

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>DANAHER CORPORATION & SUBSIDIARIES 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>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1957</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>01/01/1957</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>				
1c Effective date of plan <u>01/01/1957</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>DANAHER CORPORATION</u> <u>2200 PENNSYLVANIA AVE NW STE 800W</u> <u>WASHINGTON, DC 20037-1701</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>59-1995548</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>202-828-0850</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>335900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>59-1995548</u>	2c Plan Sponsor's telephone number <u>202-828-0850</u>	2d Business code (see instructions) <u>335900</u>	
2b Employer Identification Number (EIN) <u>59-1995548</u>					
2c Plan Sponsor's telephone number <u>202-828-0850</u>					
2d Business code (see instructions) <u>335900</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2021	CONSTANCE BARBER, DANAHER CORP.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2021	CONSTANCE BARBER, DANAHER CORP.
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	28298
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)	4303
a(2) Total number of active participants at the end of the plan year		6a(2)	3955
b Retired or separated participants receiving benefits.....		6b	10965
c Other retired or separated participants entitled to future benefits		6c	9947
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	24867
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	2014
f Total. Add lines 6d and 6e		6f	26881
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1C 3H 3J 1I			
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>2</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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548

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
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY 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
06-1050034	93629	M00350		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
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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	72562																							
c	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">(1) Contributions deposited during the year</td> <td style="width: 10%;">7c(1)</td> <td style="width: 10%; text-align: right;">63219</td> <td rowspan="5"></td> </tr> <tr> <td>(2) Dividends and credits.....</td> <td>7c(2)</td> <td></td> </tr> <tr> <td>(3) Interest credited during the year.....</td> <td>7c(3)</td> <td style="text-align: right;">2039</td> </tr> <tr> <td>(4) Transferred from separate account</td> <td>7c(4)</td> <td></td> </tr> <tr> <td>(5) Other (specify below)</td> <td>7c(5)</td> <td></td> </tr> <tr> <td colspan="2"></td> <td colspan="2"></td> </tr> <tr> <td>(6) Total additions</td> <td>7c(6)</td> <td style="text-align: right;">65258</td> <td></td> </tr> </table>	(1) Contributions deposited during the year	7c(1)	63219		(2) Dividends and credits.....	7c(2)		(3) Interest credited during the year.....	7c(3)	2039	(4) Transferred from separate account	7c(4)		(5) Other (specify below)	7c(5)						(6) Total additions	7c(6)	65258		
(1) Contributions deposited during the year	7c(1)	63219																								
(2) Dividends and credits.....	7c(2)																									
(3) Interest credited during the year.....	7c(3)	2039																								
(4) Transferred from separate account	7c(4)																									
(5) Other (specify below)	7c(5)																									
(6) Total additions	7c(6)	65258																								
d	Total of balance and additions (add lines 7b and 7c(6))	7d	137820																							
e	Deductions: <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">(1) Disbursed from fund to pay benefits or purchase annuities during year</td> <td style="width: 10%;">7e(1)</td> <td style="width: 10%; text-align: right;">103672</td> <td rowspan="4"></td> </tr> <tr> <td>(2) Administration charge made by carrier.....</td> <td>7e(2)</td> <td></td> </tr> <tr> <td>(3) Transferred to separate account</td> <td>7e(3)</td> <td></td> </tr> <tr> <td>(4) Other (specify below)</td> <td>7e(4)</td> <td style="text-align: right;">35828</td> </tr> <tr> <td colspan="2"></td> <td colspan="2"></td> </tr> <tr> <td>(5) Total deductions</td> <td>7e(5)</td> <td style="text-align: right;">139500</td> <td></td> </tr> </table>	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	103672		(2) Administration charge made by carrier.....	7e(2)		(3) Transferred to separate account	7e(3)		(4) Other (specify below)	7e(4)	35828					(5) Total deductions	7e(5)	139500					
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	103672																								
(2) Administration charge made by carrier.....	7e(2)																									
(3) Transferred to separate account	7e(3)																									
(4) Other (specify below)	7e(4)	35828																								
(5) Total deductions	7e(5)	139500																								
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	-1680																							

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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

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
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY 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
06-1050034	93629	M03290		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

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	(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	1669879
c	Additions: (1) Contributions deposited during the year	7c(1)	
	(2) Dividends and credits.....	7c(2)	
	(3) Interest credited during the year.....	7c(3)	49605
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	▶		
	(6) Total additions	7c(6)	49605
d	Total of balance and additions (add lines 7b and 7c(6))	7d	1719484
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	8091
	(2) Administration charge made by carrier.....	7e(2)	
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	39089
	▶ ADMINISTRATIVE EXPENSE		
	(5) Total deductions	7e(5)	47180
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1672304

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
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 d ☐ Life insurance
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 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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548
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	1998526095	
b	Actuarial value	2b	1915148551	
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.....	13083	1165989749	1165989749
b	For terminated vested participants.....	11093	521263411	521263411
c	For active participants	4303	260336369	261090776
d	Total.....	28479	1947589529	1948343936
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	5.27 %
6	Target normal cost.....		6	21800000

Statement by Enrolled Actuary	
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.	
SIGN HERE	
Signature of actuary	Date
THOMAS SKIAVO, EA	20-06727
Type or print name of actuary	Most recent enrollment number
MERCER	202-331-5200
Firm name	Telephone number (including area code)
1050 CONNECTICUT AVE, NW SUITE 700 WASHINGTON, DC 20036	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐
For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.
Schedule SB (Form 5500) 2020 v. 200204

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	23267613
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	23267613
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>19.40</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		74381908
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>5.42</u> %		2770395
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		4513917
c	Total available at beginning of current plan year to add to prefunding balance		81666220
d	Portion of (c) to be added to prefunding balance		81666220
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	81666220

Part III Funding Percentages			
14	Funding target attainment percentage	14	94.10 %
15	Adjusted funding target attainment percentage	15	94.52 %
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	90.68 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a	Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0	
b	Contributions made to avoid restrictions adjusted to valuation date	19b 0	
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0	
20 Quarterly contributions and liquidity shortfalls:			
a Did the plan have a "funding shortfall" for the prior year?		☒ Yes ☐ No	
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?		☒ Yes ☐ No	
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
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**

62

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** 21800000**b** Excess assets, if applicable, but not greater than line 31a **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 114861605 Installment 25044655**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 46844655

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	46844655	46844655

36 Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

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

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

GROOM LAW GROUP

52-1219029

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	881657	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

HEWITT ASSOCIATES LLC

36-2235791

(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	NONE	867543	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861680

(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 51	NONE	464467	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

NORTHERN TRUST 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?
19 21 27 28 50 51 52	NONE	411217	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 51	NONE	283768	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INVESTMENT COUNSELORS OF MARYLAND

52-2345054

(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	NONE	224994	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

HENDERSON GLOBAL INVESTORS

06-1217855

(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	NONE	194513	Yes ☐ No ☒	Yes ☐ No ☐		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	NONE	147725	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC INVESTMENT MANAGEMENT CO

33-0629048

(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 51	NONE	146600	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

RV KUHN & ASSOCIATES

93-0910652

(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 17 27 28 49 70	NONE	117785	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DOUBLELINE CAPITAL LP

30-0596331

(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 51	NONE	107010	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRUDENTIAL RETIREMENT INSURANCE & A

06-1050034

(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	NONE	74917	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:

<div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>		<div>DFE/Participating Plan 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>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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN				B Three-digit plan number (PN) ▶ 003	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION				D Employer Identification Number (EIN) 59-1995548	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: DANAHER CORPORATION RETIREMENT PLAN					
b Name of sponsor of entity listed in (a): DANAHER CORPORATION					
c EIN-PN 36-6807372-001		d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2047273571		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
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b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

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	4357957	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	130200000	
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	2877466	1975995
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	13486252	
(2) U.S. Government securities	1c(2)	45191653	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	51934254	
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	6017238	
(B) Common	1c(4)(B)	290113270	
(5) Partnership/joint venture interests	1c(5)	401582571	
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	646524520	
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		2047273571
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	311909958	
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	1742441	1670624
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1) 99952315	
(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 2005889895	2050920190
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h 1919468	1361781
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j 917065	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k 2836533	1361781
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l 2003053362	2049558409

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F) 64337	
	(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)	64337
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		236848917
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		236913254

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

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	152862505	
(2) To insurance carriers for the provision of benefits	2e(2)	21796380	
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		174658885
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)	1850812	
(2) Contract administrator fees	2i(2)	867543	
(3) Investment advisory and management fees	2i(3)	1750768	
(4) Other.....	2i(4)	11280199	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		15749322
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		190408207

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		46505047
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: ERNST & YOUNG LLP

(2) EIN: 34-6565596

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

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

Part IV Compliance Questions

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

During the plan year:

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

	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		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c 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>4343897</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>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

<div>A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN</div>	<div>B Three-digit plan number (PN) ▶ 003</div>
<div>C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION</div>	<div>D Employer Identification Number (EIN) 59-1995548</div>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

<div>1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....</div>	<div>1</div>
<div>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): 36-1561860 06-1050034</div>	
<div>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</div>	
<div>3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year</div>	<div>3 365</div>

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.)
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<div>4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?</div>	<div>☐ Yes ☒ No ☐ N/A</div>
<div>If the plan is a defined benefit plan, go to line 8.</div>	
<div>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.</div>	
<div>6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)</div>	<div>6a</div>
<div>b Enter the amount contributed by the employer to the plan for this plan year</div>	<div>6b</div>
<div>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).....</div>	<div>6c</div>
<div>If you completed line 6c, skip lines 8 and 9.</div>	
<div>7 Will the minimum funding amount reported on line 6c be met by the funding deadline?</div>	<div>☐ Yes ☐ No ☐ N/A</div>
<div>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?</div>	<div>☐ Yes ☐ No ☒ N/A</div>

Part III	Amendments
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<div>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.....</div>	<div>☐ Increase ☐ Decrease ☐ Both ☒ No</div>
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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.
---------	--

<div>10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?</div>	<div>☐ Yes ☐ No</div>
<div>11 a Does the ESOP hold any preferred stock?</div>	<div>☐ Yes ☐ No</div>
<div>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.)</div>	<div>☐ Yes ☐ No</div>
<div>12 Does the ESOP hold any stock that is not readily tradable on an established securities market?</div>	<div>☐ Yes ☐ No</div>

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).)

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a Name of contributing employer

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(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).....

14a

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).....

14b

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).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

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

15b

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

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

16a

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

16b

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

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

- 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: 57 % Investment-Grade Debt: 18 % High-Yield Debt: 1 % Real Estate: 9 % Other: 15 %

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 _____



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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Danaher Corporation & Subsidiaries 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 conformity with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the certified investment information described in Note 2, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the entities that certified the investment information meet the requirements of 29 CFR 2520.103-8. The plan administrator has obtained certifications as of December 31, 2020 and 2019, and for the years then ended, stating that the investment information provided to the plan administrator is complete and accurate.

Disclaimer of Opinion on Financial Statements

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



Disclaimer of Opinion on Supplemental Schedules

The accompanying supplemental schedules of assets (held at year end) as of December 31, 2020, and reportable transactions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the certified investment information, have been audited by us in accordance with auditing standards generally accepted in the United States 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.

