style="display: flex; justify-content: space-between;">7c(4)</div> <div style="display: flex; justify-content: space-between;">7c(5)</div> </div> </div>		
	(6) Total additions	7c(6)	81977
d	Total of balance and additions (add lines 7b and 7c(6))	7d	1995478
e	Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year (2) Administration charge made by carrier..... (3) Transferred to separate account..... (4) Other (specify below) ▶ OTHER ADJUSTMENTS	<div style="display: flex; justify-content: space-between;">7e(1)30488</div> <div style="display: flex; justify-content: space-between;">7e(2)12179</div> <div style="display: flex; justify-content: space-between;">7e(3)34715</div> <div style="display: flex; justify-content: space-between;">7e(4)34847</div>	
	(5) Total deductions	7e(5)	112229
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1883249

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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

(a) Name of insurance carrier
AETNA LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-6033492	60054	000379		01/01/2020	12/31/2020

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

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

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

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

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

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

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

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	(c) Amount	(d) Purpose	

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	(c) Amount	(d) Purpose	

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b	Balance at the end of the previous year	7b	12139903
c	Additions: (1) Contributions deposited during the year	7c(1)	
	(2) Dividends and credits.....	7c(2)	
	(3) Interest credited during the year.....	7c(3)	599086
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	▶		
	(6) Total additions	7c(6)	599086
d	Total of balance and additions (add lines 7b and 7c(6))	7d	12738989
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	253392
	(2) Administration charge made by carrier.....	7e(2)	80993
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	105030
	▶ OTHER ADJUSTMENTS		
	(5) Total deductions	7e(5)	439415
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	12299574

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	PF 169		01/01/2020	12/31/2020

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

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

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

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b	Balance at the end of the previous year	7b	691631
c	Additions: (1) Contributions deposited during the year	7c(1)	156675
	(2) Dividends and credits.....	7c(2)	
	(3) Interest credited during the year.....	7c(3)	14324
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	▶		
	(6) Total additions	7c(6)	170999
d	Total of balance and additions (add lines 7b and 7c(6))	7d	862630
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	232832
	(2) Administration charge made by carrier.....	7e(2)	4866
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	186485
	▶ OTHER ADJUSTMENTS		
	(5) Total deductions	7e(5)	424183
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	438447

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

(a) Name of insurance carrier
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5570651	62944	2166		01/01/2020	12/31/2020

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

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

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

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

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

b	Balance at the end of the previous year	7b	946047
c	Additions: (1) Contributions deposited during the year	7c(1)	
	(2) Dividends and credits.....	7c(2)	
	(3) Interest credited during the year.....	7c(3)	25725
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	(6) Total additions	7c(6)	25725
d	Total of balance and additions (add lines 7b and 7c(6))	7d	971772
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	19766
	(2) Administration charge made by carrier.....	7e(2)	6030
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	19695
	(5) Total deductions	7e(5)	45491
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	926281

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2020			
2	Assets:			
a	Market value	2a	1228780972	
b	Actuarial value	2b	1163459417	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment.....	23607	801197456	801197456
b	For terminated vested participants.....	6601	217808022	217808022
c	For active participants	1845	39431423	39627469
d	Total.....	32053	1058436901	1058632947
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	5.26 %	
6	Target normal cost.....	6	4690000	

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	
ADAM GYSELINCK	08/23/2021
Type or print name of actuary	Date
MERCER	20-06944
Firm name	Most recent enrollment number
3031 NORTH ROCKY POINT DRIVE WEST SUITE 700 TAMPA, FL 33607-5877	813-207-6333
Address of the firm	Telephone number (including area code)

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		134418714
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		20550764
9 Amount remaining (line 7 minus line 8)		113867950
10 Interest on line 9 using prior year's actual return of <u>21.64</u> %		24641024
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.41</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		138508974

Part III Funding Percentages

14 Funding target attainment percentage	14	96.81 %
15 Adjusted funding target attainment percentage	15	109.90 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	94.58 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %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**

61

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

0

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

0

Part VIII Minimum Required Contribution For Current Year**31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6)**31a**

4690000

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

0

32 Amortization installments:

Outstanding Balance

Installment

a Net shortfall amortization installment

33682504

9562008

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

14252008

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement

14252008

14252008

36 Additional cash requirement (line 34 minus line 35)**36****37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37****38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36)**38a**

0

b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances**38b****39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)**39**

0

40 Unpaid minimum required contributions for all years**40**

0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)**41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

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

Part I	Service Provider Information (see instructions)
---------------	--

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
NORTHERN TRUST COMPANY
36-1561860

(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

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(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)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	655428	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

JP MORGAN INV. MANAGEMENT INC.

13-3200244

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	253836	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

WELLINGTON TRUST COMPANY

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 68	NONE	169440	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

TROUTMAN SANDERS LLP

58-0946915

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	169471	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

BLACKROCK

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 51 50	NONE	65034	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	258256	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

MASS MUTUAL LIFE INSURANCE

04-1590850

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 62	NONE	4866	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

FIERA FUND

90-0947943

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 68	NONE	56386	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

CONDUENT HR SERVICES, LLC

81-2983623

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	1607833	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

NY LIFE INVESTMENT MANAGEMENT LLC

52-2206685

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	479468	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

INVESCO CAPITAL MANAGEMENT

58-1707262

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	187966	Yes ☐ No ☒	Yes ☐ No ☐	0	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	NONE	288194	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

MELLON INVESTMENTS CORPORATION

25-1442864

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	328214	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

BKD LLP

44-0160260

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	63788	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

LEGAL AND GENERAL

35-7085469

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	212409	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

JH TRUST CO., LLC

45-2395022

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	180388	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

STATE ST. RESEARCH & MANAGEMENT

13-3142135

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	52145	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

ATESSA BENEFITS, INC.

02-0429408

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	17848	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

FISHER & PHILLIPS

58-0619559

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	90151	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

UNION LABOR LIFE INSURANCE COMPANY

13-1423090

(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	15870	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

JOHN HANCOCK LIFE INSURANCE COMPANY

01-0233346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	21409	Yes ☐ No ☒	Yes ☐ No ☐	0	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)

EQUITABLE FINANCIAL LIFE INS. CO.

13-5570651

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	6030	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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>NEWELL BRANDS CONSOLIDATED PENSION PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
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C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NEWELL OPERATING COMPANY</u>	D Employer Identification Number (EIN) <u>36-1953130</u>
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Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EAFE INDEX FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTL TRUST COMPANY

c EIN-PN <u>94-6596958-001</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) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF EMERGING MARKETS PORTFOLIO

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA

c EIN-PN <u>04-2767481-017</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) 18582094
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a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT-TERM INV FUND

b Name of sponsor of entity listed in (a): THE NORTHERN TRUST COMPANY

c EIN-PN <u>45-6138589-084</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) 8830582
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a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO GLOBAL TARGETED RTNS TRUST

b Name of sponsor of entity listed in (a): INVESCO TRUST COMPANY

c EIN-PN <u>20-2583973-173</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) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: ARTISAN GLOBAL OPP T2

b Name of sponsor of entity listed in (a): ASTISAN PARTNERS

c EIN-PN <u>26-3653822-021</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) 43290088
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a Name of MTIA, CCT, PSA, or 103-12 IE: GLOBAL EQUITY LONG ONLY FUND LP

b Name of sponsor of entity listed in (a): FIERA CAPITAL INC.

c EIN-PN <u>90-0947943-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 43918976
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a Name of MTIA, CCT, PSA, or 103-12 IE: EB DV DYNAMIC GROWTH FUND

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

c EIN-PN <u>25-3078093-166</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) 29466332
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI EAFE 100 NON-LED FD

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

c EIN-PN 90-0337987-455	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 41456918
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI ACWI IMI NON-LD FUND

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

c EIN-PN 90-0337987-161	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 23137789
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a Name of MTIA, CCT, PSA, or 103-12 IE: MANULIFE ASST MGN TR FIXED INC FD

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

c EIN-PN 45-2395022-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: LEGAL&GENL US LONG DUR US EQ CIT FD

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

c EIN-PN 35-7085469-029	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 71302615
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. IMMED US CREDIT INDEX

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

c EIN-PN 40-0025081-148	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 41383967
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. S&P 500 (R) NON-LENDING

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

c EIN-PN 40-0025081-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 71751337
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. 3-10 YR US TREAS NON LEND

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

c EIN-PN 40-0025081-477	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 40359644
--------------------------------	------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: LNG DUR CORP CR SCREENED NONLEND FD

b Name of sponsor of entity listed in (a): BLACKROCK INSTL TRUST COMPANY

c EIN-PN 27-4520291-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 166291412
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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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	4995255	2679100
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	2912491	7932900
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	313	316
(2) U.S. Government securities	1c(2)	94715898	92621797
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	14373530	9967825
(B) All other	1c(3)(B)	122813433	107336613
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	36257	27531
(5) Partnership/joint venture interests	1c(5)	51114716	33156295
(6) Real estate (other than employer real property)	1c(6)	33010	33010
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	608372965	555852778
(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)	48912519	43918976
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	190474079	211833030
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	15691082	15547551
(15) Other.....	1c(15)	75519452	87205147

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	1229965000	1168112869

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	386107	397003
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	1337155	1575134
k Total liabilities (add all amounts in lines 1g through 1j)	1k	1723262	1972137

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	1228241738	1166140732
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	25465	
(B) U.S. Government securities	2b(1)(B)	1745795	
(C) Corporate debt instruments	2b(1)(C)	4724320	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other	2b(1)(F)	1360884	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		7856464
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)	1630	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	5667345	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		5668975
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	492365187	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	469724277	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		22640910
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	26283752	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		26283752

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		91657939
(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)		10542074
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		21891606
c Other income	2c		-465115
d Total income. Add all income amounts in column (b) and enter total.....	2d		186076605

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

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	88500499	
(2) To insurance carriers for the provision of benefits	2e(2)	151549075	
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		240049574
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)	1573795	
(2) Contract administrator fees	2i(2)	1632470	
(3) Investment advisory and management fees	2i(3)	2011540	
(4) Other.....	2i(4)	2910232	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		8128037
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		248177611

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-62101006
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: **BKD LLP**

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

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

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

Part IV Compliance Questions

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

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	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		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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 <u>4320353</u> .			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY		D Employer Identification Number (EIN) 36-1953130
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-6879013		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 56
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a 0
b Enter the amount contributed by the employer to the plan for this plan year		6b 0
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 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.....

b The corresponding number for the second preceding plan year.....

15a	
15b	

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

a Enter the number of employers who withdrew during the preceding plan year.....

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16a	
16b	0

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: 27.0 % Investment-Grade Debt: 20.0 % High-Yield Debt: 1.0 % Real Estate: _____ % Other: 52.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
☐ Yes.
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
☐ No. Other. Provide explanation _____

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Independent Auditor's Report and Financial Statements

December 31, 2020 and 2019

Newell Brands Consolidated Pension Plan

December 31, 2020 and 2019

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Independent Auditor's Report

Plan Administrator
Newell Brands Consolidated Pension Plan
Atlanta, Georgia

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Newell Brands Consolidated Pension Plan, which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the *Employee Retirement Income Security Act of 1974*, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Northern Trust Company, the trustee of the Plan and Aetna Life Insurance Company, John Hancock Life Insurance Company, and Massachusetts Mutual Life Insurance Company, (collectively, the certifying entities of the Plan), except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the certifying entities hold the Plan's investment assets and execute investment transactions. The Plan Administrator has obtained certifications from the certifying entities as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the certifying entities is complete and accurate.

Disclaimer of Opinion

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

Other Matter

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

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

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

BKD, LLP

Indianapolis, Indiana
September 28, 2021

Federal Employer Identification Number: 44-0160260

Newell Brands Consolidated Pension Plan
Statements of Net Assets Available for Benefits
December 31, 2020 and 2019

Assets

	2020	2019
Investments		
At fair value	\$ 1,141,953,318	\$ 1,206,366,172
At contract value	15,547,551	15,691,082
	<u>1,157,500,869</u>	<u>1,222,057,254</u>
Receivables		
Pending trade sales	276,402	238,057
Accrued investment income	2,130,884	2,674,434
Refund on annuity purchase	5,525,614	-
	<u>7,932,900</u>	<u>2,912,491</u>
Noninterest-Bearing Cash	<u>2,679,100</u>	<u>4,995,255</u>
Total assets	<u>1,168,112,869</u>	<u>1,229,965,000</u>
Liabilities		
Accrued expenses payable	397,003	386,107
Pending trade purchases	1,556,699	1,321,941
Other payables	18,435	15,214
Total liabilities	<u>1,972,137</u>	<u>1,723,262</u>
Net Assets Available for Benefits	<u><u>\$ 1,166,140,732</u></u>	<u><u>\$ 1,228,241,738</u></u>

Newell Brands Consolidated Pension Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Additions		
Investment Income		
Net appreciation in fair value of investments	\$ 171,715,217	\$ 209,176,351
Interest and dividends	14,361,388	20,333,908
Total investment income	<u>186,076,605</u>	<u>229,510,259</u>
Deductions		
Benefits paid to participants	88,500,499	89,403,843
Purchase of annuity contracts	151,549,075	-
Administrative expenses	8,128,037	12,663,235
Total	<u>248,177,611</u>	<u>102,067,078</u>
Net Increase (Decrease)	(62,101,006)	127,443,181
Net Assets Available for Benefits, Beginning of Year	<u>1,228,241,738</u>	<u>1,100,798,557</u>
Net Assets Available for Benefits, End of Year	<u><u>\$ 1,166,140,732</u></u>	<u><u>\$ 1,228,241,738</u></u>

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Note 1: Description of the Plan

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

General

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

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

Contributions

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

Pension Benefits

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Death Benefits

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

Vesting

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

Plan Termination

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

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

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

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2020 and 2019

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Valuation of Investments and Income Recognition

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

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

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

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

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2020 and 2019

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

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

Accumulated Plan Benefits

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

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

Benefits under the Plan are based on employees' compensation during their last five years of credited service. The accumulated plan benefits for active employees are based on their average compensation during the five years preceding the valuation date. Benefits payable under all circumstances — retirement, death, disability and termination of employment — are included, to the extent they are deemed attributable to employee service rendered prior to the respective termination and freeze dates.

Plan Tax Status

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

Subsequent Events

Subsequent events have been evaluated through September 28, 2021, which is the date the financial statements were available to be issued.

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Note 3: Certification of Plan Trustees and Custodians

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

- Investments, accrued investment income, pending trade sales, pending trade purchases and other payables as shown in the statements of net assets available for benefits and related disclosures as of December 31, 2020 and 2019
- Investment income in the statements of changes in net assets available for benefits for the years ended December 31, 2020 and 2019
- Investment information included in the accompanying schedule of assets (held at year end) as of December 31, 2020 and schedule of reportable transactions for the year ended December 31, 2020

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

Note 4: Disclosure About Fair Value of Plan Assets

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

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Recurring Measurements

The following tables present the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2020 and 2019:

	Fair Value	2020 Fair Value Measurements Using		
		(Level 1)	(Level 2)	(Level 3)
Fixed income				
Governmental and municipal bonds	\$ 106,668,056	\$ 106,668,056	\$ -	\$ -
Corporate bonds	117,306,145	117,306,145	-	-
Mutual funds	211,833,030	211,833,030	-	-
	<u>435,807,231</u>	<u>435,807,231</u>	<u>-</u>	<u>-</u>
Equity	27,531	27,531	-	-
Real estate	33,010	-	-	33,010
Cash equivalents	11,170,566	11,170,566	-	-
Total assets in the fair value hierarchy	447,038,338	<u>\$ 447,005,328</u>	<u>\$ -</u>	<u>\$ 33,010</u>
Investments measured at NAV (A)	<u>694,914,980</u>			
Investments at fair value	<u>\$ 1,141,953,318</u>			

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

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statements of net assets available for benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the year ended December 31, 2020. The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Investments

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

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

Level 3 Investments

There has been no activity in Level 3 investments during 2020 or 2019.

The following table presents quantitative information about unobservable inputs used in recurring Level 3 fair value measurements at December 31, 2020 and 2019.

	Fair Value at December 31,		Valuation		Unobservable	Range
	2020	2019	Technique		Inputs	(Weighted-Average)
Real estate	\$ 33,010	\$ 33,010	Appraisal		Comparable market sales	Not available

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following tables summarize investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2020 and 2019.

December 31, 2020				
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	\$ 324,740,725	\$ -	Daily	30 days
Fixed income (2)	278,977,994	-	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	33,156,295	3,218,172	N/A	N/A
Hedge fund (4)	58,039,966	-	Monthly or quarterly	60 days
	<u>\$ 694,914,980</u>			

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

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements

December 31, 2020 and 2019

- (3) Partnership/joint venture investments are stated at the Plan's capital balance at year end as a practical expedient. The partnerships/joint venture interests objective is to achieve long-term capital appreciation by investing in a diversified portfolio of private equity investment partnerships operating in Europe and the United States. Redemptions are restricted as no partner shall have the right to demand the return of their capital contributions other than upon dissolution of the partnership. The partnerships were originally scheduled to terminate at various dates from 2017 to 2019, subject to extension by the General Partner for up to three additional one-year periods. The termination dates have been extended through 2022.
- (4) Hedge funds are companies or partnerships with various investment strategies, which include trading in the internal currency, financial, commodities and securities markets with the purpose of seeking capital appreciation, investing in long-only portfolio of global equities, and employing a global and opportunistic long/short strategy for investing in distressed debt, value equities, and event equities.

Note 5: Contract With Insurance Company

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

The crediting interest rate is reset periodically. The crediting interest rate is determined based on (i) the projected market yield-to-maturity of the market value of assets net of expenses, (ii) the timing and amounts of deposits, transfers and withdrawals expected to be made during the interest crediting period, and (iii) the amortization of the difference between the fair value and the contract value of the investment contract. The crediting interest rate for these investment contracts for the year ended December 31, 2020 ranged from 2.76% to 5.06%.

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Note 6: Accumulated Plan Benefits

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

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

	<u>2020</u>
Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	\$ 776,132,567
Other participants	<u>256,867,282</u>
	1,032,999,849
Nonvested benefits	<u>165,185</u>
 Total actuarial present value of accumulated plan benefits	 <u><u>\$ 1,033,165,034</u></u>

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

	<u>2020</u>
Actuarial present value of accumulated plan benefits, beginning of year	<u>\$ 1,096,477,213</u>
 Increase (decrease) during the year attributable to	
Increase for interest due to the decrease in the discount period	55,022,632
Change in actuarial assumptions	(25,467,913)
Actuarial gain	(3,463,055)
Benefits paid	<u>(89,403,843)</u>
Net decrease	<u>(63,312,179)</u>
 Actuarial present value of accumulated plan benefits, end of year	 <u><u>\$ 1,033,165,034</u></u>

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Significant assumptions underlying the actuarial computations are:

- Assumed rate of return on investments: 5.50%
- Mortality basis:
 - Male nonannuitant and male and female annuitant: IRS approved substitute plan-specific mortality table using experience from the 2015 and 2016 Plan years
 - Female nonannuitant: Pri-2012 female employee no collar table and IRS approved substitute plan-specific mortality table with generational projection using the MP2019 scale
- Retirement: At normal retirement age (in accordance with the legacy sub plans)
- Asset valuation: Market
- Expense assumption: \$4,690,000

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

Note 7: Party-in-Interest Transactions

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

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

	2020	2019
Actuarial services	\$ 1,866,089	\$ 1,842,518
PBGC Premiums	2,681,315	6,596,082
Investment manager fees	2,521,064	2,376,362
Trust fees	753,417	915,297
Other fees	306,152	932,976
	<u>\$ 8,128,037</u>	<u>\$ 12,663,235</u>

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

Newell Brands Consolidated Pension Plan

Notes to Financial Statements December 31, 2020 and 2019

Note 8: Purchase of Annuity Contracts

During October 2020, the Plan transferred approximately \$157 million of assets to Massachusetts Mutual Life Insurance Company for the purchase of annuities for certain retirees of the Plan. Massachusetts Mutual will take over the monthly payments of these participants beginning in January 2021. During April 2021, the Plan received a refund of \$5.5 million from Massachusetts Mutual as a result of various data changes from the original annuity estimate. This refund is recorded as a receivable at December 31, 2020.

Note 9: Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

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

The outbreak of the novel coronavirus COVID-19, which was declared a pandemic by the World Health Organization on March 11, 2020, has led to adverse impacts on the U.S. and global economies. Economic uncertainties have arisen, which have resulted in significant volatility in the investment markets and may continue to impact the value of Plan assets. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time.

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

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

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

OMB No. 1210-0110

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

A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NEWELL OPERATING COMPANY		D Employer Identification Number (EIN) 36-1953130
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>			
2 Assets:			
a Market value		2a	1,228,780,972
b Actuarial value		2b	1,163,459,417
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	23,607	801,197,456	801,197,456
b For terminated vested participants	6,601	217,808,022	217,808,022
c For active participants	1,845	39,431,423	39,627,469
d Total	32,053	1,058,436,901	1,058,632,947
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	5.26%	
6 Target normal cost	6	4,690,000	

Statement by Enrolled Actuary

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

SIGN HERE	<u>Adam Gyselinck</u> Signature of actuary	<u>9/23/2021</u> Date
ADAM GYSELINCK	Type or print name of actuary	2006944
MERCER	Firm name	Most recent enrollment number 813-207-6333
3031 NORTH ROCKY POINT DRIVE WEST SUITE 700 TAMPA FL 33607-5877	Address of the firm	Telephone number (including area code)

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 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 61
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☐ Prescribed - separate ☒ Substitute			

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)		31a	4,690,000
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		33,682,504	9,562,008
b Waiver amortization installment			
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....		34	14,252,008
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		14,252,008	14,252,008
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....		39	0
40 Unpaid minimum required contributions for all years		40	0

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

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 61

Retirement Rates – Males

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

Schedule SB, line 22 — Description of Weighted Average Retirement Age**Retirement Rates – Females**

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

Gender	Active participants count	Average retirement age	Weight
Male	1065	61.15	57.72%
Female	780	61.21	42.28%
	1,845		
Weighted average retirement age		61.17	

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

Mortality for male nonannuitants, and male and female annuitants corresponds to the IRS approved substitute plan-specific mortality tables with generational projection using the MP2018 projection scale.

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

From the 32,053 participants in the plan as of January 1, 2020, 3,820 were female nonannuitants.

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

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

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

From the 32,053 participants in the plan as of January 1, 2020, 3,820 were female nonannuitants.

The substitute mortality tables are constructed based on partial credibility.

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

Population	Mortality ratio	Credibility factor
Male annuitants	1.1860	0.5809
Female annuitants	1.3036	0.6832
Male nonannuitants	1.4647	0.1941

Schedule SB, line 24 — Change in Actuarial Assumptions

- The mortality projection scale was updated to MP2018 and the female nonannuitant mortality was updated to the Section 430(h)(3) prescribed separate static nonannuitant mortality table for 2020.
- The cash balance accumulation rate for Kirsch decreased from 4.00% to 3.60%.
- The expense assumption was updated to \$4,690,000 to reflect our expectations for the current plan year.
- The expected return on asset assumption was lowered to 4.91% for 2020.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34		1									1
35–39		47	4								51
		886									
40–44		86	70	5							161
		1,590	1,618								
45–49		91	129	78	13						311
		1,571	2,667	2,741							
50–54		89	102	91	93	12	2				389
		1,686	2,129	2,960	3,465						
55–59		95	102	88	115	63	24				487
		1,441	2,484	3,699	4,057	3,727	4,422				
60–64		47	64	47	57	50	62	5			332
		1,192	2,088	3,563	3,855	5,187	4,798				
65–69		12	18	16	11	13	15	11			96
70 & up		3	2		1	3	2	2	3	1	17
Total		471	491	325	290	141	105	18	3	1	1,845
											2,804

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

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

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

December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Governmental and Municipal Bonds			
American Mun Pwr Ohio Inc Rev, 8.084%, due 02-15-2050 Beo Taxable	70,000 principal amount	\$ 113,242	\$ 131,414
Bay Area Toll Auth Calif Toll Brdg Rev, 6.907%, due 10-01-2050 Beo Taxable	170,000 principal amount	302,707	313,776
California St, 1.75%, due 11-01-2030 Beo Taxable	190,000 principal amount	191,672	195,459
California St, 7.3%, due 10-01-2039 Beo Taxable	25,000 principal amount	39,218	41,266
California St, 7.6%, due 11-01-2040 Beo Taxable	165,000 principal amount	300,713	298,449
California St, 7.625%, due 03-01-2040 Beo Taxable	180,000 principal amount	259,726	312,395
California St Taxable-Build Amer Bds, 7.35%, due 11-01-2039 Reg Taxable	180,000 principal amount	294,001	298,969
China Peoples Rep Ministry Fin Bd 144a, 2.25%, due 10-21-2050	200,000 principal amount	197,414	198,396
City Of New York, 5.517%, due 10-01-2037	45,000 principal amount	56,948	63,459
Colombia Rep Global Bd, 3%, due 01-30-2030 Reg	275,000 principal amount	276,694	288,203
Colombia(Rep Of) Global Bd, 6.125%, due 01-18-2041/10-20-2009 Reg	30,000 principal amount	40,125	40,200
Commonwealth Fing Auth Pa Rev, 4.144%, due 06-01-2038 Beo Taxable	25,000 principal amount	26,052	30,532
Dallas Cnty Tex Hosp Dist, 5.621%, due 08-15-2044 Beo Taxable	25,000 principal amount	31,227	36,773
District Columbia Wtr & Swr Auth Pub Utitaxable-Sr Lien-Ser A, 4.814%, due 10-01-2114	25,000 principal amount	36,295	37,162
Equinor Asa, 2.375%, due 05-22-2030 Reg	330,000 principal amount	343,355	353,215
Fhlb Bd, 5.5%, due 07-15-2036	125,000 principal amount	170,294	193,121
Fhlmc Dtd 10-25-2000, 6.75%, due 03-15-2031	80,000 principal amount	117,018	123,265
Fhlmc Mtn, 6.25%, due 07-15-2032	100,000 principal amount	137,825	154,502
Florida St Brd Admin Fin Corp Rev, 2.154%, due 07-01-2030	320,000 principal amount	320,233	336,710
Fnmra Dtd 11/03/2000, 6.625%, due 11-15-2030	715,000 principal amount	982,012	1,082,598
Great Lakes Wtr Auth Mich Sew Disp Sys Rev, 3.056%, due 07-01-2039 Beo Taxable	55,000 principal amount	55,000	58,627
Houston Tex, 3.961%, due 03-01-2047 Beo Taxable	315,000 principal amount	361,574	389,107
Indonesia Rep Bds, 4.45%, due 04-15-2070 Reg	40,000 principal amount	39,839	48,925
Indonesia Rep T Bd, 3.7%, due 10-30-2049	245,000 principal amount	267,366	267,391
Israel St, 3.375%, due 01-15-2050 Reg	155,000 principal amount	157,785	171,356
Israel (State Of) Aid-Israel, 5.5%, due 09-18-2033 Reg	285,000 principal amount	384,978	417,497
Jobsohio Beverage Sys Ohio Statewide Liquor Profits Rev, 4.532%, due 01-01-2035 Beo Taxable	120,000 principal amount	128,014	153,803
Jobsohio Beverage Sys Ohio Statewide Liq, 2.833%, due 01-01-2038	105,000 principal amount	107,185	113,259
Los Angeles Calif Cmnty Cg Dist, 1.806%, due 08-01-2030	110,000 principal amount	110,000	113,565
Los Angeles Calif Cmnty College Dist, 2.106%, due 08-01-2032 Beo Taxable	255,000 principal amount	259,493	265,748
Los Angeles Calif Uni Sch Dist, 6.758%, due 07-01-2034 Beo Taxable	100,000 principal amount	130,815	150,418
Maryland St Health & Higher Edl Facs Auth Rev, 3.052%, due 07-01-2040 Beo Taxable	215,000 principal amount	214,727	222,893
Maryland St Health & Higher Edl Facs Auth Rev, 3.197%, due 07-01-2050 Beo Taxable	100,000 principal amount	100,000	103,666
Massachusetts St, 2.9%, due 09-01-2049 Beo Taxable	155,000 principal amount	159,047	166,805
Michigan Fin Auth Rev Muni, 3.384%, due 12-01-2040	75,000 principal amount	75,000	84,524
Missouri St Health & Edl Facs Auth Edl Facs Rev, 3.229%, due 05-15-2050 Beo Taxable	50,000 principal amount	50,000	58,379
Municipal Elec Auth Ga, 6.637%, due 04-01-2057 Beo Taxable	150,000 principal amount	220,116	228,113
Municipal Elec Auth Ga, 6.655%, due 04-01-2057 Beo Taxable	25,000 principal amount	33,481	38,641
New Jersey St Tpk Auth Tpk Rev, 7.102%, due 01-01-2041 Beo Taxable	120,000 principal amount	193,530	195,948
New Jersey St Tpk Auth Tpk Rev, 7.414%, due 01-01-2040 Beo Taxable	130,000 principal amount	178,840	218,010
New Jersey St Transn Tr Fd Auth, 6.561%, due 12-15-2040 Beo Taxable	35,000 principal amount	44,693	48,325
New York N Y City Transitional Fin Auth Rev, 5.767%, due 08-01-2036 Beo Taxable	110,000 principal amount	135,435	143,362
New York St Dorm Auth St Pers Income Muni, 3.11%, due 02-15-2039	180,000 principal amount	180,000	196,004
New York St Dorm Auth St Pers Income Taxrev, 3.19%, due 02-15-2043 Beo Taxable	105,000 principal amount	110,874	114,500
New York St Dorm Auth St Pers Income Taxrev, 5.628%, due 03-15-2039 Beo Taxable	75,000 principal amount	94,027	100,793
New York St Twy Auth Gen Rev, 2.9%, due 01-01-2035 Beo Taxable	70,000 principal amount	70,002	75,893
New York St Urban Dev Corp Rev, 5.77%, due 03-15-2039 Beo Taxable	90,000 principal amount	110,534	115,745
Ohio Univ Gen Repts Athens, 5.59%, due 12-01-2114 Beo Taxable	65,000 principal amount	76,409	92,578
Pennsylvania St Univ, 2.79%, due 09-01-2043	245,000 principal amount	248,468	256,464
Pennsylvania St Univ, 2.84%, due 09-01-2050	90,000 principal amount	90,000	93,038
Peru Rep, 2.78%, due 12-01-2060	300,000 principal amount	296,549	302,700
Peru Rep, 3.23%, due 07-28-2121	65,000 principal amount	64,081	64,838
Philippines Rep Global Bd, 2.95%, due 05-05-2045	170,000 principal amount	173,653	179,037
Philippines Rep Global Bd, 3.95%, due 01-20-2040	285,000 principal amount	334,034	338,292
Philippines Rep Global Bd, 5%, due 01-13-2037 Reg	205,000 principal amount	269,256	270,395
Philippines Rep Global Bd, 6.375%, due 01-15-2032 Reg	55,000 principal amount	75,323	78,535
Philippines Rep Nt, 3.7%, due 03-01-2041 Reg	275,000 principal amount	317,518	317,390
Philippines (Republic Of) 3.7%, due 02-02-2042 Reg	45,000 principal amount	51,638	52,105
Port Auth N Y & N J, 4.458%, due 10-01-2062 Beo Taxable	95,000 principal amount	96,781	126,382