Ernst & Young LLP

October 5, 2021

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE

**Danaher Corporation & Subsidiaries Pension Plan
as of and for the Years Ended December 31, 2020 and 2019
with Report of Independent Auditors**

**DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Danaher Corporation & Subsidiaries 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 conformity with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the certified investment information described in Note 2, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the entities that certified the investment information meet the requirements of 29 CFR 2520.103-8. The plan administrator has obtained certifications as of December 31, 2020 and 2019, and for the years then ended, stating that the investment information provided to the plan administrator is complete and accurate.

Disclaimer of Opinion on Financial Statements

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



Disclaimer of Opinion on Supplemental Schedules

The accompanying supplemental schedules of assets (held at year end) as of December 31, 2020, and reportable transactions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the certified investment information, have been audited by us in accordance with auditing standards generally accepted in the United States 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.

Ernst & Young LLP

October 5, 2021

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2020 AND 2019

	2020	2019
ASSETS		
Plan's interest in Master Trust	\$ 2,047,273,571	\$ 1,873,030,389
Insurance contracts, at contract value	1,670,624	1,742,441
Total investments	2,048,944,195	1,874,772,830
Contributions receivable	—	50,000,000
PBGC insurance premium refund receivable	1,975,995	—
Total receivables	1,975,995	50,000,000
Total assets	2,050,920,190	1,924,772,830
LIABILITIES		
Administrative expenses payable	1,361,781	1,919,468
Total liabilities	1,361,781	1,919,468
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 2,049,558,409</u>	<u>\$ 1,922,853,362</u>

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

	2020	2019
ADDITIONS		
Employer contributions	\$ 80,200,000	\$ 50,000,000
Interest income	64,337	49,968
Net realized and unrealized appreciation in fair value of plan interest in Master Trust	236,848,917	320,125,019
Total additions	<u>317,113,254</u>	<u>370,174,987</u>
DEDUCTIONS		
Benefit payments	152,862,505	148,344,244
Purchase of annuity contracts	21,796,380	40,228,340
Administrative expenses	15,749,322	26,362,894
Total deductions	<u>190,408,207</u>	<u>214,935,478</u>
NET INCREASE IN ASSETS AVAILABLE FOR BENEFITS	<u>126,705,047</u>	<u>155,239,509</u>
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	1,922,853,362	1,767,613,853
End of year	<u><u>\$ 2,049,558,409</u></u>	<u><u>\$ 1,922,853,362</u></u>

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

NOTE 1. DESCRIPTION OF THE PLAN

General

The description of the provisions of the Danaher Corporation & Subsidiaries Pension Plan (the "Plan") in these notes to the financial statements only covers general features that affect the Plan's financial operations. Participants must refer to the formal legal documents of the Plan and Summary Plan Description for a comprehensive statement of their benefit rights. The Plan includes both a defined benefit component and a cash balance (defined contribution) feature. All defined benefits are fully frozen. The cash balance feature was fully frozen in 2012.

The Plan is administered through the trustee, Northern Trust Corporation ("Northern Trust" or the "Plan Administrator"). The Danaher Pension Plan Master Trust (the "Master Trust") was established by Danaher Corporation (the "Company" or "Plan Sponsor") and is administered by Northern Trust. The Master Trust establishes a single trust to hold and invest assets of the Plan and other eligible tax-qualified defined benefit plans maintained by the Plan Sponsor. Refer to Note 4 for additional information regarding the Master Trust.

In 2020, the Plan adopted provisions from the Coronavirus Aid, Relief, and Economic Security ("CARES") Act extending the last day to make contributions for the 2019 plan year. As a result of this provision, the Pension Benefit Guaranty Corporation ("PBGC") allowed filings to be amended for contributions made through January 1, 2021 which were reallocated to the 2019 plan year, resulting in a PBGC refund receivable of \$2.0 million being recognized in 2020. Refer to Note 9 for additional information regarding contribution reallocations.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company. Expenses that are paid directly by the Company are excluded from these financial statements.

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

Management has evaluated subsequent events for the Plan through October 5, 2021, the date the financial statements were available to be issued.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States ("GAAP"). Reclassification of certain prior year amounts have been made to conform to the current year presentation.

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and judgments that affect the reported amounts of assets, liabilities and changes therein, and the related disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plan by the Plan Sponsor are made, in part, based on the actuarial present value of accumulated plan benefits. Accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements.

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 such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Investments

The Plan's investments, including those investments held in the Master Trust, are recorded at fair value with the exception of insurance contracts. 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. See Note 5 for discussion of fair value measurements.

The Master Trust has some investments that are valued using Net Asset Value ("NAV") as the practical expedient. In addition, some of the investments valued using NAV as the practical expedient have limits on their redemption to monthly, quarterly, semiannually or annually and require up to 90 days prior written notice. In certain cases, investments are subject to multi-year holding requirements. These investments valued using NAV consist of common/collective trusts, venture capital funds, partnerships, and other private investments, which allow the Plan to allocate investments across a broad array of types of funds and diversify the portfolio.

Purchases and sales of securities are recorded on the trade date. Interest income is recorded on an 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.

Insurance contracts issued by Prudential Retirement Insurance and Annuity Company ("Prudential") are carried at contract value in accordance with GAAP. Contract value represents cost adjusted for interest credited and for amounts withdrawn to provide benefits. Interest credits are determined periodically by the insurer and are closely related to the average rate of interest earned by the insurer on its own portfolio. The interest rate used to determine the credits was 2.1% and 3.3% for 2020 and 2019, respectively. Because the Plan has, in the past, elected guaranteed payment of certain participants' retirement income, there is a restriction on withdrawal of assets from the insurance contracts. Only amounts in excess of the amount required for the insurer to guarantee future payment of the guaranteed payments, based on contract terms, the minimum funding liability, may be withdrawn.

The Master Trust engages in securities lending. Collateral required on U.S. securities is 102% of the market value of the securities lent, plus any accrued interest. Collateral required on non-U.S. securities is 105% of the market value of the securities, plus any accrued interest. Collateral generally consists of cash and equivalents. Non-cash collateral cannot be pledged or sold unless the borrower defaults. The fair value of securities on loan by the Master Trust was approximately \$43.1 million and \$79.6 million and the fair value of collateral was approximately \$44.1 million and \$81.4 million, respectively, at December 31, 2020 and 2019.

All investment information disclosed in the accompanying financial statements and supplemental schedule, including investments held as of December 31, 2020 and 2019, net realized and unrealized appreciation (depreciation) in fair value of investments and interest income for the years ended December 31, 2020 and 2019, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the custodians of the Master Trust's investments.

New Accounting Standards

In August 2018, the FASB issued ASU No. 2018-14, *Disclosure Framework—Changes to the Disclosure Requirements for Defined Benefit Plans*, which amends ASC 715, *Compensation—Retirement Benefits*, to add, remove and clarify disclosure requirements related to defined benefit pension and other postretirement plans. The ASU is effective for public entities for fiscal years beginning after December 15, 2020, with early adoption permitted. Management has not yet completed its assessment of the impact of the new standard on the Plan's financial statements.

In August 2018, the Financial Accounting Standards Board ("FASB") issued ASU Update No. 2018-13, *Fair Value Measurement (Topic 820)*, which modifies the disclosures on fair value measurements by removing the requirement to disclose the amount and reasons for transfers between Level 1 and Level 2 of the fair value hierarchy and the policy for timing of such transfers. The ASU expands the disclosure requirements for Level 3 fair value measurements, primarily focused on changes in unrealized gains and losses included in other comprehensive income (loss). The ASU is effective for public entities for fiscal years beginning after December 15, 2019, with early adoption permitted. On January 1, 2020, the Company adopted the ASU and the ASU did not have a significant impact on the Plan's financial statements. Refer to Note 5 for the Plan's fair value measurement disclosures.

NOTE 3. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Plan funding requirements and the actuarial valuation of accumulated plan benefits were determined by the Plan's actuary. Accumulated plan benefits are those future periodic payments, including lump sum distributions, attributable under the Plan's provisions to the service that eligible employees have rendered to date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Accumulated plan benefits also include the defined contribution (cash balance) portion of the Plan. For the defined benefit component of the Plan, benefits are determined based on the plan's provisions depending on the specific historical plan which each employee participated in prior to their latest service date or the date their plan was frozen. Benefits payable under all circumstances, including retirement, death, disability and termination of employment, are included to the extent they are deemed attributable to employee service rendered to the valuation date. As benefits to be provided via annuity contracts are excluded from plan assets, they are also excluded from accumulated plan benefits.

The actuarial valuation method used by the Plan is the unit credit cost method. The significant actuarial assumptions used in the valuations as of December 31, 2019, were (a) assumed rate of return of 6.75%; (b) a schedule of anticipated retirement ages starting at age 55, with all participants retiring by age 70; (c) mortality rates came from the PRI-2012 separate employee and retiree tables with contingent survivor adjustments for existing survivors and no collar adjustments applied with future improvements using the MMP-2019 projection scale; and (d) various actuarial or experience tables of rates for disabled lives mortality, employment turnover and marital status. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2020. Had the valuations been performed as of December 31, 2019, there would be no material differences.

The actuarial present value of accumulated plan benefits as of December 31, 2019, was as follows:

Vested benefits:	
Participants receiving benefits	\$ 1,024,699,788
Active and termed participants with vested benefits	712,644,991
Total accumulated vested benefits	1,737,344,779
Active participants without vested rights	965,859
Total present value of accumulated plan benefits	<u>\$ 1,738,310,638</u>

The change in accumulated plan benefits for the year ended December 31, 2019, was as follows:

Actuarial present value of accumulated plan benefits at beginning of year	\$ 1,766,647,131
Increase (decrease) during the year attributable to:	
Actuarial losses	15,319,937
Increase for interest due to the decrease in the discount period	116,515,255
Change in actuarial assumptions	28,400,899
Annuity purchase	(40,228,340)
Benefits paid	(148,344,244)
Net decrease	(28,336,493)
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 1,738,310,638</u>

The \$28.4 million increase in the accumulated plan benefits from changes in actuarial assumptions during 2020 were due primarily to a change in the discount rate from 7.0% to 6.75%.

During 2020 and 2019, the Company completed annuity contract buyouts of \$21.8 million and \$40.2 million, respectively. The actuarial present value of accumulated plan benefits at December 31, 2019 does not reflect the effect of the 2020 \$21.8 million buyout.

For the 2019 plan year, the Company was required to make a contribution of \$50.0 million to meet minimum funding requirements of the Employee Retirement Income Security Act of 1974 ("ERISA"). There were no Company contributions required for 2020 to meet minimum funding requirements by ERISA, but the Company made voluntary contributions totaling \$80.2 million.

NOTE 4. MASTER TRUST

Certain of the Plan's investments are held in a Master Trust that was established for the investment of assets of the Plan and other Company sponsored retirement plans. Each participating plan has an undivided interest in the Master Trust. The Master Trust assets are allocated among the participating plans by assigning to each plan those transactions (primarily contributions, benefit payments, and plan-specific expenses) that can be specifically identified and by allocating among all plans, in proportion to each plan's beneficial interest in the Master Trust, income and expenses resulting from the collective investment of the assets of the Master Trust. At December 31, 2020 and 2019, the Plan's interest in the net assets of the Master Trust was approximately 95% and 100%, respectively.

The following table presents the net assets of the Master Trust and the Plan's interest in the Master Trust:

	December 31, 2020		December 31, 2019	
	Master Trust Balances	Plan's Interest in Master Trust Balances	Master Trust Balances	Plan's Interest in Master Trust Balances
Cash	\$ 5,008,348	\$ 4,774,511	\$ 4,357,957	\$ 4,357,957
Cash equivalents	8,797,836	8,387,070	13,486,252	13,486,252
Common and preferred stock	447,159,039	426,281,436	328,464,773	328,464,773
Government and corporate bonds	80,371,084	76,618,604	85,183,020	85,183,020
Mutual funds	335,492,682	319,828,718	311,909,958	311,909,958
Common/collective trusts	830,180,144	791,419,503	646,524,520	646,524,520
Venture capital, partnerships and other private investments	395,226,227	376,773,338	401,582,571	401,582,571
Securities loaned	43,069,799	41,058,894	79,560,937	79,560,937
Interest and dividends receivable	2,904,213	2,768,617	2,075,389	2,075,389
Taxes recoverable	—	—	802,077	802,077
Trades payable	(8,501)	(8,109)	(277,836)	(277,836)
Other liabilities	(659,818)	(629,011)	(639,229)	(639,229)
Total net assets in Master Trust, at fair value	<u>\$ 2,147,541,053</u>	<u>\$ 2,047,273,571</u>	<u>\$ 1,873,030,389</u>	<u>\$ 1,873,030,389</u>

The following table presents the net appreciation in fair value of the investments and investment income of the Master Trust:

	Year Ended December 31,	
	2020	2019
Net appreciation in fair value of investments	\$ 229,688,368	\$ 286,990,533
Interest and dividend income	24,633,432	33,134,486
Net appreciation in fair value of Master Trust	<u>\$ 254,321,800</u>	<u>\$ 320,125,019</u>

Refer to Notes 2 and 5 for a description of valuation techniques and inputs used for each general type of investment measured at fair value.

NOTE 5. FAIR VALUE MEASUREMENTS

Accounting standards define fair value based on an exit price model, establish a framework for measuring fair value where the assets and liabilities are required to be carried at fair value and provide for certain disclosures related to the valuation methods used within a valuation hierarchy as established within the accounting standards. This hierarchy prioritizes the inputs into three broad levels as follows. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities. Level 2 inputs are quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets in markets that are not active, or other observable characteristics for the asset or liability, including interest rates, yield curves and credit risks, or inputs that are derived principally from, or corroborated by, observable market data through correlation. Level 3 inputs are unobservable inputs based on the Plan's assumptions. A financial asset's or liability's classification within the hierarchy is determined based on the lowest-level input that is significant to the fair value measurement in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value.

Common and preferred stock and mutual funds: Valued at the quoted closing price reported on the active market on which the individual securities are traded.

Government and corporate bonds: Valued at quoted prices reported by investment brokers and dealers based on the underlying terms of the security and comparison to similar securities traded on an active market.

Common collective trusts: Valued at NAV using the NAV based on the information provided by the asset fund managers, which reflects the Master Trust's share of the fair value of the net assets of the investment.

Venture capital, partnerships and other private investments: Valued using the NAV based on the information provided by the asset fund managers, which reflects the Plan's share of the fair value of the net assets of the investment. Depending on the nature of the assets, the underlying investments are valued using a combination of either discounted cash flows, earnings and market multiples, third-party appraisals or through reference to the quoted market prices of the underlying investments held by the venture, partnership or private entity where available. Valuation adjustments reflect changes in operating results, financial condition, or prospects of the applicable portfolio company.

Securities loaned: Valued using the approaches described above depending on the type of securities loaned.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes the valuation methods are appropriate and consistent with the methods used by other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's investments measured at fair value as of December 31, 2020:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	\$ 8,797,836	\$ —	\$ —	\$ 8,797,836
Common and preferred stock	447,159,039	—	—	447,159,039
Government and corporate bonds	—	80,371,084	—	80,371,084
Mutual funds	335,492,682	—	—	335,492,682
Securities loaned	28,225,399	14,844,400	—	43,069,799
	<u>\$ 819,674,956</u>	<u>\$ 95,215,484</u>	<u>\$ —</u>	914,890,440
Investments measured at NAV ¹ :				
Common/collective trusts				830,180,144
Venture capital, partnerships and other private investments ²				395,226,227
Total investments at fair value				2,140,296,811
Other assets in Master Trust ¹ :				
Cash				5,008,348
Interest and dividend receivable				2,904,213
Trades payable				(8,501)
Other liabilities				(659,818)
Total net assets in Master Trust				<u>\$ 2,147,541,053</u>

¹The fair value amounts presented in the table above are intended to permit reconciliation of the fair value hierarchy to the total net assets in the Master Trust.

²The Master Trust invests in various private equity funds designed to achieve long term capital appreciation. These assets cannot be redeemed by the investees and are only redeemed by underlying asset liquidation. Liquidation of the funds' underlying assets typically takes five years. Certain of these funds have unfunded commitments of \$51.3 million in the aggregate.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's investments measured at fair value as of December 31, 2019:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	\$ 13,486,252	\$ —	\$ —	\$ 13,486,252
Common and preferred stock	328,464,773	—	—	328,464,773
Government and corporate bonds	—	85,183,020	—	85,183,020
Mutual funds	311,909,958	—	—	311,909,958
Securities loaned	79,560,937	—	—	79,560,937
	<u>733,421,920</u>	<u>85,183,020</u>	<u>—</u>	<u>818,604,940</u>
Investments measured at NAV ¹ :				
Common/collective trusts				646,524,520
Venture capital, partnerships and other private investments				401,582,571
Total investments at fair value				1,866,712,031
Other assets in Master Trust ¹ :				
Cash				4,357,957
Interest and dividend receivable				2,075,389
Taxes recoverable				802,077
Trades payable				(277,836)
Other liabilities				(639,229)
Total net assets in Master Trust				<u>\$ 1,873,030,389</u>

¹The fair value amounts presented in the table above are intended to permit reconciliation of the fair value hierarchy to the total net assets in the Master Trust.

The tables above do not include approximately \$1.7 million of insurance contracts reported at contract value as of both December 31, 2020 and 2019. Refer to Note 2 for additional information.

Gains and losses (realized and unrealized) included in changes in net assets for the years above are reported in net appreciation in fair value of investments and net depreciation in fair value of investments in the Statements of Changes in Net Assets Available for Benefits.

NOTE 6. TAX STATUS OF THE PLAN

The Plan has received a determination letter from the Internal Revenue Service ("IRS") dated April 11, 2014, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting standards require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are held in units of common/collective trusts managed by the Northern Trust or held in insurance contracts issued by Prudential. Northern Trust and Prudential are both custodians as defined by the Plan and therefore, these qualify as party-in-interest transactions.

As of both December 31, 2020 and 2019, the Master Trust invested in 651,240 shares of Danaher Corporation common stock. During the years ended December 31, 2020 and 2019, the Master Trust received \$462,380 and \$436,331, respectively, of dividends on shares of Danaher Corporation common stock.

NOTE 8. PLAN TERMINATION AND PENSION BENEFIT INSURANCE

Although it has not expressed any intention to do so, the Plan Sponsor has the right to terminate the Plan subject to the provisions of ERISA. The Plan provides that if it is terminated, each participant's accrued benefit as of the date of termination shall become fully vested and non-forfeitable to the extent that the Plan has funds for the payment of that benefit. The assets of the Plan, less the expenses of liquidation, shall be used to pay benefits or to provide for the future payment of benefits in accordance with applicable law, as specified in the Plan.

The Plan is also insured by the Pension Benefit Guaranty Corporation ("PBGC") in the event of Plan termination. The insurance provides protection for most vested benefits, subject to certain limitations.

Should the Plan terminate at some future time, the amount, if any, of a particular participant's benefits that will be paid will depend on the Plan's net assets, the priority of the participant's benefits as compared to the priority of the other participant's benefits and the type and level of benefits guaranteed by the PBGC at that time.

NOTE 9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

Employer contributions in the accompanying financial statements include net income and net assets available for benefits in the plan as of the end of the year. The net income and net assets in the Form 5500 include employer contributions made in 2020 that were reallocated to the 2019 plan year after the 2019 financial statements were issued. The difference between these amounts represents a reconciling item between the financial statements and the form 5500.

The following is a reconciliation of employer contributions per the financial statements as of December 31, 2020 to the Form 5500:

Employer contributions per the financial statements	\$ 80,200,000
Employer contributions made in 2020 that were reallocated to the 2019 plan yet after the 2019 financial statements were issued	(80,200,000)
Employer contributions per the Form 5500	<u>\$ —</u>

The following is a reconciliation of net income per the financial statements as of December 31, 2020 to the Form 5500:

Net increase in assets available for benefits per the financial statements	\$ 126,705,047
Employer contributions made in 2020 that were reallocated to the 2019 plan yet after the 2019 financial statements were issued	(80,200,000)
Net income per the Form 5500	<u>\$ 46,505,047</u>

The following is a reconciliation of net assets available for benefits per the financial statements as of December 31, 2019 to the Form 5500:

Net assets available for benefits per the financial statements	\$ 1,922,853,362
Employer contributions made in 2020 that were reallocated to the 2019 plan yet after the 2019 financial statements were issued	80,200,000
Net assets per the Form 5500	<u>\$ 2,003,053,362</u>

The following is a reconciliation of net income per the financial statements as of December 31, 2019 to the Form 5500:

Net increase in assets available for benefits per the financial statements	\$ 155,239,509
Employer contributions made in 2020 that were reallocated to the 2019 plan yet after the 2019 financial statements were issued	80,200,000
Net income per the Form 5500	<u>\$ 235,439,509</u>

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4i — SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2020

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
Insurance Contracts				
*	Prudential Retirement Insurance & Annuity Co.	GAC 0350	\$ (1,680)	\$ (1,680)
*	Prudential Retirement Insurance & Annuity Co.	GAC 3290	1,672,304	1,672,304
Total Investments (Held at End of Year)			<u>1,670,624</u>	<u>1,670,624</u>

* Party in interest.

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 weighted retirement age is the total for column E divided by the total for column D, rounded to one decimal point. It should be noted that while only rounded values are shown in the table, the full content of each cell, including decimal portions, is used in the calculations.

Tektronix eligible for transition factors: $4 * 60.58 = 242$

All other participants: $4,299 * 62.14 = 267,140$

$(242 + 267,140) / 4,303 = 62.14$

Tektronix Group Participants (Eligible for transition group factors):

The average retirement age is 60.58

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	9.00%	10,000	900	49,500
56	9.00%	9,100	819	45,864
57	9.00%	8,281	745	42,482
58	9.00%	7,536	678	39,336
59	9.00%	6,857	617	36,413
60	15.00%	6,240	936	56,163
61	15.00%	5,304	796	48,534
62	30.00%	4,509	1,353	83,861
63	20.00%	3,156	631	39,766
64	10.00%	2,525	252	16,159
65	100.00%	2,272	2,272	147,703
Total			10,000	605,781
Weighted Average Retirement Age:			$(605,781/10,000) = 60.58$	

Schedule SB, line 22 — Description of Weighted Average Retirement Age**All Other Participants**

The average retirement age is 62.14

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	5%	10,000	500	27,500
56	6%	9,500	570	31,920
57	7%	8,930	625	35,631
58	8%	8,305	664	38,535
59	9%	7,641	688	40,571
60	10%	6,953	695	41,717
61	13%	6,258	813	49,623
62	15%	5,444	817	50,630
63	17%	4,627	787	49,560
64	20%	3,841	768	49,162
65	20%	3,073	615	39,944
66	25%	2,458	615	40,559
67	35%	1,844	645	43,232
68	35%	1,198	419	28,520
69	35%	779	273	18,811
70	100%	506	506	35,411
Total			10,000	621,356

Weighted Average Retirement Age:	(621,356/10,000) = 62.14
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Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2020 funding valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
	<u>Stabilized rates</u>	<u>Nonstabilized rates</u>
• First 5 years	3.64%	2.79%
• Next 15 years	5.21%	3.92%
• Over 20 years	5.94%	4.38%
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on RP2014 mortality tables with improvements beyond 2006 removed with mortality improvement based on the IRS methodology and projection scale MP-2018.	
417(e) lump sums	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.	
Cash balance plans		
• Interest accumulation rate	2.95% for Pall participants, 3.25% for Tektronix participants, 5.10% for Siemens participants, 4.20% for Thomson participants, 3.20% for all others	
• Whipsaw calculations	No	
Annuity conversion for Tektronix		
- Mortality table	1994 Group Annuity Reserving Table (50% blend of males and females), projected to 2002	
- Interest rate basis	3.20%	
Other economic assumptions		
• Salary increases	N/A	
• Flat-dollar benefit increases	N/A	
• Social Security taxable wage base increases	N/A	
• Inflation	2.20% per year	
• Expected investment return	6.10%	
• Expenses	\$21,800,000 added to current year normal cost	

Rationale for economic assumptions

- The **discount rate** for funding purposes is prescribed by the plan sponsor through an election from allowable alternatives under IRS regulations. In addition, the interest rates used to value 417(e) lump sums for funding purposes are prescribed in IRS regulations to equal the funding discount rates.