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Port Auth N Y & N J, 4.81%, due 10-15-2065 Beo Taxable	85,000 principal amount	\$ 109,777	\$ 117,854
Republic Of Chile, 3.5%, due 01-25-2050	130,000 principal amount	147,277	149,176
Republic Of Chile, 2.55%, due 01-27-2032	90,000 principal amount	94,468	96,750
Republic Of Colombia, 3.125%, due 04-15-2031 Reg	75,000 principal amount	75,727	79,594
Republic Of Colombia, 4.125%, due 05-15-2051 Reg	360,000 principal amount	370,662	399,600
Republic Of Colombia, 5.625%, due 02-26-2044 Reg	130,000 principal amount	168,586	168,350
Republic Of Panama, 3.87%, due 07-23-2060	390,000 principal amount	445,415	459,229
Republic Of Panama, 4.5%, due 04-01-2056 Reg	555,000 principal amount	660,521	714,563
Republic Of Peru, 2.783%, due 01-23-2031 Reg	145,000 principal amount	147,348	158,994
Republic Of Philippines, 2.65%, due 10-12-2045, 2.65%, due 12-10-2045	160,000 principal amount	159,440	162,015
Riverside Cnty Calif Pension Oblig, 3.818%, due 02-15-2038 Beo Taxable	45,000 principal amount	45,718	49,710
Sales Tax Securitization Corp III, 3.587%, due 01-01-2043 Beo Taxable	185,000 principal amount	184,560	194,809
Sales Tax Securitization Corp III, 3.82%, due 01-01-2048 Beo Taxable	70,000 principal amount	70,000	76,425
San Antonio Tex Elec & Gas Rev, 2.905%, due 02-01-2048 Beo Taxable	50,000 principal amount	50,000	52,697
San Jose Calif Redev Agy Succ Agy Tx Allocation, 3.375%, due 08-01-2034 Beo Taxable	65,000 principal amount	61,941	69,846
South Carolina St Pub Svc Auth Rev, 6.454%, due 01-01-2050 Beo Taxable	10,000 principal amount	15,719	16,584
State Of Israel, 3.875%, due 07-03-2050 Reg	120,000 principal amount	143,913	144,024
Tennessee Vy Auth Global Pwr Bd 2009 Serc, 5.25%, due 09-15-2039 Reg	125,000 principal amount	164,494	187,795
Tennessee Vy Auth Global Pwr Bd 2012 Serb, 3.5%, due 12-15-2042 Reg	125,000 principal amount	130,838	155,923
Tennessee Vy Auth Global Pwr Bd Ser A, 4.25%, due 09-15-2065 Reg	110,000 principal amount	131,290	165,965
Texas St, 5.517%, due 04-01-2039 Beo Taxable	150,000 principal amount	203,200	223,034
Texas Transn Commn St Hwy Fd Rev, 4%, due 10-01-2033 Beo Taxable	70,000 principal amount	86,792	88,505
Texas Transn Commn St Hwy Fd Rev, 5.178%, due 04-01-2030 Beo Taxable	360,000 principal amount	433,238	464,234
United Mexican Stat Mex New Iss Usd31 Yrinsedol = A038p, 73 5%, due 04-27-2051 Reg	205,000 principal amount	207,454	255,225
United Mexican Sts Bds, 2.659%, due 05-24-2031/11-24-2020 Reg	525,000 principal amount	525,380	537,600
United Mexican Sts Global Nt, 4.6%, due 02-10-2048 Reg	645,000 principal amount	718,606	756,269
United States Of Amer Treas Bonds Dtd 02-15-2015, 2.5%, due 02-15-2045 Reg	3,135,000 principal amount	3,868,129	3,738,610
United States Of Amer Treas Bonds Dtd 05-15-2016, 2.5%, due 05-15-2046 Reg	1,765,000 principal amount	1,934,961	2,108,555
United States Treas Bds, 2.875%, due 11-15-2046	2,685,000 principal amount	3,554,306	3,430,402
United States Treas Bds, 3.125%, due 11-15-2041 Reg	395,000 principal amount	524,856	516,601
United States Treas Bds 0 Deb 15-02-2040 Usd1000, 4.625%, due 02-15-2040 Reg	25,000 principal amount	39,663	38,974
United States Treas Bds 00202, 4.75%, due 02-15-2037 Reg	1,025,000 principal amount	1,602,387	1,562,524
United States Treas Bds 00203, 5%, due 05-15-2037 Reg	240,000 principal amount	390,806	376,153
United States Treas Bds 00245, 2.875%, due 08-15-2045 Reg	1,825,000 principal amount	2,395,193	2,321,956
United States Treas Bds, 1.125%, due 05-15-2040 Reg	5,115,000 principal amount	4,954,003	4,856,053
United States Treas Bds, 1.25%, due 05-15-2050	4,005,000 principal amount	3,679,745	3,633,286
United States Treas Bds, 2.25%, due 08-15-2049	4,455,000 principal amount	5,246,511	5,098,365
United States Treas Bds, 2.875%, due 05-15-2043	1,440,000 principal amount	1,898,012	1,820,475
United States Treas Bds, 2.875%, due 05-15-2049 Reg	515,000 principal amount	682,112	664,913
United States Treas Bds, 3%, due 02-15-2047 Reg	145,000 principal amount	189,984	189,599
United States Treas Bds, 3%, due 11-15-2044 Reg	550,000 principal amount	705,452	711,820
United States Treas Bds, 3.0%, due 08-15-2048	2,415,000 principal amount	3,270,203	3,176,951
United States Treas Bds, 3.0%, due 02-15-2048	1,210,000 principal amount	1,617,891	1,588,409
United States Treas Bds, 3.125%, due 08-15-2044	665,000 principal amount	907,295	877,047
United States Treas Bds, 3.375%, due 05-15-2044 Reg	1,560,000 principal amount	1,917,043	2,133,361
United States Treas Bds, 3.625%, due 02-15-2044 Tbond	4,080,000 principal amount	5,477,918	5,777,503
United States Treas Bds, 3.625%, due 08-15-2043	2,220,000 principal amount	3,080,625	3,135,230
United States Treas Bds, 3.75%, due 11-15-2043 Reg	805,000 principal amount	1,168,284	1,158,697
United States Treas Bds Bd, 3.125%, due 02-15-2043 Reg	270,000 principal amount	300,749	354,132
United States Treas Bds Bd, 3.75%, due 08-15-2041 Reg	815,000 principal amount	1,177,494	1,158,096
United States Treas Bds Bds, 3%, due 05-15-2042 Reg	1,205,000 principal amount	1,562,742	1,549,790
United States Treas Bds Dtd, 3.125%, due 05-15-2048	1,570,000 principal amount	2,173,181	2,107,480
United States Treas Bds Dtd 00206, 4.5%, due 05-15-2038 Reg	85,000 principal amount	118,248	128,370
United States Treas Bds Dtd 00210, 4.25%, due 05-15-2039 Reg	2,130,000 principal amount	3,081,607	3,160,887
United States Treas Bds Dtd 00218, 3.875%, due 08-15-2040 Reg	825,000 principal amount	1,183,775	1,182,393
United States Treas Bds Dtd 00247, 2.5%, due 02-15-2046 Reg	1,465,000 principal amount	1,774,972	1,750,217
United States Treas Bds Dtd 00271, 1.125%, due 08-15-2040	90,000 principal amount	87,911	85,205
United States Treas Bds Dtd 08/15/2020, 1.375%, due 08-15-2050	3,191,000 principal amount	2,992,961	2,988,571
United States Treas Bds Dtd 11/15/2012, 2.75%, due 11-15-2042 Reg	2,565,000 principal amount	2,918,474	3,177,895
United States Treas Bds Dtd, 2.75%, due 08-15-2047	1,655,000 principal amount	2,139,481	2,074,892

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
United States Treas Bds Dtd, 2.75%, due 11-15-2047	660,000 principal amount	\$ 813,808	\$ 828,248
United States Treas Bds Tbond Fixed, 3%, due 02-15-2049	3,530,000 principal amount	4,651,238	4,656,291
United States Treas Bds Treasury Bond, 2.375%, due 11-15-2049 Reg	1,920,000 principal amount	2,348,117	2,255,475
United States Treas Nts Dtd 08/15/2013, 2.5%, due 08-15-2023 Reg	100 principal amount	107	106
United Sts Treas Nts Dtd, 0.875%, due 11-15-2030	1,350,000 principal amount	1,343,629	1,345,570
Univ Calif Regts Med Ctr Pooled Rev, 6.583%, due 05-15-2049 Beo Taxable	105,000 principal amount	155,461	169,993
University Calif Revs, 4.767%, due 05-15-2115 Beo Taxable	115,000 principal amount	136,760	161,399
University Calif Revs, 4.858%, due 05-15-2112 Beo Taxable	65,000 principal amount	67,143	93,293
University Mich Univ, 2.437%, due 04-01-2040 Reg Taxable	80,000 principal amount	80,011	83,490
University Mich Univ Revs, 2.562%, due 04-01-2050 Reg Taxable	115,000 principal amount	115,000	122,136
University Va Univ Revs, 3.227%, due 09-01-2119 Beo Taxable	15,000 principal amount	15,870	15,290
University Va Univ Revs, 6.2%, due 09-01-2039 Beo Taxable	230,000 principal amount	331,040	365,357
U.S. Treas Bds Dtd 05-16-2011, 4.375%, due 05-15-2041 Reg	1,170,000 principal amount	1,613,452	1,793,573
U.S. Treas Sec, 4.5%, due 08-15-2039 Reg	315,000 principal amount	408,825	481,950
U.S. Treasury N/B, 2%, due 02-15-2050 Reg	3,350,000 principal amount	3,785,761	3,638,414
Utd Mexican Sts # Tr 00020, 6.05%, due 01-11-2040	130,000 principal amount	171,419	174,199
Utd Mexican Sts Tranche # Tr 00026, 4.75%, due 03-08-2044	300,000 principal amount	341,151	356,253
Wi Treasury Sec, 3.375%, due 11-15-2048 Reg	3,265,000 principal amount	4,389,910	4,585,922
		<u>105,240,876</u>	<u>106,668,056</u>
Corporate Bonds			
Abbott Labs, 4.75%, due 04-15-2043	170,000 principal amount	206,032	238,721
Abbott Labs, 4.9%, due 11-30-2046	365,000 principal amount	511,576	541,114
Abbvie Inc, 4.05%, due 11-21-2039 Reg	255,000 principal amount	284,869	308,607
Abbvie Inc, 4.625%, due 10-01-2042 Reg	15,000 principal amount	13,835	19,047
Abbvie Inc, 4.75%, due 03-15-2045	225,000 principal amount	256,007	294,058
Abbvie Inc, 4.85%, due 06-15-2044 Reg	35,000 principal amount	38,369	46,324
Abbvie Inc, 4.875%, due 11-14-2048	90,000 principal amount	118,627	121,723
Activision, 2.5%, due 09-15-2050	55,000 principal amount	54,849	53,757
Advocate Health & Hosps Corp, 2.211%, due 06-15-2030/05-05-2020 Reg	150,000 principal amount	150,000	156,349
Advocate Hlth & 3.387%, due 10-15-2049	55,000 principal amount	55,000	62,439
Aep Tex Inc, 2.1%, due 07-01-2030	105,000 principal amount	104,780	109,772
Aetna Inc, 4.125%, due 11-15-2042	30,000 principal amount	30,242	35,574
Agl Cap Corp, 4.4%, due 06-01-2043	60,000 principal amount	71,429	73,671
Air Prods & Chems Fixed, 2.7%, due 05-15-2040	70,000 principal amount	69,971	75,441
Alabama Power Co, 3.7%, due 12-01-2047	60,000 principal amount	66,784	73,045
Alabama Pwr Co, 3.85%, due 12-01-2042	115,000 principal amount	114,655	140,989
Alabama Pwr Co, 4.15%, due 08-15-2044	35,000 principal amount	42,092	44,404
Alexandria Real, 4.9%, due 12-15-2030	50,000 principal amount	62,967	63,629
Alexandria Real Estate Equities, 1.875%, due 02-01-2033	155,000 principal amount	154,070	154,752
Allstate Corp, 4.2%, due 12-15-2046	105,000 principal amount	119,535	138,668
Alphabet Inc, 1.9%, due 08-15-2040	115,000 principal amount	113,319	112,868
Alphabet Inc, 2.05%, due 08-15-2050	465,000 principal amount	437,904	443,810
Alphabet Inc, 2.25%, due 08-15-2060	55,000 principal amount	54,198	53,183
Altria Group Inc, 3.875%, due 09-16-2046	235,000 principal amount	242,339	248,228
Altria Group Inc, 4.25%, due 08-09-2042	50,000 principal amount	47,948	55,878
Altria Group Inc, 5.8%, due 02-14-2039	140,000 principal amount	174,265	184,460
Altria Group Inc, 6.2%, due 02-14-2059	70,000 principal amount	101,616	98,279
Amazon Com Inc, 2.5%, due 06-03-2050	210,000 principal amount	210,710	217,890
Amazon Com Inc, 2.7%, due 06-03-2060	290,000 principal amount	294,670	310,109
Amazon Com Inc Fixed, 3.875%, due 08-22-2037	135,000 principal amount	152,336	168,408
Amazon Com Inc Fixed, 4.25%, due 08-22-2057	290,000 principal amount	382,581	413,231
Amer Movil Sab De, 2.875%, due 05-07-2030	290,000 principal amount	297,036	314,427
Amer Movil Sab De, 4.375%, due 04-22-2049	65,000 principal amount	64,772	83,277
Amer Movil Sab De Cv, 6.125%, due 03-30-2040	195,000 principal amount	274,101	289,881
Ameren Ill Co, 4.15%, due 03-15-2046	50,000 principal amount	66,119	63,354
Ameren Illinois Co, 3.25%, due 03-15-2050	100,000 principal amount	100,651	116,867
Amgen Inc, 4.95%, due 10-01-2041	205,000 principal amount	218,424	277,331
Amgen Inc, 5.15%, due 11-15-2041	176,000 principal amount	231,341	245,359

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Anheuser Busch, 8%, due 11-15-2039	40,000 principal amount	\$ 62,368	\$ 67,879
Anheuser Busch Inbev Wor, 5.55%, due 01-23-2049	50,000 principal amount	70,233	71,094
Anheuser Busch Inbev Worldwide Inc, 5.45%, due 01-23-2039	220,000 principal amount	278,025	298,880
Anheuser Busch Inc, 4.439%, due 10-06-2048	45,000 principal amount	42,905	56,012
Anheuser-Busch, 4%, due 01-17-2043	65,000 principal amount	59,949	74,665
Anheuser-Busch, 4.6%, due 04-15-2048	235,000 principal amount	280,618	297,369
Anheuser-Busch, 4.7%, due 02-01-2036	25,000 principal amount	29,645	31,353
Anheuser-Busch, 4.95%, due 01-15-2042	160,000 principal amount	182,076	210,197
Anheuser-Busch Cos Llc Corp, 4.7%, due 02-01-2036	1,025,000 principal amount	1,155,707	1,302,044
Anheuser-Busch Cos Llc Corp, 4.9%, due 02-01-2046	370,000 principal amount	441,158	481,085
Anheuser-Busch Fixed, 4.5%, due 06-01-2050	115,000 principal amount	143,707	145,160
Anheuser-Busch Fixed, 4.6%, due 06-01-2060	40,000 principal amount	48,274	51,356
Anthem Inc, 3.65%, due 12-01-2027	120,000 principal amount	123,786	138,381
Aon Corporation, 2.8%, due 05-15-2030	175,000 principal amount	180,173	190,920
Appalachian Pwr Co Fixed, 3.7%, due 05-01-2050	205,000 principal amount	222,861	246,046
Appalachian Pwr Co Fixed, 4.5%, due 03-01-2049	40,000 principal amount	39,726	52,149
Apple Inc, 2.65%, due 05-11-2050 Reg	935,000 principal amount	971,972	992,359
Apple Inc, 3.45%, due 02-09-2045	105,000 principal amount	105,344	127,429
Apple Inc, 3.75%, due 09-12-2047	330,000 principal amount	378,354	413,665
Apple Inc, 3.85%, due 05-04-2043	95,000 principal amount	119,899	120,023
Apple Inc, 3.85%, due 08-04-2046	110,000 principal amount	109,226	141,456
Apple Inc, 4.65%, due 02-23-2046	35,000 principal amount	48,140	49,751
Apple Inc Fixed, 2.95%, due 09-11-2049	140,000 principal amount	154,882	157,044
Apple Inc Nt, 2.4%, due 08-20-2050	160,000 principal amount	162,041	163,748
Applied Materials Inc, 2.75%, due 06-01-2050 Beo	100,000 principal amount	101,054	108,799
Applied Matls Inc Fixed, 1.75%, due 06-01-2030	75,000 principal amount	75,854	77,832
Arizona Pub Svc Co, 3.5%, due 12-01-2049 Beo	100,000 principal amount	120,225	119,253
Astrazeneca Plc, 4.375%, due 11-16-2045	90,000 principal amount	118,967	120,820
Astrazeneca Plc, 6.45%, due 09-15-2037	220,000 principal amount	322,022	339,541
Astrazeneca Plc Fixed, 1.375%, due 08-06-2030	285,000 principal amount	280,547	282,102
Astrazeneca Plc Fixed, 2.125%, due 08-06-2050	85,000 principal amount	79,952	79,543
AT&T Inc, 2.25%, due 02-01-2032	200,000 principal amount	198,932	202,884
AT&T Inc, 3.85%, due 06-01-2060	35,000 principal amount	34,795	36,688
AT&T Inc, 4.5%, due 03-09-2048	195,000 principal amount	232,094	233,249
AT&T Inc, 4.55%, due 03-09-2049	150,000 principal amount	177,094	180,880
AT&T Inc, 4.9%, due 06-15-2042	150,000 principal amount	133,918	186,563
AT&T Inc Fixed, 3.1%, due 02-01-2043	550,000 principal amount	541,368	558,233
Avalonbay Cmmtys Inc Medium Term Nts, 2.3%, due 03-01-2030	140,000 principal amount	148,296	149,316
B A T Cap Corp, 2.726%, due 03-25-2031	340,000 principal amount	339,446	352,152
B A T Cap Corp, 4.39%, due 08-15-2037	55,000 principal amount	52,493	61,782
B A T Cap Corp, 4.54%, due 08-15-2047	45,000 principal amount	51,392	49,970
B A T Cap Corp, 4.758%, due 09-06-2049	85,000 principal amount	97,834	98,545
B A T Cap Corp Fixed, 3.734%, due 09-25-2040	105,000 principal amount	105,851	109,519
B A T Cap Corp Fixed, 3.984%, due 09-25-2050	215,000 principal amount	215,000	224,361
Bank Amer Corp, 2.831%, due 10-24-2051	150,000 principal amount	154,249	156,461
Bank Amer Corp, 4.083%, due 03-20-2051	115,000 principal amount	140,847	145,230
Bank Amer Corp, 4.33%, due 03-15-2050	315,000 principal amount	393,685	413,272
Bank Amer Corp, 4.875%, due 04-01-2044	50,000 principal amount	67,872	69,247
Bank Amer Corp Bnds, 4.443%, due 01-20-2048	95,000 principal amount	124,364	125,742
Bank Amer Corp Fixed, 4.078%, due 04-23-2040	495,000 principal amount	540,888	609,476
Bank Amer Corp Fltg Rt, 1.898%, due 07-23-2031	255,000 principal amount	255,245	257,637
Bank Of America Corporation, 2.676%, due 06-19-2041/06-19-2020 Reg	1,515,000 principal amount	1,564,620	1,578,473
Baptist Healthcare Sys Ky, 3.54%, due 08-15-2050	40,000 principal amount	40,000	44,622
Barrick Gold Corp, 5.25%, due 04-01-2042	235,000 principal amount	324,027	324,141
Barrick N Amer Fin, 5.75%, due 05-01-2043	40,000 principal amount	43,743	58,342
Barrick Pd, 5.95%, due 10-15-2039	270,000 principal amount	342,820	388,728
Baycare Hlth Sys Fixed, 3.831%, due 11-15-2050	55,000 principal amount	55,000	68,770
Bayer Us Fin Ii, 4.875%, due 06-25-2048	60,000 principal amount	74,914	77,275
Becton Dickinson & 4.669%, due 06-06-2047	310,000 principal amount	361,137	407,048
Bell Cda Fixed, 4.3%, due 07-29-2049	230,000 principal amount	267,386	301,197

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Berkshire Hathaway, 4.4%, due 05-15-2042	50,000 principal amount	\$ 54,233	\$ 66,426
Berkshire Hathaway Fin Corp, 2.85%, due 10-15-2050	355,000 principal amount	359,431	380,195
Berkshire Hathaway Fin Corp, 4.2%, due 08-15-2048 Reg	275,000 principal amount	326,593	363,147
Berkshire Hathaway Fin Corp, 4.25%, due 01-15-2049	205,000 principal amount	244,281	272,322
Black Hills Corp, 3.875%, due 10-15-2049	60,000 principal amount	63,782	70,186
Black Hills Corp, 4.35%, due 05-01-2033	85,000 principal amount	84,777	102,979
Boeing Co, 3.25%, due 02-01-2035	125,000 principal amount	124,238	128,188
Boeing Co, 3.85%, due 11-01-2048	145,000 principal amount	127,320	149,562
Boeing Co, 3.9%, due 05-01-2049	120,000 principal amount	107,665	127,345
Boeing Co, 5.93%, due 05-01-2060	225,000 principal amount	294,075	319,184
Boeing Co Fixed, 3.5%, due 03-01-2039	95,000 principal amount	92,966	96,110
Boeing Co Fixed, 3.55%, due 03-01-2038	125,000 principal amount	125,858	127,524
Boeing Co Fixed, 3.625%, due 03-01-2048	70,000 principal amount	68,832	70,578
Boeing Co Fixed, 5.805%, due 05-01-2050	95,000 principal amount	112,116	130,924
Boeing Co Sr Nt, 5.875%, due 02-15-2040	95,000 principal amount	117,543	120,900
Bon Secours Mercy, 3.205%, due 06-01-2050	35,000 principal amount	35,000	37,377
Brighthouse Finl, 4.7%, due 06-22-2047	24,000 principal amount	23,309	25,062
Bristol Myers, 2.55%, due 11-13-2050	140,000 principal amount	139,591	142,932
Bristol Myers Fixed, 4.35%, due 11-15-2047	365,000 principal amount	400,408	491,610
Bristol Myers Squibb Co, 2.35%, due 11-13-2040	115,000 principal amount	114,745	117,976
Bristol Myers Squibb Co Corp, 4.625%, due 05-15-2044	85,000 principal amount	115,973	115,736
Broadcom Inc, 4.3%, due 11-15-2032 Beo	230,000 principal amount	248,573	272,662
Bstn Scientific, 2.65%, due 06-01-2030	165,000 principal amount	168,656	176,732
Bstn Scientific, 4.55%, due 03-01-2039	45,000 principal amount	47,868	57,385
Burl Northn Deb, 5.05%, due 03-01-2041	85,000 principal amount	116,930	118,448
Burl Northn Santa, 3.9%, due 08-01-2046	30,000 principal amount	28,922	38,336
Burl Northn Santa, 4.375%, due 09-01-2042	25,000 principal amount	30,468	33,082
Burl Northn Santa, 7.29%, due 06-01-2036	90,000 principal amount	103,567	141,475
Camden Pty Tr, 3.15%, due 07-01-2029	265,000 principal amount	295,083	298,338
Campbell Soup Co, 2.375%, due 04-24-2030/04-24-2020 Reg	45,000 principal amount	45,477	47,534
Campbell Soup Co, 4.8%, due 03-15-2048	70,000 principal amount	92,630	93,626
Carrier Global Corp, 2.7%, due 02-15-2031	130,000 principal amount	135,740	139,675
Carrier Global Corp, 3.37%, due 04-05-2040	355,000 principal amount	347,461	389,445
Cdn Nat Res Ltd, 5.85%, due 02-01-2035	26,000 principal amount	29,023	32,738
Cdn Nat Res Ltd, 6.25%, due 03-15-2038	300,000 principal amount	355,343	402,854
Cdn Natl Ry Co, 2.45%, due 05-01-2050	120,000 principal amount	122,273	124,195
Cdn Natl Ry Co, 3.2%, due 08-02-2046	65,000 principal amount	56,513	76,975
Centerpoint Energy, 3.95%, due 03-01-2048	30,000 principal amount	29,855	37,756
Centerpoint Energy Houston Elec Llc, 4.25%, due 02-01-2049	30,000 principal amount	30,140	39,780
Centerpoint Energy Res Corp, 1.75%, due 10-01-2030	265,000 principal amount	265,833	267,555
Charter Communications Oper Llc Cap, 5.125%, due 07-01-2049 Beo	225,000 principal amount	260,619	274,616
Charter Fixed, 5.75%, due 04-01-2048	270,000 principal amount	305,095	353,280
Chevron Corp New, 2.978%, due 05-11-2040	165,000 principal amount	175,973	182,667
Chevron Corp New Fixed, 3.078%, due 05-11-2050	70,000 principal amount	76,029	78,140
Chevron USA Inc, 2.343%, due 08-12-2050 Reg	85,000 principal amount	77,575	84,096
Childrens Hlth Sys, 2.511%, due 08-15-2050	100,000 principal amount	96,719	97,430
Chubb Ina Hldgs Inc, 1.375%, due 09-15-2030	205,000 principal amount	204,020	204,626
Chubb Ina Holdings, 4.35%, due 11-03-2045	229,000 principal amount	299,259	310,547
Cigna Corp New, 3.875%, due 10-15-2047 Reg	170,000 principal amount	173,676	201,372
Cigna Corp New Corp, 4.8%, due 08-15-2038	95,000 principal amount	115,786	123,770
Cigna Corp New Fixed, 3.2%, due 03-15-2040	165,000 principal amount	171,057	180,930
Citigroup Inc, 4.075%, due 04-23-2029	50,000 principal amount	58,152	58,644
Citigroup Inc, 4.65%, due 07-23-2048	65,000 principal amount	88,623	89,728
Citigroup Inc, 4.65%, due 07-30-2045	110,000 principal amount	140,602	147,232
Citigroup Inc, 5.316%, due 09-26-2020 Reg	135,000 principal amount	189,755	190,096
Citigroup Inc, 6.625, due 06-15-2032 Beo	35,000 principal amount	43,744	49,616
Citigroup Inc, 6.875%, due 02-15-2098	30,000 principal amount	40,084	50,013
Citigroup Inc Fltg Rt, 4.281%, due 04-24-2048	55,000 principal amount	69,891	71,958
Clev Clinic Fndtn, 4.858%, due 01-01-2114	25,000 principal amount	25,000	35,288
Cmnty Hlth Network Fixed, 3.099%, due 05-01-2050	90,000 principal amount	86,478	90,900