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

- The **cash balance interest accumulation rate** is based on the effective interest crediting rate that would match the 10-year yield, starting with the metric's current rate and linearly phasing in the Mercer Investment Consulting's Capital Markets Outlook long-term rate for the metric over the first 5 years (30-year treasury rate for DPP, one-year treasury rate plus 0.5% for Tektronix, one-year treasury rate for Pall Corporation with 1.68% floor; one-year Treasury for Thomson with 4% floor; and 10-year Treasury for Siemens with 5% floor and 10% cap). The result is rounded to the nearest 5 basis points.
- **Cash balance annuity conversion rate** is a blend between the current 30-year Treasury interest rate (e.g. December 2019 rate) and the long-term assumption published in Mercer Investment Consulting's Capital Markets Outlook for December 2019. The result is rounded to the nearest 5 basis points.
- The **inflation** assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlook for December 2019.
- The **expected rate of return** on plan assets for funding purposes is based on long-term capital market expectation. This assumption falls within an acceptable range of the simulated 20-year investment return for the plan's target asset mix using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for December 2019, adjusted to reflect a 6 basis point reduction for passive asset management costs.
- Assumed plan-paid **expenses** for the upcoming year for funding purposes are based on a 3-year average of non-investment and non-PBGC expenses in the 5500 Schedule C's plus the anticipated PBGC premiums for the upcoming year.

Demographic assumptions

• Withdrawal	See table of sample rates.	
• Disability incidence	See table of sample rates for Pall Trinity Micro participants, none assumed for all others.	
• Retirement age — Tektronix employees active at January 1, 1998 that were 40 or older with 5 or more years of service, or had 15 years of service regardless of age.	<u>Attained age</u>	<u>Percentage</u>
	55-59	9%
	60	15%
	61	15%
	62	30%
	63	20%
	64	10%
	65 and above	100%

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

• Retirement age – All others	Attained age	Percentage
	55	5%
	56	6%
	57	7%
	58	8%
	59	9%
	60	10%
	61	13%
	62	15%
	63	17%
	64	20%
	65	20%
	66	25%
	67	35%
	68	35%
	69	35%
	70 and above	100%
• Benefit commencement age for		
– Future vested deferred	Age 62 for Beckman Coulter participants. Decrement age for Tektronix participants and Pall Cash Balance participants. Age 65 for all others.	
– Current vested deferred	Beckman Coulter: Age 62 if terminated on or after July 1, 2000, otherwise, age 65. Tektronix (participants with a TRM flag): Age 63 except 25% of participants with a TRM field equal to 2 or 3 are assumed to start payments at age 55. Tektronix (participants with no TRM flag and no subsidy): Immediate for participants terminating during the prior year; age 65 otherwise. Tektronix (participants with no TRM flag and have a subsidy): Age 65 for lump sum benefits and age 58 for annuity benefits. Pall Cash Balance: Age 62 if termination before August 1, 1999, otherwise, age 65. All others: <ul style="list-style-type: none"> Valuation age for participants terminating during the prior plan year with cash balance accounts Age 65 for all others 	
• Spouse assumptions	Male participants	Female participants
– Percentage married – Beckman Coulter	80%	60%
– Percentage married – all others	80%	80%
– Spouse age difference – Beckman Coulter	2 years younger	2 years older
– Spouse age difference –	3 years younger	3 years older

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

all others					
Form of payment — Beckman Coulter ¹	<u>100% J&S</u>	<u>50% J&S</u>	<u>SS level income</u>	<u>Single life</u>	<u>Lump sum</u>
• Active retirements	15%	10%	15% / 0%	10% / 25%	50%
• Future vested deferred	30%	20%	0%	50%	0%
• Future deaths	0%	0%	0%	0%	100%
• Current vested deferred	30%	20%	0%	50%	0%
Form of payment — Tektronix	<u>Lump sum</u>		<u>Single life</u>		
• Active retirements					
— No subsidy	100%		0%		
— Subsidy (>25 years of service)	15%		85%		
— Subsidy (<25 years of service)	40%		60%		
• Future vested deferred	100%		0%		
• Future deaths	100%		0%		
• Current vested deferred					
— Participants with a TRM flag	0%		100%		
— Participants without a TRM flag and no subsidy	100%		0%		
— Participants without a TRM flag and have a subsidy	66.67%		33.33%		
Form of payment – All others	<u>Lump sum</u> (Cash balance participants and those eligible for a full lump sum payment of their frozen benefit)		<u>Single life</u> (All other participants)	<u>50% J&S</u>	
• Active retirements	100%		100%	0%	
• Future vested deferred	100%		100%	0%	
• Future deaths	100%		0%	100%*	
• Current vested deferred	100%		100%	0%	
— Pall Cash Balance pre-8/1/1999	0%		100%	0%	
— Pall Cash Balance post-8/1/1999	100%		0%	0%	
Unpredictable contingent event assumptions	Not applicable				

* Sybron Kerr Union Plan participants are assumed to receive a 60% J&S and Jacobs Plan participants are assumed to receive a 55% J&S (the normal form of payment), rather than a 50% J&S

¹ SS level income option is only available between ages 50 and 61. Single life is assumed for those not meeting the age requirement for SS level income.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table of sample rates****Withdrawal Rates**

Attained age	Years of service					
	0-1	1 – 2	2 – 3	3 – 4	4 – 5	5 +
20	26.60%	23.60%	21.60%	19.60%	17.60%	13.70%
25	23.10%	20.10%	18.10%	16.10%	14.10%	10.20%
30	20.00%	17.00%	15.00%	13.00%	11.00%	7.10%
35	18.80%	15.80%	13.80%	11.80%	9.80%	6.00%
40	17.80%	14.80%	12.80%	10.80%	8.80%	5.50%
45	16.80%	13.80%	11.80%	9.80%	8.10%	5.00%
50	15.80%	12.80%	10.80%	9.20%	7.60%	4.50%
55	14.80%	11.90%	10.30%	8.70%	7.10%	4.00%
60	13.90%	11.40%	9.80%	8.20%	6.60%	3.50%
65	13.40%	10.90%	9.30%	7.70%	6.10%	3.00%
70	12.90%	10.40%	8.80%	7.20%	5.60%	2.50%

Disability Rates

Attained age	Rates of Disablement
30	0.06%
35	0.10%
40	0.16%
45	0.26%
50	0.45%
55	0.85%
60	1.20%
64	1.45%

Rationale for demographic assumptions

- Annuitant and non-annuitant **mortality** tables are prescribed by the IRS based on plan sponsor elections.
- For the 2013 valuation, for **retirement decrement** rates, we reviewed prior experience and consolidated the rate tables that had accumulated from prior actuaries. We looked at the actual retirement experience of the plan during 2009, 2010 and 2011 (which is prior to the Beckman merger). Effectively, we saw that the recent experience of the plan as a whole closely mirrored the rates that had been used for valuing the Beckman Coulter participants. Therefore, we decided to use the Beckman retirement rate table (slightly modified) for all participants. The only exception is for a specific group of Tektronix participants who are eligible for heavily subsidized early retirement benefits, and thus tend to retire earlier.

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

- Because the plan benefits are frozen, the timing of paying the benefits is far more important for appropriately valuing the liabilities than the timing of leaving employment. Therefore, the **withdrawal decrement** is not a significant assumption and we use a standard national table.
- The **disability incidence** rates for Pall Trinity Micro were set by the prior actuary and was reviewed for reasonableness.
- The **benefit commencement age** for terminated vested participants is based on an experience study completed in 2013 using data from 2009 through 2011 and the expectation that the future patterns will not differ significantly from the period studied. For Pall Cash Balance, the benefit commencement age for current deferred vested participants that terminated prior to August 1, 1999 was set by the prior actuary and was reviewed for reasonableness.
- For Tektronix, **form of payment** and TV commencement age were updated for the 2012 valuation, based on an analysis of experience from 2008 to 2012. For Beckman Coulter, rates were set by the prior actuary and reviewed for reasonableness. For Pall Cash Balance and Pall Trinity Micro annuity and lump sum rates were set by the prior actuary and were reviewed for reasonableness. For the others - 100% of participants who have a cash balance or are eligible to receive a lump sum are assumed to elect a lump sum, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Actuarial methods**Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last 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.
- **Insurance contracts:** The plan does not have any insurance contracts.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Minimum funding methods**

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

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.

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 24 — Change in Actuarial Assumptions

- Cash balance interest crediting rate was changed from 3.80% to 3.20% (for non-Tektronix), from 3.65% to 3.25% (for Tektronix), from 3.35% to 2.95% for Pall Cash Balance participants. For Siemens and Thomson participants, we developed separate interest credit assumption in 2020 year and used 5.10% (for Siemens) and 4.20% (for Thomson) in current year.
- Annuity conversion interest basis changed from 3.80% to 3.20%.
- Expected administrative expenses were decreased from \$25,300,000 to \$21,800,000.
- The expected investment return for funding was changed from 6.70% for 2019 to 6.10% for 2020.

Schedule SB, line 26 — Schedule of Active Participant Data**Distribution of active participants as of January 1, 2020**

Attained age	Years of vesting service ²										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		1	25	1							27
			1,380								
30–34		6	62	28							96
			2,502	6,372							
35–39		4	82	92	77	3					258
			4,101	8,294	11,042						
40–44		1	79	100	152	68	3				403
			5,277	14,270	14,666	13,552					
45–49		1	82	101	193	171	40	4			592
			6,361	13,955	20,341	25,473	31,589				
50–54		3	78	88	225	183	114	75	4		770
			7,185	16,249	17,205	27,728	53,177	42,706			
55–59		8	83	113	201	186	158	154	70	14	987
			8,503	20,806	20,416	32,746	41,372	67,076	51,334		
60–64		3	61	79	165	120	106	110	115	86	845
			8,382	18,998	25,540	33,794	43,117	47,179	85,852	81,939	
65–69			16	24	55	44	30	38	41	24	272
				18,223	32,977	40,166	42,799	62,503	86,860	94,238	
70 & up			2	9	9	11	4	2	5	11	53
Total		27	570	635	1,077	786	455	383	235	135	4,303
											27,028

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account on January 1, 2020 for those participants who have a cash balance. Average cash balance is not shown for cells with fewer than 20 participants.

² Vesting service is based on the elapsed time from date of hire.

Schedule SB, line 32 — Schedule of Amortization Bases**Shortfall amortization charge**

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	
2014	\$ (405,871)	1	\$	(405,871)
2015	(14,064,273)	2		(7,157,828)
2016	19,319,721	3		6,671,474
2017	52,132,897	4		13,740,300
2018	24,931,713	5		5,349,120
2019	68,784,021	6		12,651,936
2020	(35,836,603)	7		(5,804,476)
Total	\$ 114,861,605		\$	25,044,655

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

Following is a summary of the major plan provisions used to determine the plan's financial position. It should not be used in determining plan benefits.

This plan is the former Supplemental Retirement plan of Joslyn Corporation. Several plans sponsored by the Danaher and Joslyn Corporations were merged into this plan. The prior plans have frozen benefits and have been termed "Component" plans. Effective January 1, 1997, the "cash balance" benefits were offered to all eligible Danaher employees. The details of the cash balance benefit are described in the "Cash Balance Component" Plan. Effective December 31, 2003, all active participants who were no longer receiving benefit accruals became 100% vested in all of their accrued plan benefits.

Component plans:

ACME M&M Plan	Joslyn Clark Controls Plan
ACME Mansfield Plan	Joslyn Corporation Supplemental Plan
ACME Namco Plan	Joslyn Jennings Corporation Plan
ACME Salaried Plan	K-D Nonunion Plan***
A.L. Hyde Plan****	K-D Union Plan**
Allen Plan	Keithley Instruments, Inc. Plan
Altoona Plan**	Kollmorgen Salaried Plan
American Precision Industries Salaried Plan	Leica Salaried Plan
Ammco Plan*	Leica Union Plan
API Harowe-Servo Controls Hourly Compensated Plan	Pacific Scientific Company Plan
Beckman Coulter, Inc. Plan	Pall Corporation Cash Balance Pension Plan
Cash Balance Plan	Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees
Easco East Windsor	Siemens Healthcare Diagnostics, Inc. Cash Balance Plan
Easco Gastonia Plan***	Sybron Kerr Union Plan
Easco Salaried Plan	Sybron Retirement Security Plan
Easco Springdale Plan***	Tektronix Cash Balance Plan
Easco Union 228 Plan	Terryville Plan**
Easco Union 1570 Plan	Thomson Floor Plan
Elizabethtown Plan****	Thomson Retirement Security Plan
Fluke Corporation Plan	Videojet Plan
Gilbarco Salaried Plan	Walworth Plan****
Holo-Krome Plan*	
Jacobs Plan**	

* Only former participants as of December 29, 1995 are covered.

** Only former participants as of December 31, 1995 are covered.

*** Only former participants as of December 31, 1996 are covered.

**** Only former retirees as of December 28, 1995 and active and terminated vested participants as of December 31, 1996 are covered.

A summary of plan provisions for each plan is described in the following pages.

Schedule SB, Part V — Summary of Plan Provisions**ACME M&M “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
• Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
• Significant events that occurred during the year	None
Definitions	
• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security disability benefits
• Benefit	Accrued benefit payable at the participant's disability retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Schedule SB, Part V — Summary of Plan Provisions

	Years of vesting service	Amount
	Less than 10	\$1,000
	10 but less than 15	\$2,500
	15 but less than 20	\$3,500
	20 but less than 25	\$4,500
	25 but less than 30	\$6,000
	30 or more	\$7,500
Form of benefits		
• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.	
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.	
• Optional forms	<ul style="list-style-type: none">• 50% or 100% Joint and Survivor Annuity• 5 or 10 years Certain Annuity• Level Income option	
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually	
Miscellaneous		
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.	

Schedule SB, Part V — Summary of Plan Provisions**ACME Mansfield “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and completion of 10 years of vesting service.
• Benefit	Accrued benefit actuarially reduced from age at normal retirement date. If employee retires with 15 years of Vesting service, the accrued benefit is reduced by 2/5 of 1% per month preceding age 62, the Early Commencement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- Benefit prior to early retirement The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	\$1,000
10 but less than 15	\$2,500
15 but less than 20	\$3,500
20 but less than 25	\$4,500
25 but less than 30	\$6,000
30 or more	\$7,500

Form of benefits

- | | |
|---|---|
| <ul style="list-style-type: none"> Automatic form for unmarried participants | Life Annuity with a 5 year certain period. |
| <ul style="list-style-type: none"> Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| <ul style="list-style-type: none"> Optional forms | <ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity 10 or 15 years Certain Annuity Level Income option |
| <ul style="list-style-type: none"> Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table
Interest:
Seven and one-half percent (7-1/2%) per annum, compounded annually |

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**ACME Namco “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None
Definitions	
• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME Namco Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	The Participant is actively working as an Employee, has completed at least ten (10) years of Vesting Service, and has attained age thirty (30).
• Benefit	Accrued benefit payable at the participant's disability retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit actuarially reduced from the participant's early retirement date.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	<ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • 10 or 15 years Certain Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**ACME Salaried “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME Salaried Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
• Benefit	Accrued benefit reduced by 2/5 of 1% per month preceding age 62, Early Commencement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- Benefit prior to early retirement The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	\$1,000
10 but less than 15	\$2,500
15 but less than 20	\$3,500
20 but less than 25	\$4,500
25 but less than 30	\$6,000
30 or more	\$7,500

Form of benefits

- Automatic form for unmarried participants Life Annuity with a 5 year certain period.
- Automatic form for married participants Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 50% or 100% Joint and Survivor Annuity
 - 10 or 15 years Certain Annuity
 - Level Income option

- Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table

Interest:
Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**A. L. Hyde “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1991.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the Retirement Plan for Hourly-Rated Employees of A. L. Hyde Company, a Division of Western Pacific Industries Inc., as of December 31, 1994.
• Participation	First of the month coincident with or next following completion of one year of continuous service.
• Employee contributions	Not applicable
• Vesting service	From date of hire.
• Credited service	From date of hire to December 31, 1991. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$10 times Credited Service

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit payable immediately upon attainment of age 65.

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.

Pre-retirement death

• Eligibility	3 years of vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

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| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
|-----------|--|

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Allen “Component” Plan**

Effective date and plan year	Original plan: January 1, 1951 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment	January 1, 1976
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Status of the plan	The plan was frozen as of January 1, 1984
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Significant events that occurred during the year	None
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Definitions

• Eligibility	All former employees of The Allen Manufacturing Company
• Employee contributions	Not Applicable
• Vesting service	One year of vesting service after completing 1,000 vesting hours.
• Credited service	Service under the prior plan
• Accrued benefit	A former employee's benefit amount is the benefit accrued as of January 1, 1984. Accrued benefit information was provided by the Plan sponsor.

Normal retirement

• Eligibility	The Participant's age sixty-two (62).
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of vesting Service.
• Benefit	Reduced benefit based on a monthly percentage reduction as outlined in Appendix P of the plan document.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	• 100% Joint and Survivor Annuity

Schedule SB, Part V — Summary of Plan Provisions

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|---|--|
| <ul style="list-style-type: none">• Optional form conversion factors | <p>Mortality:</p> <ul style="list-style-type: none">• with respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and• with respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. <p>Interest rate:</p> <ul style="list-style-type: none">• Seven and one-half percent (7-1/2%) per annum, compounded annually. |
|---|--|

Miscellaneous

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|--|--|
| <ul style="list-style-type: none">• Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--|--|
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Schedule SB, Part V — Summary of Plan Provisions**Altoona “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	The plan was frozen as of March 1, 1996
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of Retirement Plan for Bargaining Unit Employees of the Altoona, Pennsylvania Plant of Veeder-Root Company, as in effect immediately prior to the Transfer and as in effect immediately prior to its merger into the Master Plan on December 31, 1995.
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not Applicable
• Vesting service	From date of hire.
• Credited service	From eligibility date. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$17.75 (effective February 1, 1994) times credited service up to a maximum of 35 years. Prior to February 1, 1990 service was capped at 30 years.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 55 and 5 years of Vesting service

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

- Benefit 50% Joint and Survivor coverage

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint and Survivor
- Optional forms
 - 100% Joint and Survivor Annuity
 - Lump sum option if amount does not exceed \$5,000
 - Level Income option
- Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**American Precision Industries Salaried “Component” Plan**

Effective date and plan year	Original plan: February 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Frozen as of December 30, 2000.
Significant events that occurred during the year	None

Definitions

• Sponsoring employer	American Precision Industries, Inc.
• Eligibility	December 31 of the year in which becoming an Employee.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year during which a Participant earns at least 1,000 hours of service.
• Credited service	After December 31, 1991, the sum of the Years in which the Employee has been credited with at least 1 hour of service. Service prior to December 31, 1991 was determined according to a fractional schedule defined in the Plan. Credited Service frozen as of December 30, 2000.
• Compensation considered	A Participant's compensation shall be considered to include amounts which the Participant deferred after December 30, 1984 pursuant to his election under a qualified cash or deferred arrangement (as defined in Section 401(k)(2) of the Code).
• Average annual compensation	The average of the greatest five consecutive years of earnings, or all years of earnings if there are fewer than five, taking into account no more than ten years of earnings immediately preceding the date of termination.
• Accrued benefit	Monthly amount equal to 1% of Average Monthly Earnings multiplied by the Participant's Benefit Service. With respect to Participants with salaries in excess of \$150,000 on December 31, 1995, the benefit is the greater of the accrued benefit on December 30, 1994 or the sum of the accrued benefit on December 30, 1994 plus the benefit accrued under the benefit formula using benefit service beginning on December 31, 1994.

Normal retirement

• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Age 55
• Benefit	Accrued benefit reduced by one-half percent for each month by which the Early Retirement Date precedes the Normal Retirement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Participants who have at least three years of Vesting Service has a non-forfeitable right to the percentage of their Accrued Benefit.
Disability	
• Eligibility	Age 50 and 15 years of credited service
• Benefit	Accrued benefit
Pre-retirement death	
• Eligibility	3 years of vesting service
• Benefit	50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option. If the Participant is not eligible for a pre-retirement death benefit, there will be paid to his/her beneficiary, a one-sum cash payment equal to the Participant's Contributions with interest, if any.
• Benefit after normal retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	Joint and survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Joint and survivor annuity • Life annuity with 120 monthly payments guaranteed • Cash option • Cash plus annuity option. • Level Income option
• Optional form conversion factors	Mortality: 1951 Group Annuity Mortality Table for Males projected to 1970 by Scale C Interest: Six percent (6%) per annum, compounded annually.
Miscellaneous	
• Cost of living expenses	None
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Ammco “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	Employees become plan participants after both attaining age 21 and completing one year of service.
• Employee contributions	Not applicable.
• Vesting service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. No service shall be credited before age 18 for vesting purposes.
• Credited service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$18.50 (effective January 1, 1994) times the number of years of credited service.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of vesting Service.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 60 and 5 years of service
• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	67.18%
61	72.36
62	78.14
63	84.60
64	91.84
65	100.00

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of Severance from Service date, payable at Normal Retirement Benefit

Disability

• Eligibility	Eligible for Social Security disability benefits
• Benefit	Accrued Benefit as of Disability Retirement Date, payable upon attainment of 10 years of Vesting service

Pre-retirement death

• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
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Form of benefits

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males Interest: Seven percent (7%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**API Harowe-Servo Controls, Inc. Hourly Compensated “Component” Plan**

Effective date and plan year	Original plan: May 1, 1976 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan froze benefit accruals as of April 30, 2003.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Sponsoring employer	Danaher Corporation
• Plan name	Harowe-Servo Controls, Inc. Hourly-Compensated Employees' Pension Plan
• Covered employees	Any hourly-compensated person who is employed by the Employer. An individual who performs services for the Employer pursuant to an agreement between the Employer and an employee leasing organization shall not be considered to be an Employee.
• Participation	Employees will be eligible for participation on the date on which they have attained age 18 and completed one year of Participation Service. Participation is effective on the May 1 or November 1 coinciding with or next following the date the Employee becomes eligible for participation.
• Employee contributions	None
• Vesting service	A Plan Year during which a Participant has at least 1,000 hours of service. Any service preceding a Participant's 19th birthday and plan years prior to May 1, 1966 are excluded.
• Credited service	The sum of the Plan Years in which the Employee has been credited with at least 1,000 hours of service. Prior to May 1, 1976 Credited Service was determined from date of hire using full years and fractions to the nearest month. Credited Service shall not exceed 40 years beginning on and after December 1, 1997. Credited Service frozen as of April 30, 2003.
• Accrued benefit	Monthly amount equal to \$12.50 times Credited Service to a maximum of 40 years.