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cms Energy Corp Sr Nt, 4.7%, due 03-31-2043	20,000 principal amount	\$ 23,950	\$ 25,727
Coca Cola Co, 2.5%, due 03-15-2051	50,000 principal amount	50,875	51,525
Coca Cola Co/The 1.375%, due 03-15-2031 Beo	355,000 principal amount	353,600	354,667
Coca-Cola Femsa S A B De C V, 5.25%, due 11-26-2043	50,000 principal amount	59,464	70,455
Coca-Cola Femsa S A B De C V, 2.75%, due 01-22-2030	185,000 principal amount	192,388	198,975
Comcast Corp, 4.5% Bds, due 01-15-2043 Reg	65,000 principal amount	65,852	85,911
Comcast Corp New, 2.8%, due 01-15-2051/05-28-2020 Reg	190,000 principal amount	194,945	198,072
Comcast Corp New, 3.25%, due 11-01-2039	400,000 principal amount	447,619	454,154
Comcast Corp New, 3.75%, due 04-01-2040	110,000 principal amount	120,755	132,883
Comcast Corp New, 3.9%, due 03-01-2038	425,000 principal amount	459,361	520,127
Comcast Corp New, 4%, due 03-01-2048	210,000 principal amount	257,139	264,559
Comcast Corp New, 4%, due 08-15-2047	230,000 principal amount	277,343	288,892
Comcast Corp New, 4.049%, due 11-01-2052	254,000 principal amount	293,347	324,858
Comcast Corp New, 4.6%, due 08-15-2045	165,000 principal amount	205,938	222,888
Comcast Corp New Fixed, 2.45%, due 08-15-2052	105,000 principal amount	101,948	101,896
Commonwealth Edison, 4.0%, due 03-01-2049 Beo	25,000 principal amount	25,464	32,003
Commonwealth Edison Co 1st Mtg Bd Ser 113, 3.8%, due 10-01-2042	100,000 principal amount	99,761	120,333
Commonwealth Edison Co, 3.2%, due 11-15-2049	45,000 principal amount	44,648	50,420
Commonwealth Edison Co, 3.75%, due 08-15-2047	135,000 principal amount	133,210	162,527
Comwlth Edison Co, 4.35%, due 11-15-2045	80,000 principal amount	103,749	104,298
Comwlth Edison Co, 4.6%, due 08-15-2043	130,000 principal amount	146,579	171,422
Comwlth Edison Co Fixed, 3%, due 03-01-2050	80,000 principal amount	79,890	87,296
Concho Res Inc, 4.875%, due 10-01-2047	90,000 principal amount	110,324	121,701
Conocophillips Cda, 5.95%, due 10-15-2036	45,000 principal amount	53,857	63,598
Conocophillips Co, 4.3%, due 11-15-2044	45,000 principal amount	52,994	56,581
Cons Edison Co N Y, 3%, due 12-01-2060	170,000 principal amount	171,403	173,251
Cons Edison Co N Y, 3.85%, due 06-15-2046	35,000 principal amount	37,972	40,898
Cons Edison Co N Y, 3.875%, due 06-15-2047	90,000 principal amount	99,056	106,540
Cons Edison Co N Y, 4.3%, due 12-01-2056	90,000 principal amount	94,076	114,463
Cons Edison Co N Y, 4.5%, due 12-01-2045	40,000 principal amount	51,214	51,844
Cons Edison Co N Y, 5.5%, due 12-01-2039	75,000 principal amount	84,144	102,862
Consolidated Edison Co N Y Inc, 3.7%, due 11-15-2059	135,000 principal amount	153,769	156,161
Constellation, 5.25%, due 11-15-2048	40,000 principal amount	54,779	56,281
Consumers Energy, 3.1%, due 08-15-2050	65,000 principal amount	71,209	75,138
Consumers Energy, 3.5%, due 08-01-2051	35,000 principal amount	34,862	42,817
Consumers Energy Fixed, 3.75%, due 02-15-2050	20,000 principal amount	19,767	25,152
Cooperative, 5.25%, due 05-24-2041	100,000 principal amount	144,825	147,448
Corning Inc, 5.45%, due 11-15-2079	40,000 principal amount	41,225	54,911
Costco Wholesale Corp New, 1.75%, due 04-20-2032 Reg	85,000 principal amount	87,451	88,343
Cr Suisse Group Fdg Guernsey Ltd, 4.875%, due 05-15-2045	35,000 principal amount	46,118	49,022
CSX Corp, 4.1%, due 03-15-2044	35,000 principal amount	35,446	43,690
CSX Corp, 4.4%, due 03-01-2043 Reg	55,000 principal amount	69,392	69,370
CSX Corp, 4.5%, due 08-01-2054	160,000 principal amount	192,784	212,310
CSX Corp Fixed, 4.65%, due 03-01-2068	80,000 principal amount	78,383	112,173
Cummins Inc Fixed, 2.6%, due 09-01-2050	30,000 principal amount	29,801	30,616
CVS Caremark Corp, 5.3%, due 12-05-2043	105,000 principal amount	135,231	142,226
CVS Health Corp, 2.7%, due 08-21-2040	315,000 principal amount	313,424	318,671
CVS Health Corp, 3.25%, due 08-15-2029	65,000 principal amount	72,285	73,205
CVS Health Corp, 4.125%, due 04-01-2040 Reg	325,000 principal amount	373,856	389,881
CVS Health Corp, 5.05%, due 03-25-2048	45,000 principal amount	60,022	60,988
CVS Health Corp, 5.125%, due 07-20-2045	125,000 principal amount	164,793	168,295
Danaher Corp, 2.6%, due 10-01-2050	115,000 principal amount	114,494	119,404
Deutsche Telekom, 9.25%, due 06-01-2032	58,000 principal amount	91,707	97,727
Devon Energy Corp, 4.75%, due 05-15-2042	145,000 principal amount	158,822	163,686
Devon Energy Corp, 7.95%, due 04-15-2032	55,000 principal amount	69,133	77,093
Devon Fing Corp U, 7.875%, due 09-30-2031	75,000 principal amount	93,151	104,315
Dh Europe Fin Li S Fixed, 3.25%, due 11-15-2039	150,000 principal amount	167,934	170,842
Diamond 1 Fin Corp, 8.1%, due 07-15-2036	60,000 principal amount	72,757	88,733
Discovery Fixed, 4.65%, due 05-15-2050	190,000 principal amount	210,898	237,642
Disney Walt Co, 2.75%, due 09-01-2049	570,000 principal amount	558,471	603,046

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

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

December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Disney Walt Co, 3.5%, due 05-13-2040 Reg	745,000 principal amount	\$ 804,938	\$ 875,742
Disney Walt Co, 3.8%, due 05-13-2060 Reg	105,000 principal amount	125,996	133,405
Disney Walt Co, 4.625%, due 03-23-2040	25,000 principal amount	31,655	33,385
Disney Walt Co New Medium Term Nts Book, 3.7%, due 12-01-2042	30,000 principal amount	33,910	35,929
Disney Walt Co Sr Nt, 5.4%, due 10-01-2043	30,000 principal amount	41,685	43,883
Disney Walt Co Sr Nt, 6.65%, due 11-15-2037	70,000 principal amount	95,911	110,623
Dominion Res Inc, 4.05%, due 09-15-2042	105,000 principal amount	115,235	126,320
Dominion Resources Inc, 4.9%, due 08-01-2041	35,000 principal amount	39,437	45,868
Dow Chemical Co, 3.6%, due 11-15-2050	55,000 principal amount	54,593	61,795
Dow Chemical Co, 4.375%, due 11-15-2042	205,000 principal amount	215,941	251,072
Dowdupont Inc, 5.319%, due 11-15-2038	290,000 principal amount	347,379	392,778
Duke Energy, 4.15%, due 12-01-2044	170,000 principal amount	169,796	215,731
Duke Energy, 4.25%, due 12-15-2041	275,000 principal amount	286,762	350,274
Duke Energy, 4.375%, due 03-30-2044	135,000 principal amount	174,051	173,414
Duke Energy Fla, 2.5%, due 12-01-2029	210,000 principal amount	229,870	229,242
Duke Energy Fla, 3.4%, due 10-01-2046	225,000 principal amount	258,316	256,921
Duke Energy Ind, 3.75%, due 05-15-2046	115,000 principal amount	126,037	137,890
Duke Energy Ind Fixed, 2.75%, due 04-01-2050	50,000 principal amount	53,980	51,991
Duke Energy Ind Llc, 3.25%, due 10-01-2049	145,000 principal amount	161,526	164,220
Duke Energy Progress Llc, 2.5%, due 08-15-2050	115,000 principal amount	115,949	115,795
Duke Univ, 2.757%, due 10-01-2050	40,000 principal amount	41,928	43,237
Duke Univ Hlth Sys, 3.92%, due 06-01-2047	30,000 principal amount	31,165	36,864
Eastman Chem Co, 4.65%, due 10-15-2044	35,000 principal amount	32,936	44,307
El Paso Nat Gas Co, 8.375%, due 06-15-2032	125,000 principal amount	162,118	176,030
Enbridge Energy, 5.5%, due 09-15-2040	30,000 principal amount	32,905	37,041
Enbridge Inc Fixed, 4.5%, due 06-10-2044	25,000 principal amount	28,592	29,225
Energy Transfer, 5.15%, due 02-01-2043	400,000 principal amount	385,128	424,080
Energy Transfer, 5.95%, due 10-01-2043	125,000 principal amount	129,432	141,595
Energy Transfer, 6%, due 06-15-2048	70,000 principal amount	78,733	82,483
Entergy Ark Llc, 2.65%, due 06-15-2051	115,000 principal amount	114,487	117,903
Entergy La Llc, 1.6%, due 12-15-2030	155,000 principal amount	154,677	156,578
Entergy Tex Inc, 1.75%, due 03-15-2031	195,000 principal amount	194,072	195,454
Entergy Tex Inc, 4.5%, due 03-30-2039	100,000 principal amount	99,313	126,260
Enterprise Prods, 3.7%, due 01-31-2051	195,000 principal amount	203,724	214,652
Enterprise Prods, 4.45%, due 02-15-2043	30,000 principal amount	33,099	36,362
Enterprise Prods, 4.85%, due 03-15-2044	75,000 principal amount	83,829	93,041
Enterprise Prods, 5.7%, due 02-15-2042	60,000 principal amount	63,832	82,374
Enterprise Prods Fixed, 3.95%, due 01-31-2060	35,000 principal amount	34,988	38,744
Enterprise Prods Fixed, 4.9%, due 05-15-2046	135,000 principal amount	145,633	171,828
Enterprise Prods Oper Llc, 4.25%, due 02-15-2048	115,000 principal amount	126,993	134,835
Enterprise Prods Oper Llc Gtd Sr Nt, 4.85%, due 08-15-2042	180,000 principal amount	181,855	223,838
Eog Res Inc, 4.95%, due 04-15-2050	75,000 principal amount	80,336	101,658
Equinor Asa, 3.25%, due 11-18-2049	125,000 principal amount	123,019	138,913
Equinor Asa, 3.625%, due 04-06-2040	235,000 principal amount	251,128	281,551
Equinor Asa Fixed, 3.7%, due 04-06-2050	15,000 principal amount	17,224	18,077
Erp Oper Ltd, 4.5%, due 07-01-2044	250,000 principal amount	313,011	330,445
Essential Utils Fixed, 2.704%, due 04-15-2030	50,000 principal amount	50,323	54,204
Essential Utils Fixed, 3.351%, due 04-15-2020	35,000 principal amount	37,893	39,006
Exelon Corp, 4.05%, due 04-15-2030	55,000 principal amount	64,333	65,081
Exelon Corp, 4.7%, due 04-15-2050 Reg	40,000 principal amount	42,605	53,189
Exelon Corp, 5.1%, due 06-15-2045	40,000 principal amount	50,387	54,191
Exelon Corp, 5.625%, due 06-15-2035	50,000 principal amount	61,683	67,627
Exxon Mobil Corp, 2.995%, due 08-16-2039	305,000 principal amount	309,535	331,058
Exxon Mobil Corp, 3.452%, due 04-15-2051 Reg	270,000 principal amount	305,097	308,580
Exxon Mobil Corp, 4.227%, due 03-19-2040	60,000 principal amount	67,450	74,721
Fedex Corp, 4.4%, due 01-15-2047	30,000 principal amount	31,535	37,906
Fedex Corp, 4.5%, due 02-01-2065	60,000 principal amount	57,460	68,612
Fedex Corp, 4.55%, due 04-01-2046	120,000 principal amount	136,496	154,380
Fedex Corp, 5.25%, due 05-15-2050	105,000 principal amount	146,687	148,725
Fl Pwr & Lt Co, 3.15%, due 10-01-2049	55,000 principal amount	63,670	63,390

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

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

December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Fl Pwr & Lt Co, 3.7%, due 12-01-2047	70,000 principal amount	\$ 67,094	\$ 86,775
Fl Pwr & Lt Co, 3.95%, due 03-01-2048	70,000 principal amount	86,060	91,290
Florida Pwr Corp, 3.85%, due 11-15-2042	150,000 principal amount	180,311	179,014
Fmc Corp, 4.5%, due 10-01-2049	40,000 principal amount	42,170	51,859
Fomento Economico Mexicano S A B De C V, 3.5%, due 01-16-2050	310,000 principal amount	316,757	344,966
Fox Corp, 5.576%, due 01-25-2049	75,000 principal amount	99,033	109,630
Ge Cap Intl Fdg Co, 4.418%, due 11-15-2035	415,000 principal amount	438,303	495,322
Gen Elec Cap Corp, 6.15%, due 08-07-2037	200,000 principal amount	242,670	275,711
Gen Elec Cap Corp Medium Term Nts Bo Tranche # Tr 00818, 6.875%, due 01-10-2039	190,000 principal amount	243,225	279,696
General Elec Co, 4.125%, due 10-09-2042	44,000 principal amount	40,161	51,579
General Elec Co, 4.25%, due 05-01-2040	260,000 principal amount	273,007	307,373
General Elec Co, 4.5%, due 03-11-2044	190,000 principal amount	208,129	232,233
General Mls Inc, 2.875%, due 04-15-2030 Reg	40,000 principal amount	43,740	44,352
Georgia Pwr Co, 4.75%, due 09-01-2040	45,000 principal amount	52,119	59,107
Gilead Sciences, 4.5%, due 02-01-2045	75,000 principal amount	92,436	95,585
Gilead Sciences, 4.75%, due 03-01-2046	175,000 principal amount	227,868	231,945
Gilead Sciences, 5.65%, due 12-01-2041	40,000 principal amount	56,410	57,717
Gilead Sciences Inc, 2.6%, due 10-01-2040	345,000 principal amount	341,067	348,324
Gilead Sciences Inc, 2.8%, due 10-01-2050/09-30-2020 Reg	360,000 principal amount	357,001	357,274
Goldman Sachs Fltg Rt, 4.017%, due 10-31-2038	130,000 principal amount	145,358	158,644
Goldman Sachs Group Inc, 2.6%, due 02-07-2030	105,000 principal amount	112,750	112,943
Grainger W W Inc, 4.2%, due 05-15-2047	80,000 principal amount	101,945	101,322
Halliburton Co, 4.5%, due 11-15-2041	120,000 principal amount	124,109	131,023
Halliburton Co, 5%, due 11-15-2045	255,000 principal amount	284,384	303,137
Halliburton Co, 7.45%, due 09-15-2039	40,000 principal amount	51,034	57,489
Hewlett Packard Step Cpn, 6.35%, due 10-15-2045	90,000 principal amount	116,282	118,627
Highlands Energy Corp Part Deb Ser 1 0.00001 Bd, due 09-30-2010 Filed 11	138,432 principal amount	138,432	-
Home Depot Inc, 3.125%, due 12-15-2049	285,000 principal amount	297,301	328,810
Home Depot Inc, 3.3%, due 04-15-2040 Reg	105,000 principal amount	120,061	123,753
Home Depot Inc, 4.2%, due 04-01-2043	40,000 principal amount	50,466	52,030
Home Depot Inc, 4.25%, due 04-01-2046	200,000 principal amount	253,663	265,325
Home Depot Inc, 4.4%, due 03-15-2045 Reg	190,000 principal amount	214,462	252,572
Home Depot Inc, 5.4%, due 09-15-2040	225,000 principal amount	304,326	329,044
HSBC Hldgs Plc, 6.1%, due 01-14-2042	25,000 principal amount	34,965	38,083
IDA Pwr Co Seed, 4.2%, due 03-01-2048	30,000 principal amount	34,129	38,871
In Mich Pwr Co, 4.55%, due 03-15-2046	140,000 principal amount	154,199	183,145
Indiana Univ Health Inc, 3.97% Bnds, due 11-01-2048	35,000 principal amount	35,000	44,402
Intel Corp, 3.25%, due 11-15-2049	380,000 principal amount	403,726	425,317
Intel Corp, 4.1%, due 05-11-2047	30,000 principal amount	37,347	38,211
Intel Corp, 4.75%, due 03-25-2050	285,000 principal amount	400,248	397,735
Intercontinental Exchange Inc, 2.65%, due 09-15-2040	305,000 principal amount	306,005	312,490
Intercontinental Exchange Inc, 3.0%, due 09-15-2060 Reg	100,000 principal amount	102,204	104,517
Intl Business, 5.6%, due 11-30-2039	40,000 principal amount	57,594	59,058
Intl Business Fixed, 2.85%, due 05-15-2040	170,000 principal amount	181,186	182,912
Intl Business Fixed, 2.95%, due 05-15-2050	45,000 principal amount	47,426	47,962
Intl Paper Co, 4.8%, due 06-15-2044	105,000 principal amount	130,344	141,300
Intl Paper Co, 5.15%, due 05-15-2046	55,000 principal amount	52,172	76,239
Intl Paper Co, 6%, due 11-15-2041	25,000 principal amount	30,985	36,616
Johnson & Johnson, 2.1%, due 09-01-2040 Reg	95,000 principal amount	94,368	95,801
Johnson & Johnson, 2.25%, due 09-01-2050	195,000 principal amount	195,316	195,872
Johnson & Johnson, 2.45%, due 09-01-2060 Reg	295,000 principal amount	290,460	306,857
Johnson & Johnson, 3.625%, due 03-03-2037	250,000 principal amount	285,629	305,661
Johnson & Johnson, 3.75%, due 03-03-2047	110,000 principal amount	107,237	141,136
JPMorgan Chase & 3.882%, due 07-24-2038	90,000 principal amount	100,847	109,603
JPMorgan Chase & 5.6%, due 07-15-2041	120,000 principal amount	176,774	181,536
JPMorgan Chase & Co, 3.109%, due 04-22-2041/10-22-2020 Reg	445,000 principal amount	455,056	497,406
JPMorgan Chase & Co, 3.964%, due 11-15-2048	210,000 principal amount	226,837	264,291
JPMorgan Chase & Co Bnds, 3.897%, due 01-23-2049	40,000 principal amount	49,732	50,427
JPMorgan Chase & Co Bnds, 4.032%, due 07-24-2048	315,000 principal amount	366,987	399,254
JPMorgan Chase & Co Bnds, 4.26%, due 02-22-2048	295,000 principal amount	379,750	386,355

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
JPMorgan Chase & Fltg Rt, 1.764%, due 11-19-2031	140,000 principal amount	\$ 140,332	\$ 141,328
JPMorgan Chase & Fltg Rt, 2.525%, due 11-19-2041	850,000 principal amount	855,941	872,365
Kaiser Fndtn Hosps, 4.15%, due 05-01-2047	80,000 principal amount	81,751	104,194
Kentucky Utilities Co, 3.3%, due 06-01-2050 Beo	95,000 principal amount	102,410	107,651
Kentucky Utils Co, 4.375%, due 10-01-2045	115,000 principal amount	117,122	149,537
Kimco Rlty Corp, 4.125%, due 12-01-2046	65,000 principal amount	62,896	72,541
Kimco Rlty Corp Rt, 4.25%, due 04-01-2045	50,000 principal amount	52,613	56,562
Kinder Morgan, 6.375%, due 03-01-2041	230,000 principal amount	271,507	304,099
Kinder Morgan, 6.5%, due 02-01-2037	30,000 principal amount	33,206	38,935
Kinder Morgan, 6.95%, due 01-15-2038	295,000 principal amount	372,691	403,651
Kinder Morgan Inc, 5.05%, due 02-15-2046	75,000 principal amount	88,667	91,559
Kinder Morgan Inc, 5.55%, due 06-01-2045	30,000 principal amount	37,733	38,554
KLA Corp, 3.3%, due 03-01-2050	30,000 principal amount	29,989	33,853
Kroger Co, 5.15%, due 08-01-2043	160,000 principal amount	168,317	219,182
Lilly Eli & Co, 2.25%, due 05-15-2050	280,000 principal amount	263,267	275,203
Lilly Eli & Co, 3.95%, due 03-15-2049	65,000 principal amount	85,409	85,273
Lockheed Martin, 4.07%, due 12-15-2042	145,000 principal amount	186,356	188,423
Louisville Gas & Elec Co, 4.25%, due 04-01-2049	120,000 principal amount	137,033	155,031
Lowes Cos Inc, 1.7%, due 10-15-2030	50,000 principal amount	49,809	50,659
Lowes Cos Inc, 3%, due 10-15-2050	30,000 principal amount	30,108	32,088
Lowes Cos Inc, 3.7%, due 04-15-2046	120,000 principal amount	140,453	142,290
Lsvle Gas & Elec, 4.65%, due 11-15-2043	40,000 principal amount	51,493	51,713
Lyb Intl Fin Iii, 3.375%, due 10-01-2040	150,000 principal amount	150,044	158,212
Lyb Intl Fin Iii, 3.625%, due 04-01-2051	80,000 principal amount	80,125	87,419
Lyb Intl Fin Iii, 3.8%, due 10-01-2060	160,000 principal amount	162,817	171,839
Lyb Intl Fin Iii Llc, 4.2%, due 05-01-2050 Reg	220,000 principal amount	239,047	256,375
Ma Inst Tech, 3.885%, due 07-01-2116	45,000 principal amount	53,761	57,048
Ma Inst Tech, 4.678%, due 07-01-2114	62,000 principal amount	65,638	94,429
Ma Inst Tech Fixed, 2.989%, due 07-01-2050	70,000 principal amount	70,000	81,177
Magellan Midstream, 3.95%, due 03-01-2050	110,000 principal amount	122,190	123,969
Magellan Midstream, 4.2%, due 10-03-2047	125,000 principal amount	140,744	142,374
Magellan Midstream, 5.15%, due 10-15-2043	55,000 principal amount	55,906	70,645
Marathon Oil Corp, 6.6%, due 10-01-2037	80,000 principal amount	92,712	98,886
Marathon Oil Corp, 6.8%, due 03-15-2032	145,000 principal amount	172,653	178,739
Marathon Pete Corp, 5.85%, due 12-15-2045	175,000 principal amount	194,208	216,251
Marathon Pete Corp, 6.5%, due 03-01-2041	55,000 principal amount	62,865	73,843
Marsh & McLennan Cos Inc, 5.875%, due 08-1-33	75,000 principal amount	107,010	107,872
Mastercard Inc, 3.65%, due 06-01-2049	180,000 principal amount	199,879	223,620
Mastercard Inc, 3.85%, due 03-26-2050 Reg	330,000 principal amount	422,951	425,937
McDonalds Corp, 4.45%, due 03-01-2047 Reg	115,000 principal amount	145,527	149,424
McDonald's Corp, 3.625%, due 05-01-2043	45,000 principal amount	41,867	51,810
Mcdonalds Corp, 4.2%, due 04-01-2050	145,000 principal amount	181,863	186,410
McDonalds Corp, 4.875%, due 07-15-2040	35,000 principal amount	43,203	46,391
Medtronic Inc, 4.625%, due 03-15-2045	22,000 principal amount	23,502	31,213
Mem, 2.955%, due 01-01-2050	40,000 principal amount	40,000	42,563
Memorial Sloan-Kettering Cancer Ctr Taxable Bd Ser 2012a, 4.125%, due 07-01-2052	45,000 principal amount	59,731	59,488
Merck & Co Inc, 4.15%, due 05-18-2043	65,000 principal amount	80,294	84,541
Merck & Co Inc New, 2.35%, due 06-24-2040	85,000 principal amount	85,436	87,955
Merck & Co Inc New, 3.7%, due 02-10-2045	125,000 principal amount	150,658	155,776
Merck & Co Inc New, 4.0%, due 03-07-2049	235,000 principal amount	303,942	310,160
Merck & Co Inc New Fixed, 2.45%, due 06-24-2050	410,000 principal amount	411,967	424,501
Methodist Hosp Houston Tex, 2.705%, due 12-01-2050/08-27-2020 Reg	110,000 principal amount	108,991	112,208
Metlife Inc Fixed, 10.75%, due 08-01-2069	25,000 principal amount	39,038	42,832
Metlife Inc Step Cpn, 4.721%, due 12-15-2044	145,000 principal amount	168,767	198,971
Microsoft Corp, 2.525%, due 06-01-2050 Beo	300,000 principal amount	310,738	316,363
Microsoft Corp, 2.675%, due 06-01-2060 Beo	582,000 principal amount	572,037	630,715
Microsoft Corp, 3.7%, due 08-08-2046	370,000 principal amount	397,084	469,154
Microsoft Corp, 3.95%, due 08-08-2056	223,000 principal amount	287,294	306,240
Microsoft Corp, 4%, due 02-12-2055	95,000 principal amount	127,869	130,475
Midamerican Energy Co, 3.15%, due 04-15-2050	105,000 principal amount	104,408	120,709