Normal retirement

• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The monthly accrued benefit reduced by 5/9ths of 1% for each of the first 60 months and 5/18ths of 1% for each of the next 60 months by which the Early Retirement Date proceeds Normal Retirement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Employment may continue beyond Normal Retirement Date. The monthly benefit payable shall be the greater of the monthly accrued benefit

Schedule SB, Part V — Summary of Plan Provisions

	determined as of the Deferred Retirement Date or the monthly benefit as of age 65 actuarially adjusted to reflect later retirement.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Nonforfeitable right to the percentage of his or her accrued benefit.
Disability	Not applicable
Pre-retirement death	
• Eligibility	3 years of Vesting service.
• Benefit prior to early retirement	50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option.
• Benefit after normal retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Optional forms	<ul style="list-style-type: none"> Contingent Annuitant Option with 50%, 75% or 100% payable to the surviving spouse Life Annuity with 60, 120 or 180 monthly payments guaranteed Period Certain Annuity with 60, 120 or 180 monthly payments only Cash Settlement Option Lump Sum
• Optional form conversion factors	<p>Lump Sum form of payment:</p> <p>Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date</p> <p>Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made.</p> <p>All other forms:</p> <p>Mortality: 1983 Group Annuity Table for Males, with a two (2) year setback in age for a Participant and an eight (8) year setback in age for Beneficiaries.</p> <p>Interest rate: Four percent (4%) per annum, compounded annually.</p>
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

Effective date and plan year	Original plan: July 27, 1989 Restated plan: January 1, 2011 Plan year: January 1 to December 31
Status of the plan	The plan froze participation on January 1, 2007, and froze benefit accruals for employees who are not age 40 or older with 5 or more years of credited service as of December 31, 2006. Benefit accruals for all employees ceased on December 31, 2011.
Significant events that occurred during the year	None

Definitions

• Covered employees	
• Participation	Each employee is eligible for coverage on the first day of the month after completing one year of service. Employees hired after January 1, 2007, are not eligible.
• Old formula participant	An individual who was a Participant at any time during the period commencing January 1, 1989 and ending June 30, 2000, but who was not an Employee on or after July 1, 2000.
• Grandfathered participant	A Participant who was an Employee as of both June 30, 2000 and July 1, 2000.
• Revised formula participant	A Participant who becomes an Employee on or after July 1, 2000, but who was not an Employee or a Former Participant as of June 30, 2000.
• Employee contributions	None
• Vesting service	Whole years from date of hire
• Credited service	The sum of whole and fractional years of continuous service accrued before July 1, 1976, as determined under the Old Beckman Plan as constituted on June 30, 1976; and the whole and fractional years obtained by dividing three hundred sixty-five into days of service after June 30, 1976. Credited service frozen effective December 31, 2011.
• Pensionable earnings	Earnings shall include the following: Regular earnings, overtime, sick pay, shift differential, shift premium, vacation pay, differential military pay, Variable Pay, call-in pay, patent payments, published article payments paid prior to 1989, holiday gifts paid prior to 1989, individual bonuses paid prior to 1989, and holiday pay. Basic Earnings also include any amounts contributed to a plan qualifying under Sections 401(k), 132(f)(4) or 125 of the Code as salary reduction contributions. No earnings earned after December 31, 2011 will be reflected.
• Final average earnings	The annual average of a Participant's highest 60 consecutive months of earnings.
• Final average compensation	The average of a Participant's three final years of earnings, up to the maximum Social Security wage base each year.

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• Primary Social Security benefit	The monthly primary social security amount of old age insurance benefit or benefits determined as of the Normal Retirement Date under the Federal Social Security Act, and/or the social security system of any foreign government as in effect as of the participant's last Separation from the Service.
• Covered Compensation	The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the Participant attains (or will attain) Social Security Retirement Age.
• Minimum benefit	\$200 per month for participants who were both an employee and a participant continuously during the 2001 plan year.
• Grandfathered benefit	<p>The greater of:</p> <ul style="list-style-type: none"> • 1.7% of the final average earnings multiplied by years of service to a maximum of 35 years, plus 0.5% of final average earnings for each year of service above 35, less 0.65% (0.50% if over age 55 with 20 or more years of service) of the lesser of Covered Compensation and final average compensation for each year of service up to 35 years; and • 1.15% of final average earnings up to \$30,000 annually plus 1.6% of final average earnings between \$30,000 and \$50,000 annually, multiplied by years of service to a maximum of 25 years. <p>Grandfathered participants accrued benefits under the above formulas until December 31, 2005. Benefit accruals frozen effective December 31, 2011.</p>
• Revised Formula benefit	1.2% of the final average earnings plus 0.8% of the excess of final average earnings over the Social Security wage base multiplied by years of service. Benefit accruals frozen effective December 31, 2011.

Normal retirement

• Eligibility	The first day of the month coincident with or next following the date the Participant attains age 65 and completes 1 year of participation.
• Benefit – Old formula participant	The Grandfathered benefit
• Benefit – Grandfathered participant	The greater of the Grandfathered benefit through December 31, 2005; and the Revised Formula benefit.
• Benefit – Revised formula participant	The Revised Formula benefit

Early retirement

• Eligibility	The first day of any month coincident with or next following the completion that number of years of vesting service (not less than five) which when added to the participant's age at the most recent birthday equals sixty-five.
• Benefit – Old formula participant	<p><u>Basic benefit reduction factor:</u></p> <p>Reduction factor applied to the basic benefit derived from final average earnings:</p> <ul style="list-style-type: none"> • 5% for each year between ages 65 and 55, plus • 2-2/9% for each year between ages 55 and 50, plus • 3-1/3% for each year between ages 50 and 45, plus • 1-2/3% for each year between ages 45 and 40, plus • 1% for each year between ages 40 and 35, plus • ½% for each year below 35.

Schedule SB, Part V — Summary of Plan Provisions

	If age 55 or over, the reduction is lessened by 1-1/2% for each year of service over 20 with a maximum of 10 years (“addback”). The reduction factor cannot be less than zero.																																				
• Benefit – Old formula participant (continued)	<p>Offset Percentage Reduction Factor:</p> <p>Percentage applied to the lesser of Covered Compensation and final average compensation between ages 55 and 65 depends on the Early Retirement Reduction Factor in effect at early retirement. Percentages below age 55 are the actuarial equivalent of the age 55 percentage.</p> <table><tr><th>Age</th><th>ERF less than 100%</th><th>ERF equal to 100%</th></tr><tr><td>65</td><td>0.650%</td><td>0.500%</td></tr><tr><td>64</td><td>0.600%</td><td>0.500%</td></tr><tr><td>63</td><td>0.550%</td><td>0.500%</td></tr><tr><td>62</td><td>0.500%</td><td>0.500%</td></tr><tr><td>61</td><td>0.475%</td><td>0.475%</td></tr><tr><td>60</td><td>0.450%</td><td>0.450%</td></tr><tr><td>59</td><td>0.425%</td><td>0.425%</td></tr><tr><td>58</td><td>0.400%</td><td>0.400%</td></tr><tr><td>57</td><td>0.375%</td><td>0.375%</td></tr><tr><td>56</td><td>0.340%</td><td>0.340%</td></tr><tr><td>55</td><td>0.300%</td><td>0.300%</td></tr></table> <p>Benefit accruals frozen effective December 31, 2011.</p>	Age	ERF less than 100%	ERF equal to 100%	65	0.650%	0.500%	64	0.600%	0.500%	63	0.550%	0.500%	62	0.500%	0.500%	61	0.475%	0.475%	60	0.450%	0.450%	59	0.425%	0.425%	58	0.400%	0.400%	57	0.375%	0.375%	56	0.340%	0.340%	55	0.300%	0.300%
Age	ERF less than 100%	ERF equal to 100%																																			
65	0.650%	0.500%																																			
64	0.600%	0.500%																																			
63	0.550%	0.500%																																			
62	0.500%	0.500%																																			
61	0.475%	0.475%																																			
60	0.450%	0.450%																																			
59	0.425%	0.425%																																			
58	0.400%	0.400%																																			
57	0.375%	0.375%																																			
56	0.340%	0.340%																																			
55	0.300%	0.300%																																			
• Benefit – Grandfathered participant	The early retirement benefit described for the Old formula participant. Benefit accruals frozen effective December 31, 2011.																																				
• Benefit – Revised formula participant	<p>The Revised Formula benefit as of the early commencement date with the following reduction percentages applied to the benefit formula:</p> <ul style="list-style-type: none">• No reduction for each year between ages 65 and 62,• 4% for each year between ages 62 and 59, plus• 6% for each year between ages 59 and 50, plus• 2% for each year between ages 50 and 40, plus• 1% for each year between ages 40 and 37, plus• ½% for each year between ages 37 and 29, plus• ¼% for each year below 29. <p>Benefit accruals frozen effective December 31, 2011.</p>																																				
Late retirement																																					
• Eligibility	The first day of any month after normal retirement																																				
• Benefit	A Participant may work beyond their normal retirement date, accruing additional retirement benefits for the periods of service after their normal retirement date. Benefit accruals frozen effective December 31, 2011.																																				
Deferred vested																																					
• Eligibility	Completion of five or more years of service or age 65 or older and one year of participation.																																				
• Benefit	The minimum, grandfathered, or revised formula benefit as applicable																																				
Disability																																					

Schedule SB, Part V — Summary of Plan Provisions

• Eligibility	The date the participant elects, not later than the Normal Retirement Date, provided the Participant has completed at least five years of vesting service and is determined by the Social Security Administration to have been permanently and totally disabled under the Social Security Act.
• Benefit	<p>The early retirement benefit payable based on final average earnings and Social Security wage base at the time of disablement.</p> <p>If eligible, a Participant will continue to earn benefit service during disability until the earlier of age 65, the date they elect to receive a benefit from the Plan, or the date the disability ends. The benefit will then be calculated based upon final average earnings at the time the Participant became disabled and total benefit service, including the benefit service earned while disabled.</p> <p>Benefit accruals frozen effective December 31, 2011.</p>

Pre-retirement death

• Benefit before normal retirement	<p>A Beneficiary will be eligible to receive a lump sum benefit equal to the actuarial equivalent value of the participant's normal retirement benefit at the time of death. A Beneficiary can choose to receive the lump sum benefit as an immediate annuity payable for their life.</p> <p>A Surviving Spouse will be eligible to elect to receive a lump sum benefit as described above or a monthly benefit equal to what the Surviving Spouse would have received under the contingent beneficiary option with 50% continuation of benefits. The benefit is determined based on the pension earned at the time of death and is payable to the surviving spouse on the first day of the month following the month the Participant would have been eligible for early retirement benefits had the Participant terminated on the date of their death.</p> <p>For Participants who were not employees as of November 17, 2000, a death benefit is payable only to a Surviving Spouse in the form of a monthly benefit as described above.</p>
• Benefit after normal retirement	As provided under the elected form of payment of retirement benefit.

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 • Joint and 50%, 66 2/3%, 75%, or 100% survivor annuity • 5, 10, 15, or 20 year certain and life annuity • Social Security level income option • Cash refund annuity • Lump sum <p>A lump sum is mandatory if the present value of the normal retirement benefit is under \$5,000. This amount changed to \$1,000 effective February 28, 2005.</p>
• Optional form conversion factors	For Social Security level income and lump sum options: Mortality:

Schedule SB, Part V — Summary of Plan Provisions

The table prescribed by Revenue Ruling 2007-67, and for each subsequent Plan Year shall be the table prescribed by the Secretary of the Treasury based on the mortality table specified for the Plan Year under Code Section 430(h)(3)(A) (without regard to subparagraphs (C) or (D) of such Section).

Interest rate:

The adjusted first, second and third segment rates as provided in Code Sections 417(e)(3)(C) and (D) for the month of November immediately preceding the first day of the Plan Year in which the distribution occurs.

For all other forms of payment:

Mortality: 1971 GAM Mortality table for males, with age set-back 2 years

Interest rate: 7.00%

Miscellaneous

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| <ul style="list-style-type: none">• Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Cash Balance “Component” Plan**

Effective date and plan year	Original plan: January 1, 1997 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	All future cash balance accruals were frozen as of March 4, 2012.
Significant events that occurred during the year	None

Definitions

• Covered employees	Immediate eligibility at January 1, 1997 for participants of 401(k) plan. For individuals not eligible at January 1, 1997, the participation commences at the January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service.
• Participation	January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service. Effective after March 4, 2012, no Employee shall be a participant under the plan.
• Employee contributions	Not applicable
• Year of service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Vesting service	3 years of service for employees on January 1, 1995, and on or after January 1, 2008. 5 years of service for employees after January 1, 1995, and before January 1, 2008. Immediate vesting upon disability or death during employment. All employees are fully vested in their accrued benefit on March 4, 2012.

Cash balance account

• Initial account balance	\$0
• Compensation credit	Danaher amended the plan as of December 31, 2003 to cease all future cash balance accruals for all participants except for those at Kollmorgen EO and API Harowe-Servo. • Danaher amended the plan as of February 6, 2012 to cease all future cash balance accruals for participants at Kollmorgen EO as of February 6, 2012, and API Harowe-Servo as of March 4, 2012.
• Interest credits	For Plan Years beginning before 1/1/2000 - interest crediting rate is based on participant's election under one of the investment options offered by the Plan. After 1/1/2000, the interest crediting rate is the 30-year Treasury rate for the November prior to the plan year.

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Projected cash value	Projected cash balance account from the valuation date to participant's normal retirement date based on interest crediting rate of the applicable interest rate, or the cash balance in the participant's account as of the valuation date, if the valuation date does not precede the normal retirement date.
• Credited service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Accrued benefit	A single life annuity payable at the participant's normal retirement age that is the actuarial equivalent of the participant's projected cash balance account as of the date of termination.
Normal retirement	
• Eligibility	Age 65
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	The earlier of age 55 and 5 years of service or age 65
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Disability	Not applicable
Pre-retirement death	
• Benefit	The actuarial equivalent of the participant's projected cash value payable to the spouse.
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"> • 50% Joint and Survivor Annuity • Single Life Annuity • Lump Sum Distribution

Schedule SB, Part V — Summary of Plan Provisions

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| <ul style="list-style-type: none">• Optional form conversion factors | <p>Mortality:
The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date</p> <p>Interest:
The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made.</p> |
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Miscellaneous

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| <ul style="list-style-type: none">• Maximum benefits | <p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p> |
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Schedule SB, Part V — Summary of Plan Provisions**Easco East Windsor “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of June 2, 1991.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	One year of Eligibility Service	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$16.50 (effective March 17, 1990) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred benefit:		
	<table> <tr> <th data-bbox="542 392 782 430">Age at Retirement</th><th data-bbox="782 392 981 430">Percentage</th></tr> </table>	Age at Retirement	Percentage
Age at Retirement	Percentage		
	<table> <tr> <td data-bbox="542 430 782 468">57</td><td data-bbox="782 430 981 468">60.89%</td></tr> </table>	57	60.89%
57	60.89%		
	<table> <tr> <td data-bbox="542 468 782 506">58</td><td data-bbox="782 468 981 506">67.01%</td></tr> </table>	58	67.01%
58	67.01%		
	<table> <tr> <td data-bbox="542 506 782 544">59</td><td data-bbox="782 506 981 544">73.87%</td></tr> </table>	59	73.87%
59	73.87%		
	<table> <tr> <td data-bbox="542 544 782 582">60</td><td data-bbox="782 544 981 582">81.57%</td></tr> </table>	60	81.57%
60	81.57%		
	<table> <tr> <td data-bbox="542 582 782 620">61</td><td data-bbox="782 582 981 620">90.23%</td></tr> </table>	61	90.23%
61	90.23%		
	<table> <tr> <td data-bbox="542 620 782 658">62</td><td data-bbox="782 620 981 658">100.00%</td></tr> </table>	62	100.00%
62	100.00%		
Late retirement			
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.		
• Benefit	Accrued benefit.		
Deferred vested			
• Eligibility	3 years of vesting service.		
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date		
Disability			
• Eligibility	Eligible for Social Security Disability benefits		
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service.		
Pre-retirement death			
• Benefit prior to early retirement	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.		
Form of benefits			
• Automatic form for unmarried participants	Life Annuity		
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced		
• Optional forms	<ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Level Income option 		

Schedule SB, Part V — Summary of Plan Provisions

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|--|---|
| <ul style="list-style-type: none">• Optional form conversion factors | <p>Mortality:
1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually.</p> |
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Miscellaneous

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| <ul style="list-style-type: none">• Maximum benefits | <p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p> |
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Schedule SB, Part V — Summary of Plan Provisions**Easco Gastonia “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	One year Eligibility Service	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$10 (effective January 1, 1989) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 60 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

- Benefit** An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	59.124%
61	65.402
62	72.487
63	80.508
64	89.618
65	100.000

Late retirement

- Eligibility** The first day of any month after age 65 following the date the member terminates employment.
- Benefit** Accrued benefit.

Deferred vested

- Eligibility** 3 years of vesting service.
- Benefit** Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

- Eligibility** Eligible for Social Security Disability benefits
- Benefit** Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service

Pre-retirement death

- Benefit** 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Form of benefits

- Automatic form for unmarried Life Annuity participants
- Automatic form for married participants 50% Joint & Survivor Annuity, actuarially reduced
- Optional forms
 - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
 - Five or ten year certain annuity.
 - Level Income option

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- Optional form conversion factors Mortality:
1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.
Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually.
-

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
-

Schedule SB, Part V — Summary of Plan Provisions**Easco Salaried “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1988.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final Average pay plan
• Normal form	60 monthly payments Certain and For Life thereafter.
• Eligibility	Age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	One (1) year of Vesting Service for each Plan Year during which the Participant completes at least one thousand (1,000) Vesting Hours.
• Credited service	Credited service has been frozen.
• Compensation considered	W-2 compensation
• Average annual compensation	Highest three consecutive years out of the five years prior to retirement.
• Accrued benefit	<p>Monthly benefit of 1.75% of Final Monthly Average Earnings for the first 20 years of service, plus 1.5% of Final Monthly Average Earnings for the next ten years of service, offset by 1.75% of Social Security for the first 20 years of service and 1.5% of Social Security for the next ten years of service.</p> <p>Employees who were members of the Plan prior to July 1, 1982, will receive a minimum of the benefit computed under the prior Plan based on Final Average Earnings defined below. Final Average Earnings for the minimum benefit are determined as follows:</p> <ol style="list-style-type: none"> For employees who were 100% vested in the prior plan, earnings continue with salary increases until retirement. For employees who were eligible to retire within five years of July 1, 1982, earnings are increased for five years and then remain level until retirement. For employees not vested or within five years of retirement as of July 1, 1982, earnings remain level until retirement. <p>Credited Service has been frozen. Accrued Benefit information was provided by the plan sponsor.</p>

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 55 and 5 years vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit		Benefit is reduced by 5% per year if payable prior to age 62.
Late retirement		
• Eligibility		The first day of any month after age 65 following the date the member terminates employment.
• Benefit		Accrued benefit
Deferred vested		
• Eligibility		3 years of vesting service
• Benefit		Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability		
• Eligibility		Eligible for Social Security Disability benefits
• Benefit		Benefit payable at Normal Retirement based on Final Average Earnings as of date of disability but service at actual retirement, payable upon attainment of one year of service.
Pre-retirement death		
• Benefit		50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits		
• Automatic form for unmarried participants		60 monthly payments Certain and For Life thereafter.
• Optional forms		<ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity Ten years certain annuity
• Optional form conversion factors		Mortality: 1984 Unisex Pensioner's Mortality Table, where, for such purposes, a Beneficiary of a Participant shall be assumed to be two (2) years younger than the Participant, if applicable. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous		
• Maximum benefits		Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Easco Springdale “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	From date of hire	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$10.50 (effective April 12, 1991) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 60 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):														
	<table> <tr> <th data-bbox="542 392 798 425">Age at Retirement</th><th data-bbox="798 392 1457 425">Percentage</th></tr> <tr> <td data-bbox="542 425 798 470">60</td><td data-bbox="798 425 1457 470">59.124%</td></tr> <tr> <td data-bbox="542 470 798 515">61</td><td data-bbox="798 470 1457 515">65.402</td></tr> <tr> <td data-bbox="542 515 798 560">62</td><td data-bbox="798 515 1457 560">72.487</td></tr> <tr> <td data-bbox="542 560 798 604">63</td><td data-bbox="798 560 1457 604">80.508</td></tr> <tr> <td data-bbox="542 604 798 649">64</td><td data-bbox="798 604 1457 649">89.618</td></tr> <tr> <td data-bbox="542 649 798 672">65</td><td data-bbox="798 649 1457 672">100.000</td></tr> </table>	Age at Retirement	Percentage	60	59.124%	61	65.402	62	72.487	63	80.508	64	89.618	65	100.000
Age at Retirement	Percentage														
60	59.124%														
61	65.402														
62	72.487														
63	80.508														
64	89.618														
65	100.000														
Late retirement															
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.														
• Benefit	Accrued benefit.														
Deferred vested															
• Eligibility	3 years of vesting service.														
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date														
Disability															
• Eligibility	Eligible for Social Security Disability benefits														
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service														
Pre-retirement death															
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.														
Form of benefits															
• Automatic form for unmarried participants	Life Annuity														
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced														
• Optional forms	<ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity Ten years certain annuity. Level Income option 														

Schedule SB, Part V — Summary of Plan Provisions

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|--|---|
| <ul style="list-style-type: none">• Optional form conversion factors | <p>Mortality:
1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually.</p> |
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Miscellaneous

- | | |
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| <ul style="list-style-type: none">• Maximum benefits | <p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p> |
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Schedule SB, Part V — Summary of Plan Provisions**Easco Union 228 “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	One year of eligibility service	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$19.95 (effective May 17, 1993) times the number of years of credited service.
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten years certain annuity. • Level Income option
• Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with no setback in age for a Participant and a six (6)-year setback in age for a Beneficiary, where, for such purposes, a Beneficiary of a Participant shall be assumed to be three (3) years younger than the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Easco Union 1570 “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of July 31, 1990.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	One year of eligibility service	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$13.50 (effective January 1, 1989) times the number of years of credited service.
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	<ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity Five or ten year certain annuity. Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Elizabethtown “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$11 (effective March 1, 1989) times Credited Service

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.