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Midamerican Energy Co, 3.65%, due 08-01-2048	45,000 principal amount	\$ 44,607	\$ 55,020
Mississippi Pwr Co, 4.75%, due 10-15-2041	35,000 principal amount	37,223	42,523
Mitsubishi Ufj, 4.286%, due 07-26-2038	55,000 principal amount	57,681	70,278
Molson Coors, 4.2%, due 07-15-2046	50,000 principal amount	48,212	57,373
Molson Coors, 5%, due 05-01-2042	20,000 principal amount	20,606	25,030
Moody's Corporation, 4.875%, due 12-17-2048 Beo	130,000 principal amount	150,906	178,835
Morgan Stanley, 4.457%, due 04-22-2039	50,000 principal amount	63,755	64,930
Morgan Stanley, 5.597%, due 03-24-2051	30,000 principal amount	38,993	48,298
Mplx Lp, 4.5%, due 04-15-2038	165,000 principal amount	160,399	188,729
Mplx Lp, 4.7%, due 04-15-2048	45,000 principal amount	46,360	53,365
Mplx Lp Fixed, 4.9%, due 04-15-2058	65,000 principal amount	69,510	77,255
Mplx Lp Fixed, 5.2%, due 12-01-2047	135,000 principal amount	147,729	163,113
Nevada Pwr Co, 3.125%, due 08-01-2050	100,000 principal amount	104,090	110,738
Nevada Pwr Co, 6.65%, due 04-01-2036	75,000 principal amount	102,946	114,527
New England Pwr Co, 3.8%, due 12-05-2047	155,000 principal amount	170,278	182,979
New York & 3.954%, due 08-01-2119	215,000 principal amount	226,863	250,389
Newmont Goldcorp Fixed, 2.8%, due 10-01-2029	420,000 principal amount	429,885	458,467
Nike Inc, 3.375%, due 03-27-2050	90,000 principal amount	106,363	111,343
Nike Inc Fixed, 3.25%, due 03-27-2040	140,000 principal amount	157,379	162,846
Nisource Fin Corp, 4.375%, due 05-15-2047	65,000 principal amount	63,772	82,466
Nisource Fin Corp, 4.8%, due 02-15-2044	55,000 principal amount	58,563	72,036
Nisource Fin Corp, 5.65%, due 02-01-2045	160,000 principal amount	207,926	230,150
Nisource Fin Corp, 5.8%, due 02-01-2042	95,000 principal amount	131,034	132,791
Noble Energy Inc, 4.2%, due 10-15-2049	220,000 principal amount	271,589	286,692
Noble Energy Inc, 5.05%, due 11-15-2044	90,000 principal amount	94,760	126,652
Noble Energy Inc, 6%, due 03-01-2041	45,000 principal amount	51,931	68,454
Norfolk Southn, 3.4%, due 11-01-2049	130,000 principal amount	144,703	148,294
Norfolk Southn Corp, 4.15%, due 02-28-2048	30,000 principal amount	37,385	38,114
Norfolk Southn Fixed, 3.942%, due 11-01-2047	95,000 principal amount	116,190	115,833
Norfolk Southn Fixed, 4.05%, due 08-15-2052	230,000 principal amount	258,327	292,796
Northern Sts Pwr Co Minn, 2.6%, due 06-01-2051 Reg	180,000 principal amount	179,376	190,675
Northrop Grumman, 5.15%, due 05-01-2040	40,000 principal amount	39,804	55,288
Northrop Grumman Fixed, 5.25%, due 05-01-2050	340,000 principal amount	437,262	505,423
Northwestern Univ, 3.662%, due 12-01-2057	35,000 principal amount	35,410	44,308
Novartis Cap Corp 4%, due 11-20-2045	75,000 principal amount	93,190	98,248
Novartis Cap Corp Fixed, 2.2%, due 08-14-2030	550,000 principal amount	564,895	590,477
Nvidia Corp, 3.5%, due 04-01-2040	40,000 principal amount	39,920	48,037
Nvidia Corp, 3.5%, due 04-01-2050	100,000 principal amount	113,774	121,309
NYU Hosps Ctr, 4.784%, due 07-01-2044	55,000 principal amount	65,940	68,548
NYU Hosps Ctr, 5.75%, due 07-01-2043	40,000 principal amount	50,709	56,218
NYU Langone Hosps, 3.38%, due 07-01-2055	65,000 principal amount	65,000	68,015
Oglethorpe Pwr, 4.2%, due 12-01-2042	100,000 principal amount	96,895	105,962
Oglethorpe Pwr Corp, 5.05%, due 10-01-2048	110,000 principal amount	122,293	139,679
Ohiohealth Corp Fixed, 3.042%, due 11-15-2050	80,000 principal amount	82,274	87,572
Oncor Elec Delivery Co Llc Corp, 3.8%, due 06-01-2049	90,000 principal amount	113,247	111,797
Oncor Elec Fixed, 3.8%, due 09-30-2047	90,000 principal amount	102,485	110,512
Oncor Elec Fixed, 4.1%, due 11-15-2048	85,000 principal amount	84,917	110,114
Oneok Inc New, 6%, due 06-15-2035	95,000 principal amount	113,631	116,342
Oneok Inc New Fixed, 3.4%, due 09-01-2029	60,000 principal amount	50,203	64,213
Oracle Corp, 3.6%, due 04-01-2050 Reg	105,000 principal amount	118,544	122,334
Oracle Corp, 3.85%, due 07-15-2036	220,000 principal amount	259,136	265,664
Oracle Corp, 4%, due 11-15-2047	205,000 principal amount	248,542	253,152
Oracle Corp, 4%, due 07-15-2046	485,000 principal amount	565,367	595,318
Oracle Corp, 4.125%, due 05-15-2045	45,000 principal amount	43,609	55,548
Oracle Corp, 5.375%, due 07-15-2040	180,000 principal amount	227,713	258,346
Oracle Corp Fixed, 3.85%, due 04-01-2060	315,000 principal amount	341,724	387,360
Pac Gas & Elec Co Fixed, 4.5%, due 07-01-2040	35,000 principal amount	38,518	39,121
Pac Gas & Elec Co Fixed, 4.55%, due 07-01-2030	295,000 principal amount	330,646	336,029
Pac Gas & Elec Co Fixed, 4.95%, due 07-01-2050	475,000 principal amount	546,394	566,017
Pacific Gas & Elec Co, 3.95%, due 12-01-2047	220,000 principal amount	227,476	227,993

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pacific Gas & Elec Co, 4.75%, due 02-15-2044	35,000 principal amount	\$ 40,325	\$ 39,323
Pacificorp, 4.1%, due 02-01-2042	45,000 principal amount	52,847	55,318
Pacificorp, 4.125%, due 01-15-2049	55,000 principal amount	57,494	70,716
Pacificorp, 4.15%, due 02-15-2050	235,000 principal amount	269,426	306,586
Pacificorp, 5.75%, due 04-01-2037	125,000 principal amount	131,829	177,976
Pacificorp, 6%, due 01-15-2039	30,000 principal amount	41,379	44,616
Pacificorp, 6.1%, due 08-01-2036	70,000 principal amount	92,489	100,979
Pacificorp Fixed, 3.3%, due 03-15-2051	95,000 principal amount	94,217	108,977
Peco Energy Co, 3%, due 09-15-2049	120,000 principal amount	131,209	132,362
Peco Energy Co Fixed, 3.7%, due 09-15-2047	85,000 principal amount	84,680	104,195
Pepsico Inc, 1.4%, due 02-25-2031	475,000 principal amount	473,836	478,348
Pepsico Inc, 2.875%, due 10-15-2049	75,000 principal amount	75,026	83,967
Pepsico Inc, 3.375%, due 07-29-2049	205,000 principal amount	216,737	248,753
Pepsico Inc, 3.5%, due 03-19-2040	35,000 principal amount	34,731	41,983
Pepsico Inc, 3.875%, due 03-19-2060	55,000 principal amount	72,596	73,687
Pepsico Inc, 4.6%, due 07-17-2045 Reg	35,000 principal amount	47,485	48,995
Perrigo Fin Plc, 4.9%, due 12-15-2044	10,000 principal amount	9,879	11,168
Petro-Cda, 5.95%, due 05-15-2035	355,000 principal amount	433,853	459,684
Petro-Cda, 6.8%, due 05-15-2038	100,000 principal amount	127,792	140,290
Pfizer Inc, 4.1%, due 09-15-2038	150,000 principal amount	187,817	191,882
Pfizer Inc, 4.125%, due 12-15-2046	155,000 principal amount	201,379	203,115
Pfizer Inc, 4.2%, due 09-15-2048	40,000 principal amount	45,986	53,825
Pfizer Inc, 4.3%, due 06-15-2043	115,000 principal amount	136,535	150,953
Pfizer Inc, 5.6%, due 09-15-2040	85,000 principal amount	100,351	124,595
Pfizer Inc Fixed, 3.9%, due 03-15-2039	65,000 principal amount	78,898	81,672
Philip Morris International Inc, 3.875% Bds, due 08-21-2042 Usd1000	45,000 principal amount	45,336	52,985
Philip Morris Intl, 1.75%, due 11-01-2030	275,000 principal amount	272,228	278,416
Philip Morris Intl, 4.125%, due 03-04-2043	150,000 principal amount	173,508	183,624
Phillips 66, 2.15%, due 12-15-2030	230,000 principal amount	229,526	233,489
Phillips 66, 4.65%, due 11-15-2034	55,000 principal amount	62,605	66,634
Piedmont Nat Gas, 4.65%, due 08-01-2043	30,000 principal amount	39,389	38,678
Plains All Amern Pipeline L P / Paa Fin, 5.15%, due 06-01-2042 Reg	310,000 principal amount	299,386	332,775
Potomac Elec Pwr, 4.15%, due 03-15-2043	195,000 principal amount	226,358	246,117
Ppl Cap Fdg Inc, 4.7%, due 06-01-2043	85,000 principal amount	108,355	106,250
Ppl Cap Fdg Inc, 5%, due 03-15-2044	50,000 principal amount	59,458	64,549
Ppl Elec Utils, 3%, due 10-01-2049	60,000 principal amount	58,993	65,509
Ppl Elec Utils, 4.15%, due 10-01-2045	40,000 principal amount	46,648	49,962
Procter & Gamble Co, 3.0%, due 03-25-2030 Reg	125,000 principal amount	143,785	144,144
Progress Energy, 6.5%, due 02-01-2042	50,000 principal amount	57,096	60,999
Progressive Corp, 3.95%, due 03-26-2050	85,000 principal amount	111,738	110,239
Prologis L P Fixed, 2.125%, due 10-15-2050	200,000 principal amount	187,625	185,646
Provid St Joseph, 2.532%, due 10-01-2029	35,000 principal amount	35,000	37,451
Prudential Financial Inc, 4.418%, due 03-27-2048	120,000 principal amount	136,147	155,271
Pub Svc Elec & Gas, 3.6%, due 12-01-2047	100,000 principal amount	101,295	120,394
Pub Svc Elec & Gas Fixed, 3.65%, due 09-01-2028	50,000 principal amount	49,572	58,031
Pub Svc Elec Gas, 3.8%, due 03-01-2046	140,000 principal amount	160,884	171,936
Public Service Co Of Colorado, 3.6%, due 09-15-2042	90,000 principal amount	104,743	108,156
Public Service Enterprise Group Inc, 1.6%, due 08-15-2030 Beo	60,000 principal amount	59,890	59,159
Public Svc Colorado, 3.8%, due 06-15-2047	90,000 principal amount	91,919	111,556
Public Svc Co N H, 3.6%, due 07-01-2049	40,000 principal amount	39,905	48,603
Puget Sound Energy, 4.3%, due 05-20-2045	70,000 principal amount	87,830	88,381
Puget Sound Energy, 5.795%, due 03-15-2040	70,000 principal amount	90,036	99,535
Puget Sound Energy Fixed, 4.223%, due 06-15-2048	25,000 principal amount	24,206	31,961
Pvptl Bayer Us Fin Li Llc, 4.625%, due 06-25-2038	160,000 principal amount	147,920	194,465
Pvptl American Transmission Sys Inc Sr Nt, 5%, due 09-01-2044	35,000 principal amount	37,645	42,799
Pvptl At&t Inc, 2.55%, due 12-01-2033 Beo	115,000 principal amount	116,743	117,891
Pvptl At&t Inc, 3.8%, due 12-01-2057/12-07-2020 Beo	977,000 principal amount	942,783	1,020,903
Pvptl At&t Inc Nt, 3.5%, due 09-15-2053	48,000 principal amount	45,132	48,070
Pvptl At&t Inc Nt, 3.55%, due 09-15-2051	916,000 principal amount	834,534	912,890
Pvptl At&t Inc Nt, 3.65%, due 09-15-2059	170,000 principal amount	169,394	171,656

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pvtpl Bayer Us Fin Ii Llc, 4.7%, due 07-15-2064	55,000 principal amount	\$ 62,262	\$ 65,921
Pvtpl Berkshire Hathaway Energy Co Sr Nt144a, 1.65%, due 05-15-2031 Beo	270,000 principal amount	269,019	269,962
Pvtpl Boston Gas Co Sr Nt 144a, 4.487%, due 02-15-2042 Beo	35,000 principal amount	42,720	44,388
Pvtpl Cameron Lng Llc 144a, 3.701%, due 01-15-2039	30,000 principal amount	30,384	33,828
Pvtpl Cameron Lng Llc, 3.302%, due 01-15-2035	125,000 principal amount	125,000	141,057
Pvtpl Daimler Fin North Amer Llc, 3.1%, due 08-15-2029	30,000 principal amount	30,199	33,147
Pvtpl Diamond 1 Fin Corp/Diamond 2 Bnds 144a, 8.35%, due 07-15-2046	250,000 principal amount	330,716	378,204
Pvtpl East Ohio Gas Co, 2.0%, due 06-15-2030	55,000 principal amount	54,610	57,004
Pvtpl East Ohio Gas Co, 3.0%, due 06-15-2050	115,000 principal amount	119,354	125,356
Pvtpl Edf S A Nt, 6%, due 01-22-2114 Beo	120,000 principal amount	140,087	173,072
Pvtpl Halliburton Co Deb 144a, 7.6%, due 08-15-2096 Beo	50,000 principal amount	68,916	59,456
Pvtpl Massachusetts Elec Co, 1.729%, due 11-24-2030	95,000 principal amount	95,000	95,161
Pvtpl Monongahela Pwr, 5.4%, due 12-15-2043 Beo	25,000 principal amount	30,595	33,854
Pvtpl Motiva Enterprises Llc Sr Nt 144a, 6.85%, due 01-15-2040/01-11-2010 Beo	185,000 principal amount	225,982	229,673
Pvtpl New York Life Ins Co, 3.75%, due 05-15-2050	310,000 principal amount	324,333	370,832
Pvtpl Northwestern Mut Life Ins Co, 3.625%, due 09-30-205	201,000 principal amount	211,361	233,541
Pvtpl Nucor Corp, 2.979%, due 12-15-2055 Beo	80,000 principal amount	76,828	83,235
Pvtpl Nutrition & Biosciences Inc, 2.3%, due 11-01-2030	170,000 principal amount	170,699	175,104
Pvtpl Royalty Pharma Plc Sr Nt, 2.2%, due 09-02-2030	75,000 principal amount	73,320	77,019
Pvtpl Sabal Trail Transm, 4.832%, due 05-01-2048	205,000 principal amount	222,066	259,899
Pvtpl T-Mobile USA Inc, 2.25%, due 11-15-2031/10-28-2020 Beo	90,000 principal amount	89,991	92,371
Pvtpl T-Mobile USA Inc, 3.6%, due 11-15-2060/10-28-2020 Beo	195,000 principal amount	197,505	206,981
Pvtpl Union Pac Corp Fltg Rt, due 09-16-2062 Beo	285,000 principal amount	227,886	297,679
Pvtpl Upjohn Inc Gtd Sr Nt 144a, 3.85%, due 06-22-2040/06-22-2020 Beo	55,000 principal amount	54,886	62,077
Pvtpl Verizon Communications, 2.987%, due 10-30-2056 Beo	434,000 principal amount	431,526	436,870
Raytheon Technologies Corp, 3.125%, due 07-01-2050 Reg	30,000 principal amount	32,541	33,081
Raytheon Technologies Corp, 4.35%, due 04-15-2047	370,000 principal amount	420,287	485,929
Realty Income Corp, 1.8%, due 03-15-2033	105,000 principal amount	103,394	105,313
Regency Ctrs L P Fixed, 3.7%, due 06-15-2030	90,000 principal amount	89,825	101,948
Republic N Y Corp, 7.2%, due 07-15-2097	115,000 principal amount	173,885	196,021
Reynolds Amern Inc Fixed, 5.7%, due 08-15-2035	325,000 principal amount	388,159	410,751
Rogers Communications Inc, 4.35%, due 05-01-2049 Reg	135,000 principal amount	137,343	174,798
Roper Technologies, 1.75%, due 02-15-2031	260,000 principal amount	258,831	258,999
S Carolina Elec & 4.6%, due 06-15-2043	130,000 principal amount	161,912	174,404
S Carolina Elec & 5.45%, due 02-01-2041	100,000 principal amount	111,792	143,566
Shell International Fin, 4.55%, due 08-12-2043 Reg	65,000 principal amount	79,477	86,359
Shell Intl Fin B V, 3.125%, due 11-07-2049	300,000 principal amount	312,598	331,380
Shell Intl Fin B V, 3.625%, due 08-21-2042	195,000 principal amount	214,977	227,500
Sherwin-Williams Fixed, 3.3%, due 05-15-2050	60,000 principal amount	59,894	66,333
Simon Ppty Group L, 3.8%, due 07-15-2050	35,000 principal amount	34,758	39,047
Simon Ppty Group L, 4.75%, due 03-15-2042	145,000 principal amount	171,605	177,413
Southern Cal Edison, 3.6%, due 02-01-2045	55,000 principal amount	47,424	60,765
Southern Co, 3.7%, due 04-30-2030 Reg	65,000 principal amount	74,552	75,268
Southern Co, 4.25%, due 07-01-2036	200,000 principal amount	214,393	245,314
Southn Cal Edison, 3.9%, due 03-15-2043	75,000 principal amount	72,306	84,708
Southn Cal Edison, 4%, due 04-01-2047	160,000 principal amount	175,399	187,936
Southn Cal Edison, 5.55%, due 01-15-2037	170,000 principal amount	201,711	217,153
Southn Cal Gas, 3.75%, due 09-15-2042	175,000 principal amount	190,559	208,446
Southn Cal Gas Co, 3.95%, due 02-15-2050	215,000 principal amount	249,961	268,989
Southn Co Gas Cap, 3.95%, due 10-01-2046	130,000 principal amount	129,770	153,054
Southn Copper Corp, 5.875%, due 04-23-2045	80,000 principal amount	89,822	115,656
Southn Copper Corp, 7.5%, due 07-27-2035	100,000 principal amount	129,512	152,519
Southwestern Public Service Co, 3.75%, due 06-15-2049	120,000 principal amount	141,561	146,223
Southwestn Elec, 3.85%, due 02-01-2048	150,000 principal amount	169,027	176,686
Southwestn Pub Svc, 3.4%, due 08-15-2046	40,000 principal amount	43,534	45,266
Southwestn Pub Svc Fixed, 4.4%, due 11-15-2048	140,000 principal amount	176,926	184,001
Stanford Hlth Care, 3.795%, due 11-15-2048	95,000 principal amount	102,693	119,161
Stanford Univ Cal, 2.413%, due 06-01-2050	35,000 principal amount	35,000	36,179
Starbucks Corp, 3.75%, due 12-01-2047	45,000 principal amount	50,644	52,560
Statoil Asa, 3.95%, due 05-15-2043	80,000 principal amount	88,254	97,625

Newell Brands Consolidated Pension Plan

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

December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Stryker Corp, 2.9%, due 06-15-2050 Reg	25,000 principal amount	\$ 24,925	\$ 26,532
Suncor Energy Inc, 6.5%, due 06-15-2038	30,000 principal amount	36,475	41,934
Sunoco Logistics, 6.1%, due 02-15-2042	50,000 principal amount	52,565	57,855
Sutter Health, 3.161%, due 08-15-2040	60,000 principal amount	60,000	63,725
Sutter Health, 3.361%, due 08-15-2050	85,000 principal amount	85,295	92,526
Sysco Corp, 4.85%, due 10-01-2045	30,000 principal amount	29,156	38,011
Sysco Corp, 5.375%, due 09-21-2035	45,000 principal amount	58,912	59,782
Sysco Corp, 6.6%, due 04-01-2040	255,000 principal amount	322,139	373,003
Sysco Corp Fixed, 4.45%, due 03-15-2048	100,000 principal amount	108,647	122,060
Sysco Corp Fixed, 6.6%, due 04-01-2050	55,000 principal amount	60,733	84,709
Takeda Pharmaceutical Co Ltd, 3.375%, due 07-09-2060	150,000 principal amount	150,000	166,326
Takeda Pharmaceutical Co Ltd Sr Nt, 3.025%, due 07-09-2040	325,000 principal amount	338,505	342,975
Takeda Pharmaceutical Co Ltd Sr Nt 3.175% 07-09-2050	80,000 principal amount	83,718	85,302
Tampa Elec Co, 4.45%, due 06-15-2049	40,000 principal amount	39,796	52,396
Target Corp Fixed, 3.9%, due 11-15-2047	50,000 principal amount	65,305	65,643
Teachers Ins & 3.3%, due 05-15-2050	240,000 principal amount	242,923	261,534
Teachers Ins & 4.27%, due 05-15-2047	60,000 principal amount	68,629	75,028
Telefonica Emisiones S A U, 4.895%, due 03-06-2048	120,000 principal amount	141,962	150,551
Telefonica Emisiones S A U, 5.213%, due 03-08-2047 Reg	75,000 principal amount	86,793	96,136
Telefonica Emisiones S A U Corp Bond, 5.52%, due 03-01-2049	95,000 principal amount	125,014	128,192
Texas Health Res Fixed, 2.328%, due 11-15-2050	90,000 principal amount	85,382	84,811
Texas Instrs Inc, 4.15%, due 05-15-2048	40,000 principal amount	53,666	53,519
Time Warner Cable, 5.875%, due 11-15-2040	165,000 principal amount	205,072	220,235
Time Warner Cable, 6.55%, due 05-01-2037	165,000 principal amount	192,423	226,499
T-Mobile USA Inc, 3%, due 02-15-2041	370,000 principal amount	364,462	383,586
T-Mobile USA Inc, 3.3%, due 02-15-2051	85,000 principal amount	82,986	87,451
Toyota Mtr Cr Corp, 3.375%, due 04-01-2030	60,000 principal amount	59,960	70,196
Transcanada, 4.75%, due 05-15-2038	175,000 principal amount	176,610	218,928
Transcanada, 5.85%, due 03-15-2036	165,000 principal amount	206,883	222,762
Transcanada, 6.2%, due 10-15-2037	40,000 principal amount	51,088	55,697
Transcontinental Gas Pipe Line Co Llc, 4.45%, due 08-01-2042 Reg	80,000 principal amount	85,926	93,101
Travelers Cos Inc, 3.75%, due 05-15-2046	45,000 principal amount	56,425	56,305
Travelers Cos Inc, 4%, due 05-30-2047	75,000 principal amount	81,209	97,322
Travelers Cos Inc, 4.05%, due 03-07-2048	95,000 principal amount	119,290	126,025
Travelers Cos Inc, 4.3%, due 08-25-2045	35,000 principal amount	36,116	46,269
Travelers Cos Inc, 5.35%, due 11-01-2040	155,000 principal amount	214,618	231,073
Tri-state, 6%, due 06-15-2040	35,000 principal amount	41,541	48,240
Trustees Bstn Univ, 4.061%, due 10-01-2048	80,000 principal amount	89,685	101,289
Trustees Of 2.516%, due 07-01-2050	130,000 principal amount	131,659	136,263
Tx Eastn Transm, 7%, due 07-15-2032	85,000 principal amount	99,634	118,131
Union Elec Co, 3.25%, due 10-01-2049	100,000 principal amount	112,607	114,699
Union Elec Co, 3.9%, due 09-15-2042	130,000 principal amount	141,906	158,678
Union Electric Company, 3.65%, due 04-15-2045	80,000 principal amount	95,802	94,622
Union Pac Corp, 3.799%, due 10-01-2051	60,000 principal amount	71,291	73,424
Union Pac Corp, 3.839%, due 03-20-2060 Beo	130,000 principal amount	157,355	160,919
Union Pac Corp, 3.875%, due 02-01-2055	25,000 principal amount	23,730	30,809
Union Pac Corp, 3.95%, due 08-15-2059	70,000 principal amount	80,150	86,258
Union Pac Corp, 4.05%, due 11-15-2045	90,000 principal amount	103,169	110,734
Union Pac Corp, 4.15%, due 01-15-2045	60,000 principal amount	57,421	74,474
Union Pac Corp, 4.375%, due 11-15-2065	95,000 principal amount	112,169	124,744
Union Pac Corp Fixed, 3.75%, due 02-05-2070	175,000 principal amount	199,201	211,678
Union Pac Corp Fixed, 4%, due 04-15-2047	100,000 principal amount	120,224	123,919
United Parcel Service, 5.3%, due 04-01-2050	165,000 principal amount	243,603	248,646
United Technologies Corp, 4.15%, due 05-15-2045	150,000 principal amount	174,007	189,888
Unitedhealth Group, 3.5%, due 08-15-2039	290,000 principal amount	318,921	344,990
Unitedhealth Group, 4.625%, due 11-15-2041	55,000 principal amount	72,321	75,199
Unitedhealth Group Fixed, 4.25%, due 06-15-2048	335,000 principal amount	342,517	447,339
Unitedhealth Group Inc, 2.0%, due 05-15-2030	30,000 principal amount	29,747	31,821
Unitedhealth Group Inc, 2.9%, due 05-15-2050/05-18-2020 Reg	310,000 principal amount	321,232	343,216
Univ Pa Trustees, 2.396%, due 10-01-2050	70,000 principal amount	70,000	71,404

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Univ Southn Cal, 3.841%, due 10-01-2047	40,000 principal amount	\$ 48,749	\$ 50,687
University Chicago, 2.547%, due 04-01-2050	40,000 principal amount	40,000	40,093
University Chicago, 4.003%, due 10-01-2053	105,000 principal amount	116,899	138,909
Utd Parcel Svc Inc Fixed, 5.2%, due 04-01-2040	65,000 principal amount	90,841	92,327
Utd Technologies, 4.05%, due 05-04-2047	120,000 principal amount	128,364	149,488
Utd Technologies, 4.5%, due 06-01-2042	155,000 principal amount	177,441	202,122
Utd Technologies, 6.125%, due 07-15-2038	90,000 principal amount	133,896	133,367
Utd Technologies, 7.5%, due 09-15-2029	50,000 principal amount	70,784	72,576
Utd Technologies Nt, 5.7%, due 04-15-2040	30,000 principal amount	33,042	43,913
Vale Overseas Ltd Fixed, 3.75%, due 07-08-2030	445,000 principal amount	461,926	495,067
Valero Energy Corp, 6.625%, due 06-15-2037	70,000 principal amount	84,332	93,113
Verizon, 1.75%, due 01-20-2031	125,000 principal amount	124,431	124,375
Verizon, 2.65%, due 11-20-2040	930,000 principal amount	938,474	939,082
Verizon, 4%, due 03-22-2050	200,000 principal amount	249,388	242,011
Verizon, 4.5%, due 08-10-2033	95,000 principal amount	119,750	119,872
Verizon, 4.672%, due 03-15-2055	40,000 principal amount	54,645	53,751
Verizon, 4.812%, due 03-15-2039	295,000 principal amount	364,235	384,862
Verizon, 4.862%, due 08-21-2046	140,000 principal amount	187,938	189,201
Verizon, 5.012%, due 04-15-2049	85,000 principal amount	121,186	117,829
Verizon Communications, 4.522%, due 09-15-2048	255,000 principal amount	336,413	332,541
Verizon Communications Inc, 2.875%, due 11-20-2050 Beo	245,000 principal amount	249,972	246,863
Verizon Communications Inc, 3.0%, due 11-20-2060 Reg	335,000 principal amount	338,375	338,364
Verizon Fixed, 1.5%, due 09-18-2030	50,000 principal amount	49,807	49,256
Viacom Inc Sr Nt, 6.875%, due 04-30-2036/10-18-2006	135,000 principal amount	176,123	195,268
Visa Inc, 2.7%, due 04-15-2040	55,000 principal amount	54,595	60,040
Visa Inc, 4.3%, due 12-14-2045	215,000 principal amount	276,770	294,494
Visa Inc Fixed, 2%, due 08-15-2050	255,000 principal amount	243,920	243,539
WA Gas Lt Co, 3.796%, due 09-15-2046	90,000 principal amount	89,442	107,332
WA Gas Lt Co Fixed, 3.65%, due 09-15-2049	35,000 principal amount	34,823	42,015
Wachovia Bk Natl Assn Medium Term Sub Bktranche # Sb 00009, 6.6%, due 01-15-2038	50,000 principal amount	65,337	76,197
Wachovia Bk Natl Assn Mtn Sub Bktranche # Sb 00007, 5.85%, due 02-01-2037 Beo	85,000 principal amount	120,482	120,923
Walmart Inc, 2.95%, due 09-24-2049	110,000 principal amount	115,935	126,828
Walmart Inc, 3.625%, due 12-15-2047	210,000 principal amount	245,455	266,299
Walmart Inc, 3.95%, due 06-28-2038	160,000 principal amount	185,718	204,098
Walmart Inc, 4.05%, due 06-29-2048 Reg	130,000 principal amount	163,853	176,416
Walmart Inc, 5%, due 10-25-2040	35,000 principal amount	38,390	49,995
Walmart Inc, 5.625%, due 04-15-2041	120,000 principal amount	183,742	183,650
Waste Mgmt Inc Del, 1.5%, due 03-15-2031	570,000 principal amount	566,258	564,639
Wec Energy Group, 1.8%, due 10-15-2030	70,000 principal amount	69,936	70,207
Wellpoint Inc, 4.85%, due 08-15-2054	75,000 principal amount	84,600	95,623
Wells Fargo & Co, 2.879%, due 10-30-2030	110,000 principal amount	110,230	120,009
Wells Fargo & Co, 4.75%, due 12-07-2046	240,000 principal amount	301,201	314,098
Wells Fargo & Co, 5.375%, due 02-07-2035	70,000 principal amount	94,916	95,766
Wells Fargo & Co, 5.606%, due 01-15-2044	45,000 principal amount	58,717	63,778
Wells Fargo & Co Fltg Rt, 4.478%, due 04-04-2031	270,000 principal amount	327,267	330,089
Wells Fargo & Co Medium Term, 5.013%, due 04-04-2051	195,000 principal amount	272,395	277,137
Wells Fargo & Co Medium Term Sr Nts, 3.068%, due 04-30-2041	1,295,000 principal amount	1,322,670	1,408,700
Westar Energy Inc, 4.1%, due 04-01-2043	45,000 principal amount	44,730	56,138
Westvaco Corp Del, 7.95%, due 02-15-2031	45,000 principal amount	64,300	64,251
Williams Partners, 5.4%, due 03-04-2044	45,000 principal amount	49,761	55,580
Williams Partners, 5.8%, due 11-15-2043	135,000 principal amount	159,051	176,164
Wyeth Nt, 5.95%, due 04-01-2037/03-27-2007 Beo	160,000 principal amount	223,771	239,864
Yale Univ, 1.482%, due 04-15-2030/06-09-2020 Reg	60,000 principal amount	60,000	61,586
Yale Univ, 2.402%, due 04-15-2050	195,000 principal amount	194,883	202,239
Zoetis Inc, 4.7%, due 02-01-2043	25,000 principal amount	32,430	34,234
Zoetis Inc Fixed, 3%, due 05-15-2050	150,000 principal amount	155,379	165,376
Zoetis Inc Fixed, 3.9%, due 08-20-2028	60,000 principal amount	59,887	70,687
Zoetis Inc Fixed, 4.45%, due 08-20-2048	75,000 principal amount	80,498	102,395
		<u>108,923,396</u>	<u>117,306,145</u>

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued) December 31, 2020

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Mutual Funds			
MFO PIMCO Fds Pac Invst Mgmt Ser All Ast Fd Instl Cl 722005626	1,924,510 shares	\$ 22,126,125	\$ 23,863,923
MFO Vanguard Fxd Inc Long-Term Corp Admiral Sh	15,943,096 shares	169,192,228	187,969,107
		<u>191,318,353</u>	<u>211,833,030</u>
Common Stock And Registered Funds			
Raytheon Technologies Corp	385 shares	19,223	27,531
Real Estate			
1245 Firestone Parkway, Akron Summit Co, Ohio 20% Interest In Leasebk		1	1
1701 Broadview Boulevard, Natrona Hts Alleghany County, Pennsylvania		19,609	19,609
1701 Broadview Heights Natrona, Pa 15065		-	13,400
		<u>19,610</u>	<u>33,010</u>
Cash Equivalents			
CF Blackrock Money Market Fd	316 principal amount	316	316
Coltv Short-Term Invst Fd	8,830,582 principal amount	8,830,582	8,830,582
United States Treas Bills 0% Tbill 03-18-2021	2,340,000 principal amount	2,339,545	2,339,668
		<u>11,170,443</u>	<u>11,170,566</u>
Partnerships			
Allianzgi International Small-Cap Opportunities Llc	17,500,000 partnership units	17,500,000	17,687,185
Pantheon Europe Fund Iv Lp	2,045,208 partnership units	2,725,012	494,325
Pantheon Europe Fund V-b	2,782,824 partnership units	3,741,798	2,301,688
Pantheon Global Secondary Fund Iii B, Lp	1 partnership unit	1	420,575
Pantheon USA Fund Vi, Lp	6,612,112 partnership units	6,612,112	1,690,985
Renaissance Institutional Equities Fund Llc (Series Bb)	10,000,000 partnership units	10,000,000	10,561,537
		<u>40,578,923</u>	<u>33,156,295</u>
Common Collective Trusts			
CF Artisan Global Opportunities Trust Fd	1,177,321 shares	26,274,994	43,290,088
CF City Of London Emerging Markets Country Fund	94,426 shares	5,648,326	8,527,547
CF City Of London Emerging Markets Country Fund Apl	4,250,000 shares	4,250,000	4,250,000
CF Global Equity Long-Only Fund Lp	174,209 shares	32,900,651	43,918,976
CF Legal & General Us Long Duration Us Equity Cit	365,224 shares	39,537,525	71,302,615
CF Mellon Eb Dv Global Exp Alpha I Fund	145,000 shares	22,357,762	29,466,332
CF Ssga Msci Eafe 100% Hedged Usd Index Nl Erisa	2,930,439 shares	33,519,681	41,456,918
CF Ssga S&P 500 (R) Flagship Nl (Cm13) Fund	74,813 shares	59,041,753	71,751,337
CF State Street 3-10 Year U.S Treas Index Nl Fd	2,018,689 shares	39,448,005	40,359,644
CF Wtc-Cif Emerging Markets Eqty Fd	1,117,384 shares	12,052,676	18,582,094
Ssga Intermediate U.S Credit Index Nl Fund	1,122,155 shares	38,559,970	41,383,967
Ssga Msci Acwi Imi Index Nl Fund	597,335 shares	17,336,979	23,137,789
Lng Dur Corp Cr Screen Nonlend Fnd	7,291,201 shares	164,854,315	166,291,412
		<u>495,782,637</u>	<u>603,718,719</u>
Hedge Fund			
CF Caxton Gbl Invest (Inst) Ltd Cls T-I (Unres) Sh A (01-2012) T2-(07-2020) T1 - (	146,537 shares	18,405,657	30,011,962
CF Nut Tree Offshore Fund, Ltd General Series	20,000 shares	20,000,000	26,878,252
CF Sgof Liquidating Feeder Ltd Liquidating Cl Liquidating Interest	1,165 shares	1,164,621	1,149,752
		<u>39,570,278</u>	<u>58,039,966</u>
Insurance Contracts			
*GAC Aetna Cntret 379 Participating Annuity Contract		12,299,574	12,299,574
*GAC John Hancock Cntret # 1346 Other Contracts		1,883,249	1,883,249
*GIC Mass Mutual Cntret #169 Other Contracts		438,447	438,447
The Equitable Life Assurance Society of the United States		926,281	926,281
		<u>15,547,551</u>	<u>15,547,551</u>
		<u>\$ 1,008,171,290</u>	<u>\$ 1,157,500,869</u>

* Party-in-interest

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2020

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
Issuer	COLTV Short-Term Invt Fd Cusip: 195998ad1					
	Purchases	\$ 199,544,649		\$ 199,544,649	\$ 199,544,649	
	Sales		\$ 200,908,984	200,908,984	200,908,984	\$ -

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

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

Schedule SB, Part V — Summary of Plan Provisions**Newell Rubbermaid Pension Plan Component**

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

Schedule SB, Part V — Summary of Plan Provisions

• Compensation	The annual basic compensation of a participant from a participating employer for the relevant period for services rendered to the participating employer in any plan year, including (i) regular salary and straight-time wages for regular work week time, (ii) 100% of earned commissions for commission salesmen, (iii) any bonus (whether or not paid or deferred pursuant to the Company's Incentive Bonus Plan) up to \$3,000 in any Plan Year, (iv) any amounts withheld pursuant to the Newell Rubbermaid 401(k) Savings and Retirement Plan or the Newell Rubbermaid Flexible Benefits Plan, and (v) elective amounts that are not includible in the gross income of a Participant by reason of Code Section 132(f)(4), but excluding (i) all shift premiums and overtime and benefits under this Plan or any other employee benefit plan, (ii) severance payments, and (iii) any amounts deferred under the Newell Rubbermaid Deferred Compensation Plans. Compensation is frozen as of the applicable freeze date.
• Accrued benefit and merged plan benefits	Benefits are frozen as of the applicable freeze date.
Normal retirement	
• Eligibility	Age 65 (normal retirement date or NRD).
• Benefit	Frozen accrued benefit as of the participant's freeze date including any prior plan benefits as calculated and provided by data administrator, except as follows: Kirsch-Former Kirsch employees have been provided with an account balance, in addition to their Newell accrued benefit. This account balance is credited with interest at the 30-year treasury rate in effect for the November preceding the plan year.
Early retirement	
• Eligibility	Age 60 and 15 years of vesting service, unless provided otherwise on the following pages.
• Benefit	Normal retirement benefit accrued to date of early retirement reduced by $\frac{1}{2}\%$ for each month before NRD, unless provided otherwise on the following pages.

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Eligibility	Benefits commencing after NRD.
• Benefit	Normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Payable any time after early retirement eligibility. Normal retirement benefit reduced by ½% per month before NRD, unless provided otherwise on the following pages for the NRPP.
Disability	
• Eligibility	Except as provided with respect to a merged plan participant, no benefits are provided under the Plan due to a participant's disability.
• Benefit	Varies by individual plan participants.
Death Benefits	
• Eligibility	A vested participant with an eligible spouse is eligible for a preretirement survivor benefit.
• Benefit	<p>For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, unless noted in the pages that follow for the NRPP, and then died the next day. The benefit is payable commencing on the day the participant would have reached earliest retirement age.</p> <p>For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, and then died the next day.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50 survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	<ul style="list-style-type: none"> • Single life annuity • 10-year certain and life • 50%, 75% or 100% joint and survivor
• Optional form conversion factors	<p>Lump sums: the applicable Code Section 417(e)(3) mortality table for the year the distribution is made, and the applicable interest rates under Code Section 417(e)(3)(c), determined as of the second calendar month (November) preceding the plan year in which the distribution is made to the participant or beneficiary.</p> <p>Forms other than lump sums: UP-1984 mortality table, with 75% male and 25% female blended annuities, applying a one-year set forward for males and a four- year setback for females and 8.0% interest.</p>
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2020, the limit is \$285,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2020, the limit is \$230,000.

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Employees Of American Saw & Mfg. Company****Definitions**

• Merged Plan Freeze Date	December 31, 2003
• Benefit Accrual Date	January 1, 2004
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the American Saw Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	Benefit earned by a Merged Plan Participant under the American Saw Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	Age 55 and 10 years of Vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit payable at Normal Retirement Date reduced by 7/12% for each month for the first 60 months before NRD and 4/12% for each month for next 60 months before NRD. <u>Retirement from deferred vested status</u> Same as retirement from active status.

Late retirement

• Benefit	For termination after NRD, normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
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Deferred vested

• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Anchor Hocking Service Retirement Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p><u>Retirement from active status – Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD.</p> <p><u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD. If Union & Mold Making Dept. in Baltimore, MD or Union & Mold Making Dept. at Plants 1 and 2 in Lancaster, OH the reduction is 1/2% for each month before NRD.</p>
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Pre-retirement death	
• Benefit	Survivor annuity portion of the Qualified Joint and 50% Survivor annuity with a 6-year guarantee (5-year for Plastics).
Form of benefits	
• Automatic form for unmarried participants	<p><u>Plastics</u> 5-year certain and life annuity</p> <p><u>Non Plastics</u> 6-year certain and life annuity</p>
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<p><u>Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 5-year guarantee • 50%, 75%, 100% joint and survivor with a 5-year guarantee • 50%, 100% non-spousal joint and survivor with a 5-year guarantee <p><u>Non-Plastics</u></p> <ul style="list-style-type: none"> • Life annuity with a 6-year guarantee • Life annuity with a 6-year guarantee and a Social Security adjustment option • 50%, 75%, 100% joint and survivor with a 6-year guarantee • 50%, 100% non-spousal joint and survivor with a 6-year guarantee
• Optional form conversion factors	<p>Mortality table: 1971 GAM, blended 66⅔% male rates and 33⅓% female rates for participants and blended 66⅔% female rates and 33⅓% male rates for beneficiaries.</p> <p>Interest rate: 7%</p>

Schedule SB, Part V — Summary of Plan Provisions

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| <ul style="list-style-type: none">Assumptions for Social Security adjustment option⁵ | Mortality table: 1971 GAM, blended 50% male rates and 50% female rates.
Interest rate: 7% |
|---|--|
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⁵ Code section 417(e) assumptions used for lump sum benefits apply if they provide a greater benefit.

Schedule SB, Part V — Summary of Plan Provisions**Anchor Hocking Contributory Service Retirement Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Life annuity • Social Security Level Income • 50%, 100% non-spousal joint and survivor • Lump sum payment of employee contributions
• Optional form conversion factors	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995

Schedule SB, Part V — Summary of Plan Provisions**Anchor Hocking Retirement Plan For Salaried Employees**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Anchor Hocking Retirement Plan For Salaried Employees (Hourly Part)**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Anchor Hocking Service Retirement Plan For Hourly Employees**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Bergman Tool Mfg. Co., Inc. Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Bernzomatic Corporation Union Employees' Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Berol Corporation Hourly Employees Pension Plan**

Merged Plan Freeze Date	March 31, 1996
Benefit Accrual Date	April 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Berol Hourly Plan	The Berol Corporation Hourly Employees Pension Plan.
• Berol Union Plan	Berol USA Division of Berol Corporation United Pencil & Allied Workers Local Industrial Union #934 R.W.D.S.U., A.F.L.-C.I.O. Pension Plan as previously merged into the Berol Hourly Plan.
• Merged Plan Participant	Any person who earned an accrued benefit under the Berol Hourly Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned under the Berol Hourly Plan benefit formula, including any benefit earned under the Berol Union Plan benefit formula prior to the merger of the Berol Union Plan into the Berol Hourly Plan.
Normal retirement	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	<u>Non-Berol Union</u> Age 55 and 10 years of vesting service. <u>Berol Union</u> Age 60 and 10 years of vesting service.
• Benefit	<u>Retirement from active status - Non-Berol Union</u> Merged Plan Benefit reduced by 6.2% per year before NRD. <u>Retirement from active status - Berol Union</u> Merged Plan Benefit reduced by 0.333% each month prior to NRD. <u>Retirement from deferred vested status</u> Same as retirement from active status.
Late retirement	
• Benefit	Normal retirement benefit increased by 8% per year after NRD.

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Calphalon Corporation Retirement Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- Eligibility The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:

Years of Service	Vesting Percentage
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7	100%

- Benefit Vested portion of normal retirement benefit with above reduction factors for early retirement.

Form of benefits

- Automatic form for unmarried participants Single life annuity
- Automatic form for married participants Qualified joint and 50% survivor annuity
- Optional forms
 - Life annuity
 - Life annuity with a 5-year guarantee
 - 50%, 75%, 100% joint and survivor
 - 50%, 100% non-spousal joint and survivor
 - Monthly installments
 - Lump sum
- Optional form conversion factors
 - Mortality table: UP 1984 mortality table
 - Interest rate: 9%

Schedule SB, Part V — Summary of Plan Provisions**Contributory Pension Plan For The Hourly-Paid Employees Of The Moldcraft Division Of Anchor Hocking Plastic Packaging, Inc.**

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1990
Significant events that occurred during the year	None
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Moldcraft Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Moldcraft Plan benefit formula as of the Merged Plan Freeze Date.
• Moldcraft Plan	The Contributory Pension Plan for the Hourly-Paid Employees of the Moldcraft Division of Anchor Hocking Plastic Packaging, Inc. as in existence on the Plan Merger Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 62 and 10 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement. Participants with 5 or more years of vesting service are entitled to commence their deferred vested benefit at age 62.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • 50%, 75% joint and survivor

Schedule SB, Part V — Summary of Plan Provisions

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|--|---|
| <ul style="list-style-type: none">• Optional form conversion factors | Mortality table: 1971 GAM, blended 66 2/3% male rates and 33 1/3% female rates for participants and blended 66 2/3% female rates and 33 1/3% male rates for beneficiaries.
Interest rate: 7% |
|--|---|
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Schedule SB, Part V — Summary of Plan Provisions**Salaried Employees' Retirement Plan of Cooper Industries, Inc. (Kirsch)**

Plan Merger Date	May 30, 1997
Merged Plan Freeze Date	May 30, 1997
Benefit Accrual Date	May 31, 1997

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Kirsch Salaried Plan	The portion of the Salaried Employees' Retirement Plan of Cooper Industries, Inc., (the "Cooper Plan") attributable to the Employees and former employees of Kirsch, Inc. who participated in the Cooper Plan on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Kirsch Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Kirsch Salaried Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early retirement.

Deferred vested

• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:	
	<u>Years of Vesting Service</u>	<u>Percentage</u>
	Less than 3	0%
	3	33%
	4	67%
	5 or more	100%
• Benefit	Vested portion of Merged Plan Benefit.	

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
• Benefit	Full benefit payable as a life annuity or lump sum.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with full cash refund • Life annuity with a 10-year guarantee • Life annuity with Social Security adjustment option • Life annuity with Social Security adjustment option and cash refund option • 50%, 75%, 100% joint and survivor • 50%, 100% joint and survivor with full cash refund • 50%, 100% non-spousal joint and survivor • 50%, 100% non-spousal joint and survivor with full cash refund • Lump sum
• Optional form conversion factors	Mortality and interest assumptions and adjustment factors: As specified in Appendix C and Table 1A, Table 1B, and Tables 2–4 of the Cooper Plan

Schedule SB, Part V — Summary of Plan Provisions**Cosmolab, Inc. Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Eldon Industries Incorporated 1984 Restated Pension Plan And The Eldon Industries Incorporated 1984 Restated Retirement Plan**

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

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

Schedule SB, Part V — Summary of Plan Provisions**Empire Berol Corporation Revised Basic Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Automatic form for married participants	Qualified joint and 50% survivor annuity`																																																																						
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuityLife annuity with a 5-year guaranteeLife annuity with a 10-year guarantee50%, 75%, 100% joint and survivor50%, 100% non-spousal joint and survivorLump sum																																																																						
<ul style="list-style-type: none">Optional form conversion factors	<p><u>Standard Actuarial Assumption</u></p> <p>Mortality table: 1979 George B. Buck mortality table blended 40% male rates and 60% female rates</p> <p>Interest rate: 6%</p> <p><u>Special Actuarial Assumption</u></p> <p>Adjustment factors for the qualified joint and survivor, non-spousal joint and survivor, and joint and survivor annuity forms are specified in the following tables.</p>																																																																						
Miscellaneous																																																																							
<ul style="list-style-type: none">Adjustment Factor Tables for Empire Berol Corporation Revised Basic Pension Plan	<p>Qualified joint and 50% survivor annuity, joint and 50% survivor annuity, non-spousal joint and 50% survivor annuity forms:</p> <table><tr><th><u>Difference in Spouse's/Joint Annuitant's Age</u></th><th colspan="4"><u>Merged Plan Participant's Age</u></th></tr><tr><th></th><th><u>55 to 57</u></th><th><u>58 to 60</u></th><th><u>61 to 63</u></th><th><u>64+</u></th></tr><tr><td colspan="5">Years Younger</td></tr><tr><td>18+</td><td>89%</td><td>87%</td><td>85%</td><td>83%</td></tr><tr><td>13 to 17</td><td>90%</td><td>88%</td><td>87%</td><td>85%</td></tr><tr><td>8 to 12</td><td>91%</td><td>90%</td><td>88%</td><td>87%</td></tr><tr><td>3 to 7</td><td>93%</td><td>92%</td><td>90%</td><td>89%</td></tr><tr><td>0 to 2</td><td>94%</td><td>93%</td><td>92%</td><td>91%</td></tr><tr><td colspan="5">Years Older</td></tr><tr><td>0 to 2</td><td>94%</td><td>93%</td><td>92%</td><td>91%</td></tr><tr><td>3 to 7</td><td>95%</td><td>95%</td><td>94%</td><td>93%</td></tr><tr><td>8 to 12</td><td>97%</td><td>96%</td><td>96%</td><td>95%</td></tr><tr><td>13 to 17</td><td>98%</td><td>97%</td><td>97%</td><td>97%</td></tr><tr><td>18+</td><td>99%</td><td>99%</td><td>98%</td><td>98%</td></tr></table> <p>Qualified joint and 75% survivor annuity, joint and 75% survivor annuity, non-spousal joint and 75% survivor annuity forms:</p>	<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>					<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>	Years Younger					18+	89%	87%	85%	83%	13 to 17	90%	88%	87%	85%	8 to 12	91%	90%	88%	87%	3 to 7	93%	92%	90%	89%	0 to 2	94%	93%	92%	91%	Years Older					0 to 2	94%	93%	92%	91%	3 to 7	95%	95%	94%	93%	8 to 12	97%	96%	96%	95%	13 to 17	98%	97%	97%	97%	18+	99%	99%	98%	98%
<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>																																																																						
	<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>																																																																			
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13 to 17	90%	88%	87%	85%																																																																			
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3 to 7	93%	92%	90%	89%																																																																			
0 to 2	94%	93%	92%	91%																																																																			
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8 to 12	97%	96%	96%	95%																																																																			
13 to 17	98%	97%	97%	97%																																																																			
18+	99%	99%	98%	98%																																																																			

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<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>			
	<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>
Years Younger				
18+	84%	82%	79%	76%
13 to 17	86%	84%	81%	79%
8 to 12	88%	86%	84%	82%
3 to 7	89%	88%	86%	85%
0 to 2	91%	90%	89%	88%
Years Older				
0 to 2	91%	90%	89%	88%
3 to 7	93%	92%	92%	91%
8 to 12	95%	94%	94%	93%
13 to 17	97%	96%	96%	95%
18+	98%	98%	97%	97%

Qualified joint and 100% survivor annuity, joint and 100% survivor annuity, non-spousal joint and 100% survivor annuity forms:

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

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

Schedule SB, Part V — Summary of Plan Provisions**Employees' Retirement Plan Of Empire Brushes, Inc.**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 1995
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Empire Brushes Plan	The Employees' Retirement Plan of Empire Brushes, Inc., which was merged into the Rubbermaid Plan on March 31, 1995.
• Rubbermaid Plan	The Rubbermaid Employees' Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Empire Brushes Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Empire Brushes Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u> Merged Plan Benefit payable at NRD reduced by 1/15 per year for the first 5 years before NRD, and 1/30 per year for the next 5 years.</p> <p><u>Retirement from deferred vested status</u> Same as retirement from active status.</p>
Late retirement	
• Benefit	Merged Plan Benefit actuarially increased.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Faber-Castell Retirement Plan For Lewisburg Hourly Employees**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Lewisburg Plan	Faber-Castell Retirement Plan for Lewisburg Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Lewisburg Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Lewisburg Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before NRD, ½% for each month for next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Faber-Castell Retirement Plan For Newark Hourly Employees**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Faber-Castell Newark Plan	Faber-Castell Retirement Plan for Newark Hourly Employees as in existence on the Plan Merger Date.
• Union Employee	Any person covered by a collective bargaining agreement between Sanford Corporation and Local 199, United Rubber, Cork, Linoleum and Plastic Workers of America.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Newark Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Newark Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for first 36 months before NRD, ½% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Same as the Faber-Castell Retirement Plan for Lewisburg Hourly Employees.

Schedule SB, Part V — Summary of Plan Provisions**Faber-Castell Retirement Plan for Salaried Employees**

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Salaried Plan	Faber-Castell Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Salaried Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 24 months before age 64, 4/10% for each month for the next 24 months before age 62, and 7/20% for each month before age 60.</p> <p><u>Retirement from deferred vested status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before age 65, 1/2% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p>
Late retirement	
• Benefit	Merged Plan Benefit increased by 3/4% per month from NRD to late retirement date.

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Foley Company Retirement Plan For Factory Hourly Employees**

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	June 30, 1985
Benefit Accrual Date	July 1, 1985
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Foley Hourly Plan	The Foley Company Retirement Plan for Factory Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Foley Hourly Plan benefit formula and who was previously employed by Foley-ASC, Inc.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Foley Hourly Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by ½% for each month before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

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| <ul style="list-style-type: none">• Optional forms | <ul style="list-style-type: none">• Life annuity• Life annuity with a 10-year guarantee• 50%, 75%, 100% joint and survivor |
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Schedule SB, Part V — Summary of Plan Provisions**Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Goody Products, Inc. Pension Plan for Salaried Employees**

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 31, 1994
Benefit Accrual Date	January 1, 1995
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Goody Salaried Plan	Goody Products, Inc. Pension Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Goody Salaried Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Goody Salaried Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	The later of age 65 and 5 years of vesting service or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by ½% for each month before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Life annuity • Life annuity with a 5-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Same as Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees.

Schedule SB, Part V — Summary of Plan Provisions**Home Fashions, Inc. Hourly Employees Retirement Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors

Standard Actuarial Assumptions

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

Interest rate: 6.5%

Special adjustment factors for QJSA/J&S forms:

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

50% survivor annuity: 0.85

100% survivor annuity: 0.75

75% survivor annuity: Interpolate based on the above

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

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

Schedule SB, Part V — Summary of Plan Provisions**Kirsch UAW Local 797 Retirement Income Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

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| • Benefit | Survivor annuity portion of the qualified joint and 55% survivor annuity. |
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Form of benefits

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| • Automatic form for unmarried participants | Single life annuity |
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| • Automatic form for married participants | Qualified joint and 55% survivor annuity |
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| • Optional forms | <ul style="list-style-type: none"> • Life annuity • 55%, 75% joint and survivor |
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| • Optional form conversion factors | <p>55% QJSA/J&S Form: 0.95 plus (minus) 0.05 for each year in excess of 5 by which the spouse/joint annuitant is older (younger) than the participant.</p> <p>75% QJSA/J&S form:
Interpolate based on the above</p> |
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Schedule SB, Part V — Summary of Plan Provisions**Koh-I-Noor, Inc. Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- Eligibility For participants hired on or after January 1, 1989:
100% vested upon completion of 5 years of vesting service.

For participants hired before January 1, 1989:

<u>Years of Vesting Service</u>	<u>Percentage</u>
Less than 4	0%
4	40%
5 or more	100%

- Benefit Normal retirement benefit with above reduction factors for early retirement.

Disability

- Eligibility Disability according to plan before NRD.
- Benefit Merged Plan Benefit without reduction for early commencement.

Form of benefits

- Automatic form for unmarried participants 6-year certain & life (5-year for Plastics Participants)
- Automatic form for married participants Qualified joint and 50% survivor annuity
- Optional forms
 - Life annuity
 - Life annuity with a 5-year guarantee
 - Life annuity with a 15-year guarantee
 - 50%, 75%, 100% joint and survivor
 - 50%, 100% non-spousal joint and survivor
- Optional form conversion factors Mortality table: UP 1984 mortality table set back 2 years
Interest rate: 8%

Schedule SB, Part V — Summary of Plan Provisions**Mirro Corporation Hourly Employees' Retirement Plan**

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for the Hourly Employees of Phoenix Glass Plant of Anchor Hocking Corporation**

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

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

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| • Benefit | Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Merged Plan Participants who retired or terminated before the first Monday in September 1984). |
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Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions**Retirement Plan For Employees Of Rolodex De Puerto Rico**

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

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

Schedule SB, Part V — Summary of Plan Provisions**Rubbermaid Salaried Employees' Pension Plan & Salaried Employees Pension Plan for Related Companies of Rubbermaid Incorporated**

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 3, 1999
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Rubbermaid Plan	The portion of the Rubbermaid Employee's Pension Plan as in existence on the Plan Merger Date applicable to participants who had accrued a benefit under the Rubbermaid Salaried Employees' Pension Plan or the Salaried Employees Pension Plan For Related Companies of Rubbermaid Incorporated.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rubbermaid Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rubbermaid Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65. The September 30th nearest age 65 for those who became participants in the Rubbermaid Plan before July 1, 1976.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 15 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by 1/180 for each month for the first 60 months before NRD, and 1/360 for each month for the next 60 months before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors if retirement occurs within 10 years of NRD; further reduced with actuarial equivalence for commencement more than 10 years before NRD.
Late retirement	
• Benefit	Normal retirement benefit increased by 0.10% per month from NRD to late retirement date.

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

Schedule SB, Part V — Summary of Plan Provisions**Sanford Corporation Retirement Plan for Salaried Employees**

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

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

Schedule SB, Part V — Summary of Plan Provisions**Sanford Corporation Union Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Hourly Paid Employees of The Shenango China Division of Anchor Hocking Corporation**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Stuart Hall Company, Inc. Non-Bargaining Unit Employees' Retirement Plan**

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 3, 1994
Benefit Accrual Date	January 1, 1995

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Stuart Hall Plan	Stuart Hall Company, Inc. Non-Bargaining Unit Employees' Retirement Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Stuart Hall Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Stuart Hall Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65 or the 5th anniversary of Merged Plan participation.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	Age 62 and 15 years of vesting service
• Benefit	Merged Plan Benefit reduced as follows:

Retirement from active status

<u>Years Prior to NRD</u>	<u>Percentage</u>
0	100.0%
1	93.3%
2	86.7%
3	80.0%

Retirement from deferred vested status

Same as active early reduction factors

Schedule SB, Part V — Summary of Plan Provisions**Late retirement**

• Benefit

Merged Plan Benefit increased as follows:

Late Retirement Payment Schedule

<u>Years Post to NRD</u>	<u>Factor</u>
0	1.00
1	1.06
2	1.12
3	1.19
4	1.26
5	1.34
6	1.42
7	1.50
8	1.59
9	1.69
10	1.79

Deferred vested

• Eligibility

The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:

<u>Years of Vesting Service</u>	<u>Percentage</u>
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7 or more	100%

• Benefit

Vested portion of Merged Plan Benefit reduced for early retirement as described above.

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**WearEver Pension Plan for Hourly Employees**

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

Schedule SB, Part V — Summary of Plan Provisions**W M.E. Wright Co. Pension Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 66 2/3% non-spousal joint and survivor annuity • Lump sum of benefit payable pursuant to an annuity contract previously purchased to fund the plan
• Optional form conversion factors	As specified in the Wm. E. Wright Plan document as in effect on November 31, 1989.

Schedule SB, Part V — Summary of Plan Provisions**Jarden Consolidated Pension Plan Component**

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

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

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<ul style="list-style-type: none"> • Merged 01/01/87 – Retirees and DVs • Pre 86 Retirees and DVs only • Pre 86 Retirees and DVs only • Pre 86 Retirees and DVs only • 12/31/88 • 12/31/94 • 01/01/85 	<ul style="list-style-type: none"> • Sunbeam Equipment – Hourly • Carmet Division of Ill. Water Treatment – Salaried • Sunbeam Corp. Subplan A – Salaried • Sunbeam Corp. – Oster Division – Salaried • Sunbeam Corp. – Dayton Facility – Hourly • Sunbeam Corp. Oster Division – Cookeville Facility – Hourly • Sunbeam Appliance Service Company (John Zink. Company) – Hourly • Sunbeam Corp. – Tool and Die Unit – (John Zink. Company) – Hourly • Sunbeam Corp. Oster Division – McMinnville Facility – Hourly • Sunbeam Corp. – Southern Division – Hourly • Sunbeam Corp. (John Zink Company) – General Unit – Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Baraboo, WI – Hourly • Carmet Division – Salaried and Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Louisburg, NC – Hourly
<ul style="list-style-type: none"> • 12/31/88 	
<ul style="list-style-type: none"> • Merged 12/31/89 • 12/31/95 • 12/31/86 • 09/30/92 • Merged 12/31/89 – Frozen 02/18/88 • 09/30/92 	<ul style="list-style-type: none"> • Sunbeam Corp. Oster Division – McMinnville Facility – Hourly • Sunbeam Corp. – Southern Division – Hourly • Sunbeam Corp. (John Zink Company) – General Unit – Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Baraboo, WI – Hourly • Carmet Division – Salaried and Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Louisburg, NC – Hourly
<ul style="list-style-type: none"> • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 	<ul style="list-style-type: none"> • Sunbeam Corp. – Almet/Lawnlite, Inc. – Salaried • Sunbeam Corp. – Allegheny Inc. – Salaried • Sunbeam Corp. – Subplan A – Salaried • Sunbeam Corp. – Subplan B – Salaried • Sunbeam Corp. – Subplan C – Salaried • Sunbeam Corp. – Oster Division - Salaried
Freeze Date	Plans merged December 31, 2002:
<ul style="list-style-type: none"> • Plant closed 3/17/97 • Plant closed 1/12/97 • 12/31/89 	<ul style="list-style-type: none"> • Sunbeam Products, Inc. – Nacogdoches, TX, etc. – Hourly • Sunbeam Products, Inc. – Portland, TN – Hourly • Thermco Systems, Inc.
Changes since prior valuation	Maximum compensation and maximum benefit limits were updated from 2019 to 2020.

Schedule SB, Part V — Summary of Plan Provisions**Sunbeam-Oster-Mcminnville Sub-Plan**

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

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Salaried Employees of Allegheny International, Inc. Sub-Plan**

Effective date	January 1, 1984
Plan Code	00100
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	<p>The assets and liabilities with respect to all Participants who retired or terminated with a vested benefit under the plan prior to January 1, 1986 were transferred to the Allegheny International, Inc. Consolidated Retirement Plan as of January 1, 1986.</p> <p>The plan was merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective June 29, 1994 and of the current plan effective December 31, 2002.</p>
Definitions	
• Applicability	These provisions apply only to Employees who complete an Hour of Service for the Employer on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound in all respects by the provisions of the plan as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986, or to the surviving spouses or other beneficiaries of such employees.
• Vesting	<p>For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service. Participants who were employed at Allied Healthcare Products, Inc. on June 12, 1985 are 100% vested. Participants who were employed at Universal/Allied Imaging, Inc. on June 25, 1985 are 100% vested. Participants who were employed at Chemetron Fire Systems, Inc. on November 25, 1985 are 100% vested. Participants who were employed at Trans Global Films, Inc. on October 28, 1985 are 100% vested. Participants who were employed at Standard-Thomson Corporation and Joseph Pollak Corporation on June 18, 1986 are 100% vested. Participants who were employed at Sciaky Bros., Inc. on June 9, 1987 are 100% vested. Participants who were employed at Kennedy Company on September 23, 1987 are 100% vested. Participants who were employed at Kilgore Corporation on October 4, 1987 are 100% vested. The decrease in employment at the Employer resulted in a partial termination of the plan effective January 1, 1989 and all Employees affected by such partial termination are 100% vested.</p>
• Benefit Accrual Service	No service credit after the Freeze Date or after normal retirement date for Employees who have not completed an Hour of Service on or after January 1, 1988.

Schedule SB, Part V — Summary of Plan Provisions**NORMAL RETIREMENT**

• Eligibility	Age 65. <u>For Pilots:</u> Age 62.
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earning in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>
• Eligible Prior Plan Participants	An employee who was a participant in the plan as amended and in effect on December 31, 1977 and who had attained age 50 or completed at least 25 years of Service as of such date is eligible for the special benefits described below applicable to such participants.

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

• Eligibility	Basic	Age 55 and 10 Years of Service.
	Supplement	Age 55 and 30 Years of Service.
	70/80	a) 15 Years of Service; b)s Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing.
	60/10	Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.
	62/10	Age 62 and 10 Years of Service (applies only to EPPPs).
	60/10	Age 60 and 10 Years of Service (applies only to EPPPs).

• Benefit

Basic

Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, service and Social Security Benefit at the earlier of the Freeze date or such date, but reduced, for Employees other than Pilots, by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date or (b) in an unreduced amount beginning on Normal Retirement Date. The reduction in subsection (a) above for Pilots is one-half of one percent for each month that the date of his benefit commencement precedes the last day of the month in which his 60th birthday occurs.

Schedule SB, Part V — Summary of Plan Provisions

Supplement

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

70/80

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Salaried Employees of the Oster Division of Sunbeam Corporation Sub-Plan**

Effective Date	January 1, 1984
Plan Code	05014
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Merger Date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989 and into the current plan as of December 31, 2002.

Definitions

- **Applicability** These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
- **Vesting** For Employees whose Severance Date was prior to January 1, 1989, ten years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service.

Normal retirement

- **Eligibility** Age 65.
- **Benefit** For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.
 - A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.
 - B. 1.6% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of Social Security Benefit multiplied by years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.

Early retirement

- **Eligibility**

Basic
Age 55 and ten years of Service

Supplement
Age 55 and thirty years of Service

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Basic

Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of benefit commencement precedes the Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.

Supplement

Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, the participant will receive \$225 per month payable from the later of his early retirement date or the month early retirement payments begin until the earlier of (a) his death; (b) 62nd birthday; or (c) the date on which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.

Deferred vested

- Benefit

Normal Retirement Benefit as described above based on Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of benefit commencement (which may not be before age 55) precedes Normal Retirement Date.

Pre-retirement death

- Benefit

The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity (QJSA)
• Optional forms	<ul style="list-style-type: none"> • Single life annuity. • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant.
• Optional form conversion factors	As specified in Tables 1, 2, 3 and 4 in Appendix M of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Salaried Employees of Almet/Lawnlite, Inc. Sub-Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	<u>Basic</u> Age 55 and ten years of Service
	<u>Supplement</u> Age 55 and thirty years of Service
• Benefit	<u>Basic</u> Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.

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

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

70/80

Benefit is computed from his retirement date and ending with the month in which his 62nd birthday occurs based on his Earnings, service and Social Security Benefit on his retirement date, and reduced by one-half of one percent for each month that his retirement date precedes the last day of the month in which his 62nd birthday occurs, except that if he attains his 62nd birthday on the first day of a month, the reduction will apply for each month that his retirement date precedes the last day of the month prior to the month in which his 62nd birthday occurs.

Employees who are less than age 55 at the date payments commence will be assumed to be age 55 for purposes of calculating this reduction. Beginning with the month in which he attains age 62, his early retirement income will be recomputed as a normal retirement income benefit. Employees who are eligible to retire on the Freeze Date under the 70/80 pension entitlement and who have not attained their 62nd birthday will also be entitled to a supplemental monthly pension of \$225 payable until the earlier of (a) his death; (b) his 62nd birthday; or (c) the date on which he becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.

Deferred vested

- **Benefit**

Normal Retirement Benefit as described above based on his Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of his benefit commencement (which may not be before age 55) precedes his Normal Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- | | |
|---|---|
| <ul style="list-style-type: none"> Benefit | <p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit above is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p> |
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Form of benefits

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| <ul style="list-style-type: none"> Automatic form for unmarried participants | <p>Single Life Annuity</p> |
| <ul style="list-style-type: none"> Automatic form for married participants | <p>Qualified joint and 50% survivor annuity (QJSA)</p> |
| <ul style="list-style-type: none"> Optional forms | <ul style="list-style-type: none"> Single life annuity. Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant. |
| <ul style="list-style-type: none"> Optional form conversion factors | <p>As specified in Tables 1, 2, 3 and 4 in Appendix K of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.</p> |

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan for Employees of Sunbeam Corporation Sub-Plan A**

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

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

• Eligibility

Basic

Age 55 and ten years of Service. For Participants in the plans as in effect on December 31, 1983, age 55 or 5 years of Service completed prior to December 31, 1984.

Supplement

Age 55 and thirty years of Service

• Benefit

Basic

Benefit commences at (a) Early Retirement Date based on the Participant's Final Average Earnings, Eligible Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.

Participants retiring on their early retirement date who were participants in the plan as in effect as of December 31, 1983 are entitled to a guaranteed benefit which will be the greater of (a) or (b):

- (a) The monthly income to which he is entitled on his actual retirement date, including the special additional benefit of 33% of his December 31, 1983 benefit described in subsection (b) above, reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date; or
- (b) 110% of the monthly income to which he would have been entitled if he had retired on December 31, 1983 and elected to have benefits commence immediately in the form of a life annuity with ten years' payments guaranteed, reduced to reflect the earlier commencement of benefits in accordance with the reduction described in the plan as in effect as of December 31, 1983.

Supplement

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

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Benefit	<p>Retirement after Normal Retirement Date</p> <p>The greater of the normal retirement benefit increased by 0.5% per month for each of the first 36 months, 0.58% for each of the next 24 months, 0.83% for each of the next 12 months, 0.67% for each of the next 24 months and 0.75% for each of the next 24 months by which late retirement age exceeds normal retirement age or the accrued benefit calculated at late retirement.</p>
Deferred vested	
• Benefit	<p>Normal Retirement Benefit as described above based on his Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of his benefit commencement (which may not be before age 55) precedes his Normal Retirement Date.</p>
Pre-retirement death	
• Benefit	<p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit above is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Reduced 50% joint and survivor annuity
• Optional forms	Single life annuity, 50%, 66 2/3% or 100% joint and survivor annuity, and five or 10 year certain and continuous annuity.
• Optional form conversion factors	As specified in Tables 1, 2, 3 and 4 in Appendix N of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions**Thermco Systems, Inc. Sub-Plan**

Effective date and plan year	January 1, 1989
Most recent amendment	This subplan was amended December 23, 2015 to reduce the minimum interest credit on cash balance accounts from 6.00% to 5.00%.
Definitions	
• Applicability	This plan merged into the current plan as of December 31, 2002.
• Eligibility	Salaried and non-union employees of Thermco Systems who had attained age 21 with one year of service. (Must have been a participant in the plan as of December 15, 1988.)
• Accrued Benefit	Life annuity equivalent of the participant's account balance, no less than his accrued benefit as of December 31, 1985. A participant's account balance is increased each year by 6% for 2015 and prior years and by 5% for years after 2015.
Normal retirement	
• Eligibility	Age 65
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Age 55 and five years of service
• Benefit	Accrued benefit payable at Normal Retirement reduced .25% per month by which benefit commencement precedes Normal Retirement Date.
Deferred vested	
• Benefit	Accrued benefit payable at Normal Retirement Age reduced .25% per month by which benefit commencement precedes Normal Retirement Date.
Pre-retirement death	
• Benefit	100% of the accrued benefit
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Reduced 50% joint and survivor annuity
• Optional forms	Lump sum, single life annuity, increasing life annuity, 50%, 75% or 100% joint and survivor annuity, and increasing joint and survivor annuity.
• Optional form conversion factors	The applicable mortality table specified in Section 417(e)(3)(B) of the Code and the applicable interest rate specified in Section 417(e)(3)(C) of the Code.

Schedule SB, Part V — Summary of Plan Provisions**Diamond Brands, Inc. Retirement Plan for Hourly Paid Employees Sub-Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p>A monthly benefit payable at Normal Retirement Date equal to:</p> <p>A) <u>Cloquet, MN Facility (IUOE)</u>: \$12.25 times years of Credited Service prior to 1/1/1987; plus \$12.75 times years of Credited Service from 1/1/1987 to 12/31/1987; plus \$13.25 times years of Credited Service on or after 1/1/1988.</p> <p>B) <u>Dixfield, Maine Facility (UUPIU)</u>: \$9.50 times years of Credited Service.</p> <p>Note:</p> <p>1) <u>Cloquet, MN facility</u>: Benefit accruals were frozen as of 9/30/1989.</p> <p>2) <u>Dixfield, Maine Facility</u>: Benefit accruals were frozen as of 11/1/1988.</p>
Early retirement	
• Eligibility	First day of the month coincident with or next following attainment of age 55, and completion of 5 years of vesting service.
• Benefit	<p>Accrued Benefit actuarially reduced for payments beginning before Normal Retirement Date.</p> <p>If actuarially possible, a participant may elect to receive a converted portion of his retirement benefit to begin at early retirement date and which shall provide for payment at a certain rate prior to his normal retirement date and at a reduced rate thereafter; such benefit to be determined in accordance with the preceding paragraph and subject to further adjustment so that the difference in annual amounts payable before and after his normal retirement date shall equal as nearly as possible to estimated annual primary insurance benefit payable to him under the Social Security law at age 65, notwithstanding that he shall elect to receive such insurance benefit at an age earlier than 65, pursuant to the Social Security law then in effect.</p>
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Accrued Benefit payable at Normal Retirement Date. Payments may commence as early as age 55, with Accrued Benefit actuarially reduced for the payments commencing prior to Normal Retirement Date.

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

- **Benefit** Upon disability, as determined by a qualified physician selected by the employer, after qualification for a Social Security disability benefit, provided the participant completes a greater number of full years of employment than the number of full years between separation from employment and normal retirement date. Disability Benefit is a monthly benefit commencing five consecutive months after date of disability equal to the Participant's Accrued Benefit, reduced by weekly Workman's Compensation or similar benefits (unless the payment is made as reimbursement for medical expenses or in a lump sum).

Pre-retirement death

- **Benefit** If a vested participant dies prior to retirement and has been married one year or more, a qualified pre-retirement Survivor Annuity will be payable to the surviving spouse. Any Death Benefit payable after retirement benefits have begun to the Participant will be in accordance with the optional form of benefit payments selected by the Participant.

Form of benefits

- **Automatic form for unmarried participants** Single Life Annuity
- **Automatic form for married participants** A married participant, except for a participant who retires because of disability before attainment of age 55, will receive a 50% joint and survivor annuity, unless he elects the normal form of payment or an optional form of payment.
- **Optional forms** A participant who is eligible for normal or early retirement may elect a 100%, 66 2/3% or 50% contingent annuitant option, a ten-year certain and life option or a lump sum payment option.
- **Optional form conversion factors** Mortality table: The applicable mortality table specified in the Section 417(e)(3)(B) of the Code.
Interest rate: 8%

Schedule SB, Part V — Summary of Plan Provisions**Forster Inc. Employees' Pension Sub-Plan**

Effective date	Original plan: September 1, 1977 Restated plan: October 1, 1997																
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.																
Freeze date	September 30, 1994																
Definitions																	
• Covered employees	An Employee who is a member of a collective bargaining unit and covered by a collective bargaining agreement that provides for participation at the time first credited with an Hour of Service.																
• Participation	Date of employment. Participation in the plan was frozen on the Freeze date.																
• Years of service	For purposes of eligibility for a pension, Years of Service are determined from the following table: <table> <tr> <th><u>Hours of Service in Year</u></th><th><u>Years of Service</u></th></tr> <tr> <td>1,000 or more</td><td>1.0</td></tr> <tr> <td>900 to 999</td><td>0.9</td></tr> <tr> <td>800 to 899</td><td>0.8</td></tr> <tr> <td>700 to 799</td><td>0.7</td></tr> <tr> <td>600 to 699</td><td>0.6</td></tr> <tr> <td>500 to 599</td><td>0.5</td></tr> <tr> <td>Less than 500</td><td>0.0</td></tr> </table> <p>A break in service occurs when an employee has less than 500 hours of service in a year. For non-union personal, Years of Service for benefit accrual purposes are assumed to cease August 31, 1992. For all employees, credited service ceased to accrue on the Freeze date.</p>	<u>Hours of Service in Year</u>	<u>Years of Service</u>	1,000 or more	1.0	900 to 999	0.9	800 to 899	0.8	700 to 799	0.7	600 to 699	0.6	500 to 599	0.5	Less than 500	0.0
<u>Hours of Service in Year</u>	<u>Years of Service</u>																
1,000 or more	1.0																
900 to 999	0.9																
800 to 899	0.8																
700 to 799	0.7																
600 to 699	0.6																
500 to 599	0.5																
Less than 500	0.0																
• Accrued benefit	Accrued benefit as of the Freeze date.																
Normal retirement																	
• Eligibility	The first day of the first month on or after attainment of age 63 and completion of at least five Years of Service.																
• Benefit	\$5.50 monthly (lesser amounts for retirements before September 1, 1993) multiplied by full Years of Service during the period which commenced September 1, 1957 through September 30, 1994. Plan Years in which the participant has less than 1,664 hours of service accrue lesser benefits; no benefits accrue for less than 500 hours in a Plan Year. Benefit accruals for participants who were not previously covered by the union contract ceased as of June 30, 1992 at a rate of \$4.50 monthly per Year of Service. Plan benefits were frozen on the Freeze date.																

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	Attainment of age 55 and five Years of Service
• Benefit	Accrued benefit based on Years and Hours of Service as of Early Retirement Date. Benefit payments will be reduced by 0.5% for each month by which the Early Retirement Date precedes the Normal Retirement Date.
Late retirement	
• Eligibility	Retirement after attainment of age 63.
• Benefit	Greater of: <ul style="list-style-type: none"> • Accrued benefit based on Years and Hours of Service determined as of your Deferred Retirement Date, and • Actuarial equivalent of accrued benefit payable at Normal Retirement Date.
Deferred vested	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued benefit at termination payable commencing at Normal Retirement Date or in an actuarially reduced amount at ages 55 to 63.
Pre-retirement death	
• Benefit	The amount which would have been payable to the spouse under the 50% joint and survivor annuity option as if the participant had retired on the day before their death. If death occurred before meeting the requirements for early retirement, the annuity amount will be equal to the amount that would have been payable to the spouse if the participant had terminated service on the date of their death, survived to the earliest retirement age, retired at that time electing a 50% joint and survivor annuity, and died on the day following.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor Annuity.
• Optional forms	Straight life annuity, contingent annuitant option (100%, 75%, 66-2/3% or 50%) and level income option including Social Security, all on an actuarial equivalent basis.

Schedule SB, Part V — Summary of Plan Provisions

• Optional form conversion factors	<p>50% Joint & Survivor Annuity: 90% increased/decreased by 0.5% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>75% Joint & Survivor Annuity: 86% increased/decreased by 0.65% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>100% Joint & Survivor Annuity: 82% increased/decreased by 0.8% for each year by which the contingent annuitant is older/younger than the participant.</p> <p>For contingent annuitants 15 years or more older/younger than the participant, and all other purposes: The 1971 Group Annuity Mortality Table projected to 1975 with Scale B, with a 1 1/2 –year setback, and an interest rate of 8% per year.</p>
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Schedule SB, Part V — Summary of Plan Provisions**Coleman Company, Inc. Pension Plan for Weekly Salaried and Hourly Paid Employees Sub-Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

- Service considered

Vesting Service

The number of plan years in which the employee works at least 425 hours.

Credited Service

The sum of (A) and (B):

- 1) Credited service under the prior plan as of June 30, 1989
- 2) Beginning July 1, 1989, based on hours of service in each calendar year as follows:

Hours of Service	Service Credit
1700 or more	1 year
1,275-1,699	$\frac{3}{4}$ year
850-1,274	$\frac{1}{2}$ year
425-849	$\frac{1}{4}$ year
Less than 425	None

Credited Service begins at the following dates for employees of adopting employers:

Employer	Date
Powermate	January 1, 1990
Coleman Spas, Inc.	January 1, 1992
Sanborn	July 1, 1994

Credited service is not counted for periods after December 31, 2003.

Normal retirement

- Eligibility

Age 65

- Benefit

A participant who terminates and attains normal retirement age shall receive accruals according to the following table for each year of credited service.

**Base Hourly Wage Monthly Accrual for
as of December 31 Full Year of Credited Service**

\$5.00 or less	\$10.00
\$5.01 - \$5.50	\$11.00
\$5.51 - \$6.00	\$12.00
\$6.01 - \$6.50	\$13.00
\$6.51 - \$7.00	\$14.00
etc. by \$.50 increments	etc. by \$1.00 increments

Monthly accruals were frozen effective December 31, 2003.

Early retirement

- Eligibility

Age 55 and one year of Credited Service or 30 years of Vesting Service

- Benefit

A participant who terminates on or after attaining early retirement age may receive the accrued normal retirement benefit, reduced by 0.6% for each month by which the early retirement date precedes age 62.

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- **Benefit** A vested participant shall receive the accrued normal retirement benefit payable at age 65. In the case of early retirement, the benefit is reduced 0.6% per month for each month by which benefit commencement precedes age 65.

Disability

- **Benefit** None, unless in pay status prior to 12/31/03.

Pre-retirement death

- **Benefit**

In the case of the death of a vested participant who was eligible for early retirement, the surviving spouse will receive the portion of the benefit to which the participant would have been entitled, had the participant retired on the day before his death and elected a 50% joint and survivor annuity. The benefit commences immediately and is payable for the lifetime of the spouse.

In the case of the death of a vested participant who was not eligible for early retirement, the surviving spouse will receive the portion of the benefit to which the participant would have been entitled, had the participant terminated employment on his or her date of death, survived to his or her earliest retirement age, elected a 50% joint and survivor annuity, and died the next day.

Form of benefits

- **Automatic form for unmarried participants** Life Annuity
- **Automatic form for married participants** 50% Joint and Survivor Annuity
- **Optional forms** Optional payment forms actuarially equivalent to a life annuity include 100% and 50% contingent annuitant options, and five and ten year certain and life options.
- **Optional form conversion factors**

Mortality Table: The 1971 Male Group Annuity Table with a two-year setback

Interest Rate: 6%

Schedule SB, Part V — Summary of Plan Provisions**BRK Union Sub-Plan**

Effective date	August 1, 1992						
Plan Year	January 1 through December 31						
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.						
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.						
Definitions							
• Union Participating employees	<p>Employees become participants if they:</p> <ul style="list-style-type: none"> are an hourly employees of BRK Brands, Inc. represented by Local 134 of the IBEW employed on or before August 19, 1998, and after they complete 6 full calendar months with BRK Brands Inc. provided they complete one year of eligibility service were hired prior to July 1, 2004 						
• Union Service considered	<p><u>Years of Service:</u> A plan year in which the participant works at least 1,000 hours for the company or a related company.</p> <p><u>Vesting Service:</u> Years of service with the company or a related company plus any years of service credited before August 1, 1992 by Pittway Hourly Plan. Credited service is not counted for periods after July 1, 2004.</p>						
• Vesting	<p>Employees are vested according to the following schedule</p> <table> <tr> <th><u>Vesting Service</u></th><th><u>Vested Percent</u></th></tr> <tr> <td>0-4</td><td>0%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	<u>Vesting Service</u>	<u>Vested Percent</u>	0-4	0%	5 or more	100%
<u>Vesting Service</u>	<u>Vested Percent</u>						
0-4	0%						
5 or more	100%						
• Union Compensation considered	Total, regular cash compensation including overtime and amounts contributed pre-tax to the 401 (k) savings plan and cafeteria plan. Earnings exclude bonuses, commissions, incentive compensation, severance pay or unused vacation pay (if any) paid at termination, reimbursements, travel expenses, automobile and relocation allowances, educational assistance benefits, and other special allowances.						
• Social Security wage base	The maximum amount of wages that are subject to Social Security taxes that year.						
Normal retirement							
• Eligibility	Age 65						
• Benefit	<p>The annual benefit is defined as follows:</p> <p>For each year of service up to 35 years, the participant accrues:</p> <p>(a) 0.75% of earning for the plan year up to Social Security wage base, plus</p> <p>(b) 1.1% of earnings for the plan year in excess of the Social Security wage base.</p> <p>For each year of service after 35 years, the participant accrues 0.75% of earnings.</p>						

Schedule SB, Part V — Summary of Plan Provisions

Early retirement		
• Eligibility	Age 55 and 20 years of vesting service.	
• Benefit	The accrued benefit as defined above actuarially reduced for commencement before normal retirement age.	
Deferred vested		
• Eligibility	5 years of vesting service	
• Benefit	Upon total and permanent disability before the attainment of early retirement or normal retirement age, a participant shall receive the accrued benefit payable at normal retirement age. The participant may elect to receive actuarially reduced benefits before normal retirement age.	
Disability		
• Benefit	Upon total and permanent disability before the attainment of early retirement or normal retirement age, a participant shall receive the accrued benefit payable at normal retirement age. The participant may elect to receive actuarially reduced benefits before normal retirement age.	
Pre-retirement death		
• Benefit	<p>Pre-retirement – Upon the death of a vested participant, the amount which the surviving spouse would have received if the participant had terminated employment on the date of his death, elected to receive his benefit as a 50% qualified joint and survivor annuity at his earliest retirement date and had immediately died.</p> <p>Post-Retirement – As set forth in option selected.</p>	
Form of benefits		
• Optional forms	<ul style="list-style-type: none">• Single life annuity;• 5, 10 and 15 year certain and life annuity;• 50%, 66⅔% and 100% joint and survivor annuity;• Level income;• Lump sum; or• Full cash refund	
• Optional form conversion factors	<p>Mortality Table: The 1971 Group Annuity Mortality Table for males and set back one year for participants and five years for beneficiaries.</p> <p>Interest rate: 6%</p>	

Schedule SB, Part V — Summary of Plan Provisions**BRK Non-Union Sub-Plan**

Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Nonunion Eligibility	<p>Each employee of an employer on the effective date who was an active participant in Pittway Corporation Retirement Plan for Salaried Employees (the “Pittway plan”) immediately prior to the effective date shall become a plan participant on the effective date. Each other employee of an employer will become a participant on the later of the effective date or any January 1 thereafter if he meets both of the following requirements:</p> <p>He is a “covered employee” (as defined below); and</p> <p>He has completed three full calendar months of service with the employers; provided, however, that he completes one year of eligibility service (as defined in section 2.2) following such January 1.</p> <p>A “covered employee” shall mean any hourly or salaried employee of an employer to which the plan has been and continues to be extended excluding (i) any employee who is included in a unit of employees covered by a negotiated bargaining agreement which does not provide for such employee’s participation in the plan, provided that there is evidence that retirement benefits were the subject of good faith bargaining and (ii) and non-resident alien.</p> <p>Only plan participants on December 31, 1998, are eligible.</p>
• Nonunion Service considered	<p>Years of Service: A plan year in which the participant works at least 1,000 hours for the company or a related company.</p> <p>Vesting Service: Years of service with the company or a related company plus any years of service credited before August 1, 1992 by the Pittway Corporation Retirement Plan for Salaried Employees.</p> <p>Credited service is not counted for periods after January 31, 2004.</p>
• Nonunion Earnings	<p>Total, regular cash compensation including overtime, bonuses, and commissions. Earnings also include amounts contributed pre-tax to the 401(k) savings plan and cafeteria plan. Earnings excludes non-cash compensation, severance pay or unused vacation pay (if any) paid at termination, reimbursements, travel expenses, automobile and relocation allowances, educational assistance benefits, and other special allowances.</p>
• Covered compensation	<p>Average of the Social Security taxable wage bases for the last 35 years ending on the last day of the year in which a participant attains Social Security normal retirement age.</p>

Schedule SB, Part V — Summary of Plan Provisions

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

Normal retirement

- Eligibility Age 65
- Benefit

The annual accrued benefit is defined as follows:

For each year of service up to 35 years, the participant accrues:

 - (a) 1.20% of earnings for the plan year up to covered compensation, plus
 - (b) 1.85% of earnings for the plan year in excess of covered compensation.

For each year of service after 35 years, the participant accrues 1.2% of earnings. Benefits were frozen as of December 31, 1998.

Early retirement

- Eligibility Age 55 and 10 years of vesting service
- Benefit

The accrued benefit as defined above reduced by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months by which commencement precedes normal retirement age.

Deferred vested

- Eligibility 5 years of vesting service
- Benefit The accrued benefit as defined above.

Pre-retirement death

- Benefit

Five years of service.

The amount which the surviving spouse would have received if the participant had terminated employment on the date of his death, elected to receive his benefit as a 50% qualified and joint survivor annuity at his earliest retirement date and had immediately died.

Post-retirement death

- Benefit As set forth in option selected.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint and Survivor Annuity
- Optional forms 5, 10, 15-Year Certain and Life
66-2/3%, 75%, 100% Joint and Survivor

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Coleman Company, Inc. Retirement Plan for Salaried Employees**

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

Schedule SB, Part V — Summary of Plan Provisions

	<p>If an Employee has less than 500 Hours of Service in the Plan Year in which he was hired (or rehired following a Break in Service), or the Plan Year in which he incurred a Termination of Service, he shall receive credit for one month of Vesting Service for each completed month of employment during such Plan Year.</p> <p>If an Employee who has had a Break in Service is subsequently reemployed as an Employee, he shall be considered a new Employee for purposes of the Plan, except:</p> <ol style="list-style-type: none">1) if at such Break in Service he became eligible for a benefit under Article V, the Vesting Service he had at such Break in Service shall be reinstated upon the completion of one year of Vesting Service following his reemployment;2) if he is reemployed before he has incurred a One-Year Break in Service, his prior Vesting Service shall be reinstated upon his reemployment: or <p>if neither paragraph (1) nor (2) above is applicable and if the number of consecutive One-Year Breaks in Service ending after a Break in Service does not equal or exceed the greater of (A) five or (B) the number of years of Vesting Service he had prior to such Break in Service, his prior Vesting Service shall be reinstated upon the completion of one year of Vesting Service following his reemployment. Notwithstanding the above, any service before January 1, 1985 that was properly disregarded on account of an earlier absence under the Prior Plan shall not be reinstated under this Plan.</p>						
• Compensation considered	Regular base pay plus amounts contributed pre-tax to the 401(k) savings plan and cafeteria plan.						
• Average annual compensation	Average of an employee's final three years of plan compensation.						
• Vesting schedule	<p>Employees are vested according to the following schedule.</p> <table><tr><td>Vesting Service</td><td>Vested Percent</td></tr><tr><td>< 5</td><td>0%</td></tr><tr><td>5 or more</td><td>100%</td></tr></table>	Vesting Service	Vested Percent	< 5	0%	5 or more	100%
Vesting Service	Vested Percent						
< 5	0%						
5 or more	100%						
The following plan provisions were in effect before the establishment of the cash balance plan (January 1, 1999)							
Normal retirement							
• Eligibility	First of month following attainment of age 65.						
• Benefit	<p>Two percent of final five-year average pay for each year of service up to 35 years, less the smaller of:</p> <ol style="list-style-type: none">a. 0.6% of final three-year average pay up to Social Security covered compensation multiplied by service up to 35 years, orb. 1% of final five-year average pay up to Social Security covered compensation multiplied by service up to 35 years, less any retirement benefits accrued as of June 30, 1989, under the prior plan <p>Benefits shall not be less than the sum of accruals based on the table below for service since July 1, 1989. Hourly pay rate is derived by dividing base salary by 2,080.</p>						

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

- | | |
|---------------|---|
| • Eligibility | Age 55 and 1 year of Credited Service or 30 years of Vesting Service. |
| • Benefit | Accrued Predecessor Normal Retirement benefit reduced by actuarial reduction to Social Security retirement age if benefits commence prior to Social Security retirement age less three years. |

Deferred vested

- | | |
|---------------|--|
| • Eligibility | Five years of Vesting Service. |
| • Benefit | Accrued Predecessor Normal Retirement benefit payable at age 55. Early commencement may begin as early as age 55 with actuarial reduction from age 65. |

Disability

- | | |
|---------------|--|
| • Eligibility | Eligible to receive benefits under the Company's Long-Term Disability Income Plan. |
| • Benefit | Benefit payable at Normal Retirement Age with final average pay calculated as of the date of disability and credited service as if the participant had remained active to his or her Normal Retirement Date. |

Pre-retirement death

- | | |
|-----------|---|
| • Benefit | The amount which the surviving spouse would have received if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. |
|-----------|---|

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity payable monthly |
| • Automatic form for married participants | 50% Joint and Survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Single life annuity • 5, 10 year certain and life • 50% and 100% contingent annuitant • Level income • Lump sum for non-highly compensated Cash Accumulation Plan Participants after 12/31/2003 |
| • Optional form conversion factors | Mortality Table: The 1971 Male Group Annuity Table with a two-year setback
Interest Rate: 6% |

Schedule SB, Part V — Summary of Plan ProvisionsCash Balance Benefits (Effective January 1, 1999)

-
- Opening balance calculation The December 31, 1998, accrued benefit was converted into a lump sum based on the following assumptions:
Interest rate: 7%
Mortality: 1983 Group Annuity Mortality Table (50/50 Male/Female Weighting)
Retirement age: 65
-

- Pay Credits Eligibility – 10 years of service or 45 points and 5 years of vesting service
Amount – According to the following schedule:

<u>Unit Points</u>	<u>Pay Credits</u>
Under 55	3.75%
55 – 59	4.25%
60 – 64	5.00%
65 – 69	6.00%
70 – 74	7.00%
75 – 79	8.00%
80 – 84	9.00%
85 and Over	10.00%

Pay credits are earned for a complete year of service during the calendar year, based on elapsed time. However, participants who terminate with one year of service and are age 55 or have at least 30 years of service, die or become totally and permanently disabled will get a pay credit for the final partial year of service.

Unit Points are determined at the beginning of the year (1/1) and are equal to age plus vesting service in complete years.

-
- Interest credits Average yield on 30-year Treasuries for the November preceding the plan year, subject to a minimum of 5% and maximum of 9%.
-

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: Anthony/Simplex**

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

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

- **Benefit** Monthly pension benefit determined at the early retirement date.
The reduction for early commencement of benefits is 7% for each year before age 65 up to five years, and 5% for each year before age 60.
In addition, the accrued benefit and early retirement factors as of June 1, 1996 are grandfathered, and will apply if greater than the accrued benefit and early retirement factors under the plan after June 1, 1996.

Late retirement

- **Benefit** Monthly pension benefit determined as of actual retirement date.

Disability

- **Benefit** Monthly pension benefit payable at age 65, based on benefit service earned while on disability up to age 65 and average monthly earnings at a disability date.

Pre-retirement death

- **Benefit** In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.

Form of benefits

- **Automatic form for unmarried participants** Life Annuity
- **Automatic form for married participants** Actuarially Equivalent 50% Joint and Survivor
- **Optional forms** Single Life Annuity
50%, 66-2/3%, 100% Joint and Survivor Annuity
10, 15-year Certain and Life Annuity
- **Optional form conversion factors** 10-Year Certain and Life: 95%
15-Year Certain and Life: 91%
50% Joint & Survivor Annuity:
91% increased/decreased by 4/10 of 1% for each year by which the contingent annuitant is older/younger than the participant
66-2/3% Joint and Survivor Annuity:
88% increased/decreased by 6/10 of 1% for each year by which the contingent annuitant is older/younger than the participant.
100% Joint & Survivor Annuity:
83% increased/decreased by 7/10 of 1% for each year by which the contingent annuitant is older/younger than the participant

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: Shakespeare Salaried And Hourly**

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

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), or (2) (1) 1.4% of average monthly earning times benefit service. (2) \$5 times benefit service But not more than (3): (3) 60% of average monthly earnings.
Early retirement	
• Benefit	Monthly pension benefit determined at the early retirement date, reduced 0.5% for each month that commencement precedes the 62nd birthday.
Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Monthly pension benefit, based on credited service earned while on disability up to age 64 and average monthly earnings at disability date. If participant is eligible for early retirement, he may elect a benefit payable immediately based on service up to commencement date, subject to the same reductions for early retirement benefits.
Pre-retirement death	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 60% joint and survivor with 120 months certain benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	10-Year Certain and Life
• Automatic form for married participants	Joint and 60% Survivor Annuity with 10-Year Certain.
• Optional forms	10-Year Certain and Life Lump sum
• Optional form conversion factors	10-Year Certain and Life to JS60% with 10-Year Certain: 90% increased/decreased by 1% for each year by which the contingent annuitant is older/younger than the participant (maximum adjustment is 7%)

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: Stearns Hourly**

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

Schedule SB, Part V — Summary of Plan Provisions**Normal retirement**

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| • Eligibility | First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation. |
| • Benefit | The sum of (1) plus (2):
(1) \$6 times years of service prior to January 1, 1995.
(2) \$12 times years of benefit service on or after January 1, 1995. |

Early retirement

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| • Benefit | The monthly retirement benefit reduced 6% per year for each year benefits commence prior to NRD. |
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Late retirement

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| • Benefit | Monthly pension benefit determined as of actual retirement date. |
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Pre-retirement death

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| • Benefit | In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died. |
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Form of benefits

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| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | Actuarially equivalent 50% Joint and Survivor |
| • Optional form conversion factors | Mortality table: The 1984 Unisex Pension Table
Interest rate: 8% |

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: Stearns Salaried**

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

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

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| <ul style="list-style-type: none">• Benefit | The amount that would have been payable to the spouse had the participant terminated on the first day of the month in which death occurred, survived to his earliest retirement date, having elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as the first day to the month following the participant's death or age 55 if later, and will continue for the spouse's life. |
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Form of benefits

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| <ul style="list-style-type: none">• Automatic form for unmarried participants | Life Annuity |
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| <ul style="list-style-type: none">• Automatic form for married participants | Actuarially equivalent 50% Joint and Survivor |
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| <ul style="list-style-type: none">• Optional form conversion factors | Mortality table: The 1984 Unisex Pension Table
Interest rate: 8% |
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Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: BASF**

Effective date and plan year	Original Plan: January 1, 1986 Frozen to Future Accruals as of September 20, 2006													
Definitions														
• Employee	Any person employed by K2													
• Eligibility requirements	Each employee shall become a Participant on the date he first renders an hour of service.													
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.													
• Year of service	Benefit Accrual: One full year of benefit service is credited for 1,800 hours worked, then one month of benefit service is credited for every 150 hours of service, and another month of benefit service is counted if the remaining hours of service is 75 or more. Vesting: One year of vesting service is credited for each plan year in which an employee completed 1,000 or more hours of service.													
• Vesting	100% vesting after 5 years of service.													
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of service at termination.													
Normal retirement														
• Eligibility	First of the month coincident with or next following attained age 65.													
• Benefit	Benefit service at NRD times Monthly Benefit Rate. Sample rates are shown below: <table><tr><td><u>Date of Retirement or Termination or Date of Disability</u></td><td><u>Monthly Benefit Rates</u></td></tr><tr><td>On or after 9/21/2001 and before 9/23/2002</td><td>\$32.00</td></tr><tr><td>On or after 9/23/2002 and before 9/24/2003</td><td>\$34.00</td></tr><tr><td>On or after 9/24/2003 and before 9/21/2004</td><td>\$35.00</td></tr><tr><td>On or after 9/21/2004 and before 9/21/2005</td><td>\$36.00</td></tr><tr><td>On or after 9/21/2005 and before 9/20/2006</td><td>\$37.00</td></tr></table>		<u>Date of Retirement or Termination or Date of Disability</u>	<u>Monthly Benefit Rates</u>	On or after 9/21/2001 and before 9/23/2002	\$32.00	On or after 9/23/2002 and before 9/24/2003	\$34.00	On or after 9/24/2003 and before 9/21/2004	\$35.00	On or after 9/21/2004 and before 9/21/2005	\$36.00	On or after 9/21/2005 and before 9/20/2006	\$37.00
<u>Date of Retirement or Termination or Date of Disability</u>	<u>Monthly Benefit Rates</u>													
On or after 9/21/2001 and before 9/23/2002	\$32.00													
On or after 9/23/2002 and before 9/24/2003	\$34.00													
On or after 9/24/2003 and before 9/21/2004	\$35.00													
On or after 9/21/2004 and before 9/21/2005	\$36.00													
On or after 9/21/2005 and before 9/20/2006	\$37.00													
Effective 9/20/2006, the pension plan is frozen.														
Early retirement														
• Benefit	The monthly retirement benefit determined as of early retirement date, reduced to 0.5% for each full calendar month that commencement of payment precedes the participant's 62nd birthday.													

Schedule SB, Part V — Summary of Plan Provisions**Late retirement**

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| • Benefit | Monthly pension benefit determined as of actual retirement date. |
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Disability

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| • Benefit | Normal retirement benefit based on benefit service as of termination, reduced by disability benefit under any Federal or State statute, payable six months after disability. |
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Pre-retirement death

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| • Benefit | In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died. |
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Form of benefits

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| • Automatic form for unmarried participants | 5-Year Certain and Life |
| • Automatic form for married participants | Qualified Joint and 50% Survivor Annuity |
| • Optional form conversion factors | Mortality table: The 1971 Group Annuity Mortality Tables assuming a composition of 80% male and 20% female beneficiaries.
Interest rate: 8% |

Schedule SB, Part V — Summary of Plan Provisions**Pension Plan of K2, Inc. Sub-Plan: Simplex UAW Local 963 Unit 1**

Effective date and plan year	Original Plan: May 1, 1950 Frozen to Future Accruals as of June 30, 2000	
Accrual status	The plan was frozen June 30, 2000.	
Definitions		
• Employee	Any person employed by K2	
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None	
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.	
• Year of service	12-consecutive month computation period in which an employee is credited with 1,000 or more hours of service. Eligibility: Employees become plan participants when they are in a bargaining unit defined in the collective bargaining agreement between the Company and Union. There are no active employees after June 30, 2000 as a result of the sale of the Simplex Products division. Benefit Accrual: (1) As of December 31, 1975 – the Plan in effect at that time. (2) Beginning on January 1, 1976 – Hours worked in the year divided by 1,600 and rounded to the nearest quarter year; maximum one per calendar year. (3) No service is accrued after June 30, 2000 Vesting: (1) As of December 31, 1975 – Determined by the Plan in effect at that time. (2) Beginning on January 1, 1976 – Hours worked in the year divided by 1,600 and rounded to the nearest quarter year; maximum one per calendar year.	
• Accrued benefit	Monthly retirement benefit determined as of actual retirement date.	
Normal retirement		
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.	
• Benefit	Scheduled monthly benefit levels for each year of Benefit Service	
	<u>Retirement Date</u>	<u>Amount</u>
	July 15, 1996 to July 14, 1997	\$14.50 per month
	July 15, 1997 to July 14, 1998	\$15.50 per month
	July 15, 1998 to July 14, 1999	\$16.50 per month
	July 15, 1999 to July 14, 2000	\$17.50 per month
	On or after July 15, 2000	\$18.50 per month

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

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| • Benefit | Normal retirement benefit reduced by 1/180 for each month by which the early retirement date precedes age 65. |
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Late retirement

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| • Benefit | Monthly retirement benefit determined as of actual retirement date. |
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Disability

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| • Benefit | Monthly retirement benefit payable at age 65, based on years of benefit service at disability date. |
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Pre-retirement death

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|-------------------------------------|--|------------|------|------------|------|------------|------|----------|-----------|
| • Benefit prior to early retirement | <p>The amount that would have been payable to the spouse if the participant had terminated on the first day of the month in which death occurred, survived to his early retirement date, and elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as of the first day of the month following the participant's death or age 55 if later, and will continue for the spouse's life.</p> <p>The retirement benefit of an employee shall be reduced for each month the Preretirement Spouse's benefit is in effect by 1/12 of the following percentages:</p> <table border="0"> <tr> <td>Ages 35-44</td> <td>0.1%</td> </tr> <tr> <td>Ages 45-54</td> <td>0.4%</td> </tr> <tr> <td>Ages 55-64</td> <td>0.8%</td> </tr> <tr> <td>Ages 65+</td> <td>No charge</td> </tr> </table> | Ages 35-44 | 0.1% | Ages 45-54 | 0.4% | Ages 55-64 | 0.8% | Ages 65+ | No charge |
| Ages 35-44 | 0.1% | | | | | | | | |
| Ages 45-54 | 0.4% | | | | | | | | |
| Ages 55-64 | 0.8% | | | | | | | | |
| Ages 65+ | No charge | | | | | | | | |

Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | Actuarially equivalent 50% joint and survivor annuity |
| • Optional forms Conversion factors | <p>50% Joint & Survivor Annuity:
Factor is 88% +/- 5/10 of 1% for each complete year of the difference between the ages of the employee and the contingent annuitant.</p> <p>Other Optional form of benefit payments:
Mortality table: The 1951 Group Annuity Mortality Table
Interest rate: 5%</p> |

Schedule SB, Part V — Summary of Plan Provisions**United States Playing Card Company Pension Plan for Non-Union Employees Sub-Plan**

Effective date and plan year	January 1, 1997
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Eligibility	All employees of The United States Playing Card Company except leased and union employees are eligible. The plan was closed to new entrants on December 31, 2005.
• Participation date	January 1 or July 1 next following the attainment of age 21 and the completion of one year of vesting service.
• Vesting service	One year for each 1,000-hour calendar year of employment.
• Credited service	One year for each 1,000-hour calendar year of employment, pro rata for each year with less than 1,000 hours. Salaried employees who were participants of the Prior Plan are credited with service under both the Salaried Retirement Plan and the Diamond International Retirement Plan prior to March 29, 1982. Credited service was frozen on December 31, 2005.
Normal retirement	
• Eligibility	Age 65 with five years of vesting service
• Benefit	<u>For Salaried employees and Hourly employees hired after January 1, 1997:</u> The larger of the following: (a) Accrued benefit under the Salaried Retirement Plan at December 31, 1996. (b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35). <u>For Hourly employees hired prior to January 1, 1997:</u> The sum of the following: (a) Accrued benefit under the Hourly Retirement Plan at December 31, 1996. In the application of this benefit formula, credited service is limited to 28 years. (b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35). Future benefit accruals were frozen on December 31, 2005 for both salaried and hourly employees.
Early retirement	
• Eligibility	Age 55 with 5 years of vesting service

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Jarden Corporation Consolidated Hourly Pension Sub-Plan: Zinc Products Company –
Greeneville, Tennessee**

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

Schedule SB, Part V — Summary of Plan Provisions

- **Benefit** The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:

<u>Age at Retirement</u>	<u>Early Retirement Factor</u>
55	39.00%
56	42.50%
57	46.30%
58	50.60%
59	55.40%
60	60.80%
61	66.80%
62	73.60%
63	81.30%
64	90.00%

Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 63.80%.

Late retirement

- **Eligibility** Subject to continued employment after normal retirement
- **Benefit** The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.

Deferred vested

- **Eligibility** 5 years of vesting service
- **Benefit** The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:

<u>Service</u>	<u>Vested Percentage</u>
Less than 5 years	0%
5 or more years	100%

Disability

- **Eligibility** 10 years of vesting service
- **Benefit** The accrued retirement benefit as of the disability retirement date shall be payable commencing immediately.

Pre-retirement death

- **Eligibility** 5 years of vesting service

Schedule SB, Part V — Summary of Plan Provisions

- Benefit The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.

Form of benefits

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|------------------------------------|--|
| • Normal form of payment | Single Life Annuity |
| • Optional forms | <ul style="list-style-type: none">• 50%, 75%, 100% Joint & Survivor Annuity• 10 Year Certain and Life Annuity |
| • Optional form conversion factors | As specified in Section 4.5 of Plan Supplement #1 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document. |

Schedule SB, Part V — Summary of Plan Provisions**Jarden Corporation Consolidated Hourly Pension Sub-Plan: Metal Services Company – Baltimore, Maryland**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Jarden Corporation Consolidated Hourly Pension Plan Sub-Plan: Metal Services Company - Chicago, Illinois**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions**Jarden Corporation Consolidated Hourly Pension Sub-Plan: Consumer Products Company – Muncie, Indiana**

Effective date	April 2, 1993																
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																
Definitions																	
• Participation	First of month coincident with or following date of hire. Employees hired after October 15, 2006 are not eligible to participate in this plan.																
Normal retirement																	
• Eligibility	Age 65 and 5 years of participation																
• Special early retirement	Age 62																
• Benefit	The standard retirement benefit is a monthly pension payable for life equal to \$23.00 multiplied by benefit service. For retirement on or after October 1, 2001, the dollar multiplier increase to \$24.00. For retirement on or after October 1, 2002, the dollar multiplier increased to \$25.00. For retirement on or after October 1, 2003, the dollar multiplier increased to \$26.00. For retirement on or after October 1, 2004, the dollar multiplier increased to \$27.00. For retirement on or after October 1, 2005, the dollar multiplier increased to \$28.00. For retirement on or after October 1, 2006 the dollar multiplier increased to \$29.00. For retirement on or after October 1, 2008 the dollar multiplier increases to \$30.00. Benefit service after December 31, 2012 is not considered.																
Early retirement																	
• Eligibility	Age 55 and 15 years of vesting service																
• Benefit	The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors:																
	<table> <tr> <th><u>Age at Retirement</u></th><th><u>Early Retirement Factor</u></th></tr> <tr> <td>55</td><td>58.00%</td></tr> <tr> <td>56</td><td>64.00%</td></tr> <tr> <td>57</td><td>70.00%</td></tr> <tr> <td>58</td><td>76.00%</td></tr> <tr> <td>59</td><td>82.00%</td></tr> <tr> <td>60</td><td>88.00%</td></tr> <tr> <td>61</td><td>94.00%</td></tr> </table>	<u>Age at Retirement</u>	<u>Early Retirement Factor</u>	55	58.00%	56	64.00%	57	70.00%	58	76.00%	59	82.00%	60	88.00%	61	94.00%
<u>Age at Retirement</u>	<u>Early Retirement Factor</u>																
55	58.00%																
56	64.00%																
57	70.00%																
58	76.00%																
59	82.00%																
60	88.00%																
61	94.00%																
	Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 91.00%.																

Schedule SB, Part V — Summary of Plan Provisions

• Special early retirement benefit	The accrued retirement benefit as of the special early retirement date shall be payable commencing immediately.						
Late retirement							
• Eligibility	Subject to continued employment after normal retirement						
• Benefit	The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.						
Deferred vested							
• Eligibility	5 years of vesting service; All actives as of 12/31/2012 are fully vested						
• Benefit	The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable on the normal retirement date. The vested percentage is based on the following table:						
<table> <tr> <th><u>Service</u></th><th><u>Vested Percentage</u></th></tr> <tr> <td>Less than 5 years</td><td>0%</td></tr> <tr> <td>5 or more years</td><td>100%</td></tr> </table>		<u>Service</u>	<u>Vested Percentage</u>	Less than 5 years	0%	5 or more years	100%
<u>Service</u>	<u>Vested Percentage</u>						
Less than 5 years	0%						
5 or more years	100%						
Disability							
• Eligibility	10 years of vesting service						
• Benefit	The accrued retirement benefit as of the disability retirement date shall be payable commencing immediately.						
Pre-retirement death							
• Eligibility	5 years of vesting service						
• Benefit	The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.						
Form of benefits							
• Normal form of payment	Single Life Annuity						
• Optional forms	50%, 75%, 100% Joint and Survivor Annuity						
• Optional form conversion factors	As specified in Section 4.5 in Plan Supplement #5 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.						

Schedule SB, Part V — Summary of Plan Provisions**Penn Fishing Tackle Manufacturing Company Pension Sub Plan**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	First day of the seventh month from date of termination of service, by reason of total and permanent disability as defined by the Social Security Administration.
• Benefit	Accrued Benefit as of the Disability Retirement Date, without reduction for early commencement.
Pre-retirement death	
• Eligibility	Eligibility is contingent upon the vesting date.
• Benefit	If there is no Surviving Eligible Spouse, there is no benefit to be paid. Monthly Benefit to Surviving Spouse is the 50% Qualified Survivor Annuity. The date of payment is the Participant's Earliest Retirement Date.
Post-retirement death	Post-retirement Death Benefits are dependent upon the form of payment selected.
Form of benefits	
• Methods of Payments	<p>Under the Normal Form of Payment, a Participant's retirement benefit is payable as a monthly annuity for life, without further payments after death. A Participant may elect to receive the benefit under one of the following Actuarially Equivalent optional modes:</p> <p>A reduced benefit is paid to the Participant for life, with 100%, 75% or 50% of such benefit continued after death for the subsequent lifetime of the designated contingent annuitant.</p> <p>A reduced benefit is paid to the Participant for life, with 60, 120, or 180 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 60, 120 or 180 payments have been paid.</p> <p>The actuarial equivalent Lump Sum value of the Accrued Benefit.</p> <p>Unless the Participant has elected an option above, it is automatically assumed that a married Participant has elected an Actuarially Equivalent Joint and Survivor Option with one-half of the initial amount continued to the surviving spouse as contingent annuitant.</p>
• Optional form conversion factors	As specified in Tables A and B in Appendix A of Exhibit XV (Penn Fishing Tackle Manufacturing Company Pension Plan), of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions**Jostens Pension Plan A Component**

effective date and plan year

Jostens Hourly Employees – Plan A & C	Original plan: July 1, 1962 Restated plan: January 1, 2010
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Jostens Salaried Employees – Plan D	Original plan: July 1, 1943 Restated plan: January 1, 2010
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Status of the plan	<p>The Plan is closed to new hires.</p> <p>The accrued benefit for non-union hourly employees is frozen as of December 31, 2012. The accrued benefit for union hourly employees is frozen as of December 31, 2013.</p> <p>The accrued benefit for non-union salaried employees is frozen as of December 31, 2012.</p> <p>The accrued benefit for a participant who is an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.</p>
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Definitions**Eligibility & Participation**

- | | |
|--|--|
| <ul style="list-style-type: none"> Jostens hourly employees - Former Jostens Pension Plan A | <p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is covered by a collective bargaining agreement which includes a provision approving this plan shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of nine months of employment or attainment of age 20.</p> <p>Effective July 1, 2008, the plan is closed to new hires.</p> |
| <ul style="list-style-type: none"> Jostens hourly employees – Former Jostens Pension Plan C | <p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is compensated on an hourly wage rate basis, including on and after July 1, 1983 office-clerical employees, and who is not covered by a collective bargaining agreement shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21 (was 25 prior to July 1, 1985). The Photo division employees were excluded from participation under Plan C effective July 1, 1998.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p> |

Schedule SB, Part V — Summary of Plan Provisions

• Jostens salaried employees	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976 a salaried employee (excluding employees compensated in whole or in part on a commission basis and any employees represented by a collective bargaining agreement) shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21.</p> <p>The Photo division employees began participation in Plan D effective July 1, 1998. College division employees (former sales reps) began participation effective July 1, 1997. Indiana School Pictures, Inc. employees began participation in Plan D effective January 1, 2003. School Annual Publishing Company employees began participation in Plan D effective September 22, 2003.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p>
• Lehigh Press	<p>The January 1 or July 1 coincident with or next following attainment of age 21 and completion of twelve months of service following date of hire, or any subsequent plan year, in which 1,000 or more hours of service are credited.</p> <p>Effective January 1, 2007, the plan is closed to new hires.</p>
• Von Hoffman	<p>Employees of the Von Hoffmann Jefferson City facility who were in covered employment as of January 1, 2007, became eligible to participate in Plan C on that date. They were eligible to accrue the same benefits as Jostens Plan C employees until their termination due to the sale of Von Hoffmann in May 2007.</p>
Vesting service	
• Jostens hourly employees - Former Jostens Pension Plan A	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 21 (age 17 effective July 1, 1985), in which an employee works at least 1,000 hours.</p>
• Jostens hourly employees – Former Jostens Pension Plan C	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, in which an employee works at least 1,000 hours. No vesting service is given prior to the attainment of age 18.</p>
• Jostens salaried employees	<p>One day of future vesting service is credited for each day, subsequent to the employee's eighteenth birthday, that a person is in the employ of the company.</p>

Schedule SB, Part V — Summary of Plan Provisions

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- Lehigh Press A full year is credited for each calendar year (excluding calendar years ending before attainment of age 18) in which 1,000 or more hours of service are credited. For Lehigh Press participants employed at the Dallas and Carrollton locations, no vesting service is earned before June 1, 1977.
-

Benefit service

-
- Jostens hourly employees Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.
Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:

<u>Hours Worked per Plan Year or Calendar Year</u>	<u>Benefit Service</u>
Less than 1,000	None
1,000 to 1,399	.50 year
1,400 to 1,799	.75 year
1,800 or more	1.00 year

- Jostens salaried employees One day of benefit service is credited for each day a person is a salaried employee of the company.
 - Service freeze Effective January 1, 2013, non-union employees do not accrue additional service after December 31, 2012. Effective January 1, 2014, union employees do not accrue additional service after December 31, 2013.
-

Credited service

-
- Lehigh Press A full year is credited for each plan year after 1975 in which 1,000 or more hours of service are credited. However, in the first and last plan years of service only, a participant shall accrue a partial year (to the nearest month) of credited service if a pro rata number of hours of service are credited. For participants employed at the Dallas and Carrollton locations, no credited service is earned before June 1, 1977. Effective January 1, 2007, a participant who is an office employee of Lehigh Lithographers or Lehigh Direct shall not accrue additional service after December 31, 2006.
-

Pensionable earnings

-
- Jostens salaried employees Basic earnings plus bonuses, 401(k) deferrals and other specified pay
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Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions• **Benefit****Benefit Level times Benefit Service at Normal Retirement:**

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

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

-
- **Eligibility** The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.
-

- **Benefit** Benefit Level times Benefit Service at Normal Retirement Date.

Date of Retirement	Benefit Level
7/1/1989 to 7/1/1990	\$13.00
7/1/1990 to 7/1/1991	\$13.50
7/1/1991 to 12/31/1993	\$14.00
1/1/1994 to 12/31/1996	\$15.00
1/1/1997 to 12/31/1998	\$16.00
1/1/1999 and later	\$17.00

For office-clerical employees who also receive a benefit under the salary formula attributable to service prior to July 1, 1983, an offset equal to the salary formula benefit is required.

Jostens salaried employees

-
- **Eligibility** The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.
-

Schedule SB, Part V — Summary of Plan Provisions

• Benefit
New Formula

A. 0.85% of Average Annual Salary, not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service as of December 31, 2005 (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of December 31, 2005]

Plus

B. 1% of Total Annual Salary, after December 31, 2005.

For employees who were greater than age 45 and had more than 15 years of service on December 31, 2005, will be given the greater of the old formula and the new formula.

Prior Formula

0.85% of Average Annual Salary not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of termination date]

Transition Rule Minimum: The July 1, 1988 accrued pension increased for service after July 1, 1988 (up to 35 years) and increased by 3% per year.

Hourly Formula Minimum: Amount payable under the hourly formula. Currently \$17.00 per month per year of service. All participants are eligible.

Office hourly employees transferred to the hourly formula as of July 1, 1983 remain entitled to their accrued benefit determined as of June 30, 1983.

Former Hunter Employees

Participants who were participants under the Hunter plan are eligible for a benefit equal to the greater of the following:

- Hunter plan benefit as of October 31, 1989 plus the accrued Jostens Pension Plan C benefit after November 1, 1989 using the hourly or salary formulas respectively, or
 - The benefit accrued using service from November 1, 1989 plus half of the participant's service up to October 31, 1989 under the Hunter Plan (sum is limited to 35 years for salaried participants) using the hourly or salary formulas respectively.
-

Schedule SB, Part V — Summary of Plan Provisions

Lehigh Press						
• Eligibility	The first day of the month coincident with or next following the later of attainment of age 65 or the fifth anniversary of the date of participation					
• Benefit	The accrued benefit under the prior plan as of December 31, 1975, plus 1% of Average Compensation multiplied by Credited Service as of December 31, 1998, plus 1.1% of Average Compensation multiplied by Credited Service after December 31, 1998, based on Average Compensation and Credited Service as of the date of determination.					
Early retirement						
• Eligibility	After attaining age 55 and completing ten years of vesting service					
• Benefit	The early retirement benefit is the accrued normal retirement benefit based on Average Annual Salary, Covered Compensation and Benefit Service at the time of termination of employment and reduced according to the following table for benefit commencement prior to age 65:					
	Benefit Comm. Age	Former Plan A	Former Plan C	Jostens Salaried	Jostens Hunter Plan	Lehigh Press
	65 & over	100.0%	100.0%	100.0%	100.0%	100.0%
	64	97.6%	94.0%	92.2%	93.3%	96.0%
	63	95.2%	88.0%	84.4%	86.7%	92.0%
	62	92.8%	82.0%	76.6%	80.0%	88.0%
	61	76.0%	76.0%	72.4%	73.3%	84.0%
	60	70.0%	70.0%	68.2%	66.7%	80.0%
	59	65.2%	65.2%	64.0%	63.3%	74.0%
	58	60.4%	60.4%	59.8%	60.0%	68.0%
	57	55.6%	55.6%	55.6%	56.7%	62.0%
	56	50.8%	50.8%	51.4%	53.3%	56.0%
	55	46.0%	46.0%	47.2%	50.0%	50.0%
Late retirement						
Jostens						
• Eligibility	Actual retirement date after Normal Retirement Date.					
• Benefit	Normal Retirement Benefit with continued Benefit Service and current Benefit Level if applicable.					

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

Lehigh Press

- | | |
|---------------|---|
| • Eligibility | Eligibility for Social Security disability benefits, provided that disability commences after completion of five years of vesting service. |
| • Benefit | The accrued normal retirement benefit (reduced if it commences before the normal retirement date) with credited service accruing during the period of disability until retirement and assuming that compensation in the last full plan year preceding the date of disability remains level to retirement. |

Post-age 55 death

Jostens

- | | |
|---------------|--|
| • Eligibility | <p>If the Participant had completed at least 10 years of Vesting Service, the survivor benefit starts the month after the Participant's death occurs.</p> <p>If the Participant had completed less than 10 years of Vesting Service, the survivor benefit starts the month following the month during which the participant would have attained his Normal Retirement Date had he lived.</p> |
| • Benefit | <p>An amount equal to the greater value of:</p> <ol style="list-style-type: none"> The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later), Forty-five percent (45%) of the Participant's Accrued Benefit determined as of the date of his death, or The survivor portion of the 100% Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) in the case of a Participant who properly elected such Optional Pension Form before his date of death, but who died before the Benefit Commencement Date. |
-

Schedule SB, Part V — Summary of Plan Provisions**Pre-age 55 and post-termination death***Jostens*

- | | |
|---------------|---|
| • Eligibility | <p>If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.</p> <p>If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.</p> |
| • Benefit | <p>The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),</p> <p>The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.</p> |

Preretirement death*Lehigh Press*

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

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | Joint and 50% Survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens |

Schedule SB, Part V — Summary of Plan Provisions

-
- **Optional form conversion factors** For Jostens hourly and salaried employees, the actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 1994 GAR tables, projected to 2002.

For Lehigh Press employees, the optional form conversion factors are defined at each specific age in the plan document for each optional form.

Miscellaneous

-
- **Maximum benefits** Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2020, the limit is \$230,000
-

Schedule SB, Part V — Summary of Plan Provisions**Jostens Pension Plan B Component**

Effective date and plan year	Original plan: July 1, 1962 Restated plan: January 1, 2010
Status of the plan	The plan was closed to new hires on January 1, 2008. All employees have transferred to another Jostens plan or location that does not participate in this plan and therefore the benefits shown for active employees are effectively frozen.

Definitions

• Participation	Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976, an employee who is covered by a collective bargaining agreement which includes a provision approving this plan shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of one year of employment or attainment of age 21 (was 25 prior to July 1, 1985). Effective January 1, 2008, the plan is closed to new hires.
• Vesting service	Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 18, in which an employee works at least 1,000 hours.
• Benefit service	- Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect. - Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year, and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:

<u>Hours Worked per Plan Year or Calendar Year Benefit Service</u>	<u>Benefit Service</u>
--	------------------------

Less than 1,000

None

1,000 to 1,399

0.50 year

1,400 to 1,799

0.75 year

1,800 or more

1.00 year

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement

- **Eligibility** The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.

- **Benefit** Benefit Level times Benefit Service at Normal Retirement

<u>Date of Retirement</u>	<u>Benefit Level</u>
9/1/1988 to 8/30/1989	\$10.00
9/1/1989 to 8/30/1990	\$10.50
9/1/1990 to 8/30/1991	\$11.00
9/1/1991 to 8/30/1992	\$11.50
9/1/1992 to 8/30/1993	\$11.75
9/1/1993 to 8/30/1994	\$12.25
9/1/1994 to 8/30/1995	\$13.00
9/1/1995 to 8/30/1996	\$13.75
9/1/1996 to 8/30/1997	\$14.25
9/1/1997 to 8/30/1998	\$14.75
9/1/1998 to 8/30/2002	\$15.00
9/1/2002 to 8/30/2004	\$15.25
9/1/2004 to 8/30/2005	\$15.50
9/1/2005 to 8/30/2006	\$15.75
9/1/2006 to 8/30/2007	\$16.00
9/1/2007 to 8/30/2008	\$16.25
9/1/2008 to 8/30/2009	\$16.50
9/1/2009 to 8/30/2010	\$16.75
9/1/2010 to 8/30/2011	\$17.00
9/1/2011 and later	\$17.25

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

• Eligibility	Age 55 and 10 years of Vesting Service.																								
• Benefit	Normal retirement benefit based on Benefit Service to the date of termination and reduced according to the following table for benefit commencement prior to age 65:																								
	<table> <tr> <th><u>Commencement Age</u></th><th><u>Percentage of Benefit payable</u></th></tr> <tr> <td>65 and over</td><td>100%</td></tr> <tr> <td>64</td><td>94%</td></tr> <tr> <td>63</td><td>88%</td></tr> <tr> <td>62</td><td>82%</td></tr> <tr> <td>61</td><td>76%</td></tr> <tr> <td>60</td><td>70%</td></tr> <tr> <td>59</td><td>65%</td></tr> <tr> <td>58</td><td>60%</td></tr> <tr> <td>57</td><td>56%</td></tr> <tr> <td>56</td><td>51%</td></tr> <tr> <td>55</td><td>46%</td></tr> </table>	<u>Commencement Age</u>	<u>Percentage of Benefit payable</u>	65 and over	100%	64	94%	63	88%	62	82%	61	76%	60	70%	59	65%	58	60%	57	56%	56	51%	55	46%
<u>Commencement Age</u>	<u>Percentage of Benefit payable</u>																								
65 and over	100%																								
64	94%																								
63	88%																								
62	82%																								
61	76%																								
60	70%																								
59	65%																								
58	60%																								
57	56%																								
56	51%																								
55	46%																								

Late retirement

• Eligibility	Actual retirement date after Normal Retirement Date.
• Benefit	Normal Retirement Benefit with continued Benefit Service and current Benefit Level.

Deferred vested

• Eligibility	Five years of Vesting Service.
• Benefit	Same as Early Retirement Benefit. The benefit is available at age 55 if the participant has 10 years of Vesting Service.

Disability

• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of Vesting Service and attaining age 50 may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on Benefit Service to the date of disability is payable beginning on the disability retirement date and continuing until death.

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death

- **Eligibility**
If the Participant had completed at least 10 years of Vesting Service, the survivor benefit starts the month after the Participant's death occurs.
If the Participant had completed less than 10 years of Vesting Service, the survivor benefit starts the month following the month during which the participant would have attained his Normal Retirement Date had he lived.
 - **Benefit**
An amount equal to the greater value of:
 - a. The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),
 - b. Forty-five percent (45%) of the Participant's Accrued Benefit determined as of the date of his death, or
 - c. The survivor portion of the Joint Life with 100% to Surviving Spouse form of benefit (based on the Participant's Accrued Benefit as of the date of his death) in the case of a Participant who properly elected such Optional Pension Form before his date of death, but who died before the Benefit Commencement Date
-

Pre-age 55 and post-termination death

- **Eligibility**
If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.
If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.
 - **Benefit**
The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later).
The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.
-

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits

- Automatic form for unmarried participants Single Life Annuity

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

- Optional forms
 - Life annuity with 10 years certain
 - Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death
 - Other forms of payment are available subject to the approval of Jostens

- Optional form conversion factors The actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 94 GAR, projected to 2002.

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2020, the limit is \$230,000.
-

Schedule SB, Part V — Summary of Plan Provisions**Elmer's Pension Plan Component**

Effective date and plan year	Original plan: February 3, 1961 Amended and Restated plan: October 1, 1999 Most recent amendment effective: May 15, 2015
Status of the plan	Benefit accruals were frozen for all participants effective January 1, 2008.

Definitions

• Eligibility and participation	Employee who is not in a collectively bargained unit becomes a participant on the October 1 following date of hire.
• Pensionable earnings	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of 180,000 be used to determine benefits. Compensation is frozen as of January 1, 2008.
• Final average earnings	Plan Compensation averaged over the highest five consecutive years. Compensation is frozen as of January 1, 2008.
• Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
• Accrued benefit	Benefits are frozen as of January 1, 2008.

Normal retirement

• Eligibility	Age 65 and five years of participation
• Benefit	<p>The sum of (i) and (ii):</p> <p>(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.</p> <p>(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.</p> <p>For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.</p> <p>Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).</p> <p>Benefit accruals were frozen effective January 1, 2008.</p>

Early retirement

• Eligibility	Age 55 and 10 years of service
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii): (i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced. (ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.
Postponed retirement	
• Eligibility	Retirement after normal retirement date
• Benefit	Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation, payable at Normal Retirement.
Disability	<u>Ineligible for long-term disability benefits</u> : amount calculated under the Normal Retirement formula as of the date of Disability. <u>Eligible for long-term disability benefits</u> : amount calculated under the Normal Retirement formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on the first date of absence.
Pre-retirement death	<u>Death before early retirement eligibility</u> : plan provides for a qualified joint and survivor benefit. <u>Death after early retirement eligibility</u> : spouse shall receive an immediate benefit equal to ½ of the participant's accrued benefit at the time of death.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50% survivor annuity
• Optional forms	Certain & life annuity; 50%, 75% or 100% joint and survivor annuities; lump sum
• Optional form conversion factors	UP-1984 mortality table, applying a two-year setback for participants and one-year setback for spouses and 7.5% interest.

Schedule SB, Part V — Summary of Plan Provisions

Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually.

Schedule SB, Part V — Summary of Plan Provisions**Benefits included or excluded**

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

- **Most recent plan amendments included:** Effective December 31, 2017.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase from the plan provisions or back payments to age 65.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.
- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* Not applicable.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Schedule SB, Part V — Summary of Plan Provisions

Plan provision changes since prior valuation

None.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**ACTUARIAL ASSUMPTIONS****Discount rate sponsor elections**

- | | |
|-------------------------------------|---------|
| • Segment rates or full yield curve | Segment |
| • Look-back months | 4 |

	<u>Stabilized</u>	<u>Nonstabilized</u>	<u>PBGC Premium</u>
• First 5 years	3.64%	2.79%	2.79%
• Next 15 years	5.21%	3.92%	3.92%
• Over 20 years	5.94%	4.38%	4.38%

Mortality sponsor elections

- | | |
|-------------------------------------|---|
| • Healthy and disabled participants | <p><u>Base table – male nonannuitant and male and female annuitant</u>: IRS approved substitute plan-specific mortality table.</p> <p><u>Base table – female nonannuitant</u>: Section 430(h)(3) prescribed separate static nonannuitant mortality table.</p> <p><u>Projection scale</u>: generational projection using the MP2018 projection scale</p> |
|-------------------------------------|---|

- | | |
|-------------------------------------|---|
| 417(e) lump sums (JCPP only) | Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality. |
|-------------------------------------|---|

Non-417(e) lump sums (Thermco)

- | | |
|-------------------|--|
| • Mortality table | 1971 Group Annuity Mortality table for males |
| • Interest rate | 3.50% per year |

Cash balance plans (Kirsch only)

- | | |
|------------------------------|---|
| • Interest accumulation rate | 3.60% per year |
| • Whipsaw calculations | Not applicable |
| • Annuity conversion | |
| – Mortality table | 1994 Group Annuity Reserving Table, unloaded, projected to 2002, and blended 50/50 for males and females. |
| – Interest rate basis | Funding segment rates. |

Cash balance plans (JCPP only)

- | | |
|------------------------------|----------------|
| • Interest accumulation rate | 5.00% per year |
| • Whipsaw calculations | Not applicable |

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

• Annuity conversion		
– Mortality table	2020 PPA unisex mortality	
– Interest rate basis	Funding segment rates.	

Other economic assumptions

• Expected investment return	6.11% for 2018, 5.67% for 2019, and 4.91% for 2020.	
• Expenses	<ul style="list-style-type: none"> • Per participant amount for expected administration costs and PBGC flat rate premium • Anticipated variable rate premium • Estimated actuarial, audit, legal and other administrative fees • Investment management fees in excess of passive management fees • For 2020, the assumption is \$4,690,000. 	

Demographic assumptions

• Withdrawal	Withdrawal rates from 2019 Experience Study. See table of sample rates.	
• Disability incidence	NRPP: See table of sample rates JCPP, Plan A and Plan B: 1985 Pension Disability Table, Class 3, for males and females. Elmer's: None	
• Retirement age	Retirement rates from 2019 Experience Study. See table of sample rates.	
• Benefit commencement age for		
– Current vested deferred	63	
– Future vested deferred	63	
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>
– Percentage married	70%	55%
– Spouse Age Difference	2 years younger	2 years older

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

Form of Payment (except for certain subplans/locations in JCPP as shown below and on next page)	<u>Single Life Annuity</u>	<u>J&S 100%</u>	<u>Survivor Portion of QJSA</u>	<u>10-Year Certain & Life</u>
• Active retirements	50%	35%	0%	15%
• Future vested deferred	50%	35%	0%	15%
• Future disabilities	100%	0%	0%	0%
• Future deaths	0%	0%	100%	0%
• Prior Plan Benefits	100% normal form (varies by participant)			
• Kirsch Vested Terms (Cash Balance)	100% Lump sum			

Form of payment – For certain subplans/locations JCPP**Sunbeam Products, Inc. Subplan**

- *Thermco*: Participants are assumed to elect a lump sum distribution.
- *Coleman Salaried*: Non-highly compensated employees are assumed to elect a lump sum distribution. Deferred vested are assumed to elect a single life annuity.
- *BRK*: 100% of Non-Union active participants are assumed to elect a lump sum distribution, and 80% of deferred vested participants are assumed to elect a lump sum distribution.
- Sunbeam Allegheny, Oster, Almet/Lawnlite, and Forster

	Single Life Annuity	J&S 100%	Survivor Portion of QJSA
Active retirements	65%	35%	0%
Future vested deferred	65%	35%	0%
Future disabilities	65%	35%	0%
Future deaths	0%	0%	100%
Current vested deferred	65%	35%	0%

K2 Subplan

Shakespeare Salaried and Shakespeare Hourly Subplans

	10-Year Certain and Life	J&S 60% with 10-Year Certain	Survivor Portion of QJSA
Active retirements	65%	35%	0%
Future vested deferred	65%	35%	0%
Future disabilities	65%	35%	0%
Future deaths	0%	0%	100%
Current vested deferred	65%	35%	0%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Stearns Salaried, Stearns Hourly, and Simplex UAW Subplans**

	Single Life Annuity	Survivor Portion of QJSA
Active retirements	65%	35%
Future vested deferred	65%	35%
Future disabilities	65%	35%
Future deaths	0%	100%
Current vested deferred	65%	35%

Enka

	5-Year Certain & Life	Survivor Portion of QJSA
Active retirements	65%	35%
Future vested deferred	65%	35%
Future disabilities	65%	35%
Future deaths	0%	100%
Current vested deferred	65%	35%

Jarden Corporation Consolidated Hourly Subplan

	Single Life Annuity	J&S 100%	Survivor Portion of QJSA
Active retirements	65%	35%	0%
Future vested deferred	65%	35%	0%
Future disabilities	65%	35%	0%
Future deaths	0%	0%	100%
Current vested deferred	65%	35%	0%

Unpredictable contingent event
assumptions

Not applicable

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**TABLE OF SAMPLE RATES**

Attained age	Percentage			
	Withdrawal		Disability incidence	
	Male	Female	Male	Female
25	12.0%	15.0%	0.03%	0.03%
30	10.0%	14.0%	0.03%	0.04%
35	10.0%	13.0%	0.04%	0.07%
40	10.0%	10.0%	0.08%	0.13%
45	10.0%	10.0%	0.16%	0.24%
50	9.0%	9.0%	0.33%	0.40%
55	9.0%	9.0%	0.69%	0.64%
60	9.0%	9.0%	1.15%	0.90%
65+	9.0%	9.0%	0.00%	0.00%

ATTAINED AGE	RETIREMENT PERCENTAGES ⁴	
	ACTIVE PARTICIPANTS	
	MALE	FEMALE
55-58	6%	8%
59	13%	8%
60	24%	18%
61	18%	18%
62	28%	18%
63	20%	18%
64	20%	24%
65	35%	40%
66-69	30%	25%
70 and above	100%	100%

⁴ For NRPP subplan, rates before age 60 are not used for participants that do not have a Prior Plan benefit.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for Significant Assumptions**

- **Discount Rate** – Given the segment rate and look-back elections made by the plan sponsor, the stabilized and non-stabilized rates are those prescribed by IRS Section 430 and relevant regulations.
- **Base mortality table** – Newell Brands completed a mortality study during 2018 using experience from the 2015 and 2016 plan years for all of the plans that comprise the Newell Brands Consolidated Pension Plan. There was enough credible experience to create plan-specific base tables for male nonannuitants, male annuitants, and female annuitants. The prescribed Section 430(h)(3) separate static nonannuitant mortality table is used for female nonannuitants. Disabled participants are valued using the same tables since they were included in the mortality study.
- **Expected return on assets** – This assumption is based on the median simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook (CMO) for the plan's target asset mix, net of an adjustment for passive investment expenses assumed to be paid from plan assets.
- **Expenses** – This assumption reflects our expectation of expenses that will be paid from the trust over the next year which includes (1) a per participant amount for expected administration costs and PBGC flat rate premium, (2) the anticipated PBGC variable rate premium, (3) estimated actuarial, audit, legal and other administrative fees, and (4) investment management fees in excess of passive management fees.
- **Withdrawal** – Termination rates were developed based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future termination patterns and circumstances of the employer will not differ significantly from the period studied.
- **Retirement age** – Retirement rates are based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied.
- **Form of payment** – The assumed form of payment is based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that the future form of payment elections and circumstances of the employer will not differ significantly from the period studied.
- **Benefit commencement age** – The benefit commencement age assumption is based on an experience study undertaken in 2019 using data from January 1, 2015 through January 1, 2018 for all the plans that comprise the Newell Brands Consolidated Pension Plan, and the expectation that future commencement age patterns and circumstances of the employer will not differ significantly from the period studied.

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

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

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

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Missing participants:** Participants deemed "missing" by the plan administrator under the NRPP subplan have been removed from the valuation data. However, they are still included in the counts for PBGC premium purposes.
- **Annuity contracts:** The plan has participating annuity contracts with John Hancock (GAC 1346), Mass Mutual (PF 169-01), Aetna (GA-379) and AXA (AC-2166) covering a small group of participants. We value the annuity payable under this contract as a plan obligation and the current value of the contract as an asset to the plan.

Minimum Funding Methods

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

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

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, line 32 — Schedule of Amortization Bases

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

Shortfall bases				
Year established		Outstanding balance	Years remaining	2020 installment ¹
2016	\$	10,042,819	3	\$ 3,467,980
2017		9,409,900	4	2,480,101
2017		213,262	4	56,208 ²
2018		785,935	5	168,623 ³
2018		20,319,054	5	4,359,470
2019		8,091,797	6	1,488,382
2020		(15,180,263)	7	(2,458,756)
Total	\$	33,682,504		\$ 9,562,008

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

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

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

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.)	
B This return/report is:	☒ a single-employer plan	☐ a DFE (specify) _____	
	☐ the first return/report	☐ the final return/report	
	☐ an amended return/report	☐ a short plan year return/report (less than 12 months)	
C If the plan is a collectively-bargained plan, check here	☐		
D Check box if filing under:	☒ Form 5558	☐ automatic extension	☐ the DFVC program
	☐ special extension (enter description)		

Part II Basic Plan Information - enter all requested information			
1a Name of plan	1b Three-digit plan number (PN) ▶	001	
NEWELL BRANDS CONSOLIDATED PENSION PLAN	1c Effective date of plan	02/01/1949	
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA GA 30328	2b Employer Identification Number (EIN)	36-1953130	
	2c Plan Sponsor's telephone number	770-418-7000	
	2d Business code (see instructions)	339900	

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

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

SIGN HERE	<i>Elizabeth Moore</i>	10/14/2021	<i>Elizabeth Moore</i>
	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

Elizabeth Moore

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFITS ADMINISTRATION COMMITTEE NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA GA 30328	3b Administrator's EIN 36-1953130 <hr/> 3c Administrator's telephone number 770-418-7000
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4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 32305
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) 1845
a(2) Total number of active participants at the end of the plan year	6a(2) 1567
b Retired or separated participants receiving benefits	6b 10885
c Other retired or separated participants entitled to future benefits	6c 5896
d Subtotal. Add lines 6a(2), 6b, and 6c.	6d 18348
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 2422
f Total. Add lines 6d and 6e.	6f 20770
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g 0.
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.	6h 0.
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1A 1C 1I 3H

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information - Small Plan) (3) ☒ 4 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)
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