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

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| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
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Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity, actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 75% or 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | <p>Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually</p> |

Miscellaneous

- | | |
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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Fluke Corporation “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan with \$ per month per year of service minimum
• Eligibility	Participants of the Fluke Plan as of December 31, 1998. As of that date, the plan is frozen to future participation.
• Employee contributions	Not applicable.
• Vesting service	Same as Credited Service
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Accrued benefit equals (1) - (2) multiplied by years of service (maximum 30). 1. 1/3% of highest average earnings. 2. 0.56% of participant's Covered Compensation.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service.
• Benefit	Accrued benefit is reduced 5/12% for each month prior to age 62 (if participant has 30 years of service) or 65 (if participant has less than 30 years of service).
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	3 years of vesting service.
• Benefit	Benefit accrued at date of disability payable at normal retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive 100% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • Optional Lump Sum for benefits accrued prior to April 30, 1993, if greater than \$5,000, but less than \$10,000. • Level Income option
• Optional form conversion factors	<p>For purposes of determining an optional form of payment of the Pension, actuarial equivalency shall be determined using whichever of the following results in the larger benefit:</p> <ol style="list-style-type: none"> 1. The amount determined with respect to the benefit accrued as of December 31, 1995 using the following: <ol style="list-style-type: none"> A. Mortality: 1984 Unisex Pensioner's Mortality Table. B. Interest Rate: The interest rate or rates that would be used by the Pension Benefit Guaranty Corporation ("PBGC") for purposes of determining the present value of benefits upon termination of an insufficient, trustee single-employer plan on the first day of the second month before the month in which payment of benefits starts. For payments before October 1, 1990, the PBGC rate or rates in effect under the Fluke Plan on September 30, 1989, shall be used if a larger benefit would result. 2. The amount determined with respect to the entire accrued benefit using the 1983 Group Annuity Mortality Table, with male annuity factors weighted fifty percent (50%) and female annuity factors weighted fifty percent (50%) and the "applicable interest rate," as such term shall be defined in Code Section 417(e)(3)(a), as determined for the third month preceding the Annuity Starting Date; provided, however, that with respect to Annuity Starting Dates on or after January 1, 2008, the phrase "rate of interest on 30-year Treasury Securities" shall be substituted for the phrase "'applicable interest rate,' as such term shall be defined in Code Section 417(e)(3)(a)." 3. With respect to a Pension payable under Section 7.3(d) of this Plan to a Fluke Participant who shall have attained age fifty-five (55) and calculated pursuant to Section 8.2(d) of this Plan, the actuarial assumptions for purposes of any such calculation shall be determined on a monthly basis and not an annual basis.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Gilbarco Salaried Plan**

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 2002.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	Final average pay plan
• Eligibility	Age 18
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 Hours of service.
• Credited service	Credited Service was frozen as of December 31, 2002.
• Accrued benefit	1.25% of Average Final Compensation (3 years) times service plus 0.60% of Average Final Compensation in excess of the Social Security Covered Compensation, times years of Credited Service (maximum 35 years).

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55
• Benefit	Accrued Benefit unreduced at age 62 with 3% per year reductions from age 62 to age 60 and 5% per year reductions from age 60 to age 55. An early retirement supplement is provided for participants with 15 years of plan service who elect early retirement. The supplement amount is paid monthly until age 62. The monthly amount is \$125 at age 55, \$130 at age 56 and so on up to \$150 per month.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit as of Normal Retirement Date, payable upon attainment of 5 years of Vesting service.

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

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|-----------|--|
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
|-----------|--|

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity, actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Holo-Krome “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	\$ per month per year of service
• Eligibility	Completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$14 (effective January 1, 1989) times credited service up to a maximum of 35 years.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	The accrued pension beginning at normal retirement.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Long Term Disability Plan Benefit

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

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|-----------|--|
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
|-----------|--|

Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor |
| • Optional forms | <ul style="list-style-type: none"> • Any percentage up to 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | <p>Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Jacobs “Component” Plan**

Effective date and plan year	Original plan: September 15, 1950 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment	October 1, 1992
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	All employees in the appropriate Bargaining Unit.
• Employee contributions	Not applicable.
• Vesting service	Prior to 1/1/76: One year of service for each plan year in which the employee completed one hour of service; On and after 1/1/76: One year for each plan year in which the employee is compensated for 1,000 or more hours; otherwise, unless the person terminates in that plan, no credit is given. If the person terminates within the Plan year, partial credit is given.
• Credited service	On and after 1/1/76: 1/10th year for each 170 hour compensated in a calendar year, with a maximum of one year of credit for 1,700 hours. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$19 times the number of years of credited service.

Normal retirement

• Eligibility	Attainment of age 65; for former Allen employees, attainment of age 62
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of Vesting Service
• Benefit	The accrued benefit either commencing at age 65 or early retirement age reduced by 6-2/3% for each year prior to age 62; for former Allen employees the reduction is 3.6% for each year prior to 62 and 1.8% for each year prior to age 57.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	After 5 years of vesting service.
• Benefit	Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Date.

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

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|---------------|--|
| • Eligibility | Eligible for Social Security Disability benefits |
| • Benefit | Two times Normal Retirement Benefit, payable upon attainment of 10 years of Vesting service. |

Pre-retirement death

- | | |
|---------------|---|
| • Eligibility | All married vested employees are eligible. |
| • Benefit | Benefit is payable on what would have been the employee's earliest retirement date had the employee terminated just prior to death. Benefit is equal 55% of the employee's vested accrued benefit payable on a reduced basis. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | Life Annuity |
| • Optional forms | Level Income option |
| • Optional form conversion factors | <p>Mortality:</p> <ul style="list-style-type: none"> • With respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and • With respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Clark Controls “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan was frozen for participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	Hourly paid employees of the Company at the Lancaster, South Carolina plant, if not eligible for any other plan.
• Vesting service	For service prior to January 1, 1976, vesting service is equal to credited service; provided that, in any year in which an employee is credited with 1,000 hours, he shall be credited with a full year of vesting service. After December 31, 1975, an employee will accrue one year of vesting service for each year in which the employee is credited with 1,000 hours, including hours absent on an approved leave of absence; provided, however that, if hours are less than 1,000, a fractional year will accrue equal to the ratio of hours to 1,700.
• Credited service	Prior to January 1, 1967, continuous service from date of hire. From January 1, 1967 to January 1, 1976, one year of service for each calendar year in which plan participant is credited with 1,700 hours of service or proportional credit if less than 1,700. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accredited service	For service prior to January 1, 1997, accredited service is equal to credited service. After December 31, 1975, an employee will accrue one year of accredited service for each year in which employee is credited with 1,700 hours, including hours absent or approved leave of absence or a proportional credit if less than 1,700.
• Accrued benefit	\$13.75 times the number of years of credited service.

Normal retirement

• Eligibility	Age 65
• Benefit	For normal retirements occurring on or after July 20, 1994, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$11.50 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1995, the monthly retirement is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$12.00 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1996, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$12.75 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1997, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$13.75 per year of accredited service after July 20, 1994.

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

- Eligibility Age 55 and 15 years of service or age 60 and 10 years of service.
- Benefit Accrued pension reduced by .6% per month for the first 60 months preceding normal retirement; further reduced by .3% per month for the next 60 months preceding normal retirement.

Deferred vested

- Eligibility 3 years of service.
- Benefit Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.

Disability

- Eligibility Total and permanent disability after 10 years of service and net eligible for normal retirement.
- Benefit Accrued pension at date of disability, payable as a life annuity commencing immediately.

Pre-retirement death

- Eligibility Eligible for early or normal retirement
- Benefit In the event of an active or inactive participant's death prior to benefit commencement subsequent to becoming eligible for early or normal retirement, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 100% or 50% Joint and Survivor Annuity
 - Five or ten years Certain Annuity
 - Lump sum option if amount is greater than \$5,000 but less than \$10,000
 - Level Income option
- Optional form conversion factors

Mortality:
1971 Group Annuity Mortality Table for Males with a two (2)-year setback in age.

Interest rate:
Eight percent (8%) per annum, compounded annually.

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Corporation Supplemental “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

• Eligibility	Participants with an accrued benefit under the plan as of December 31, 1988 and participants of the Joslyn Jennings Corporation Salaried Employees' Retirement Plan as of September 9, 1992. As of those dates, the plan is frozen to future participation.
• Employee contributions	Not applicable.
• Vesting service	Vesting service under prior
• Credited service	Service under the prior plan
• Monthly accrued pension	For Challenger, Joslyn and Jennings participants, the benefits were frozen as of August 31, 1984, December 31, 1988, and September 14, 1992, respectively. Accrued benefit information was provided by the plan sponsor. Challenger participants continued to earn additional benefits under the Joslyn benefit formula until December 31, 1988.

Normal retirement

• Eligibility – Joslyn	December 31 on or following age 65.
• Eligibility – Jennings	First day of the month coincident with or following later of age 65 and five years of service.
• Eligibility – Challenger	First day of the month next following the participant's 65th birthday.
• Benefit	A monthly benefit equal to accrued pension described above.

Early retirement

• Benefit – Joslyn	Accrued pension actuarially reduced from normal retirement date.
• Benefit – Jennings	Regular Early: For retirements with less than 15 years of service, the accrued pension is reduced 3% per year for benefit commencement precedes age 65. Special Early: For retirement after age 60 with 15 years of service, the accrued pension is unreduced. For retirement after age 55 but before age 60 with 15 years of service, the accrued pension is reduced 5% per year for each year benefit commencement precedes age 60.

Schedule SB, Part V — Summary of Plan Provisions• **Benefit – Challenger**

The accrued pension is multiplied by the application percentages:

Age at Early Retirement	5 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
65	100%	100%	100%
64	100%	100%	94%
63	100%	100%	88%
62	100%	100%	82%
61	100%	100%	79%
60	100%	100%	76%
59	100%	74%	74%
58	100%	72%	72%
57	100%	70%	70%
56	100%	68%	68%
55	100%	66%	66%

Late retirement

- Eligibility After Normal Retirement Date
- Benefit Accrued pension actuarially increased from normal retirement date. For Joslyn, the definition of actuarial equivalence is based on a 5% interest rate.

Deferred vested

- Eligibility 3 years Vesting service
- Benefit Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.

Disability

- Benefit – Joslyn Accrued pension actuarially reduced from normal retirement date.
- Total and permanent disability (Joslyn only) Unreduced accrued pension payable immediately following date of disability.
- Benefit – Jennings Accrued pension payable at age 65. If benefit commences prior to age 65, it is reduced based on the provisions of the Plan.
- Benefit – Challenger Accrued pension multiplied by the appropriate percentage from the following table:

Age	Percentage
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55 and below	79%

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

- **Benefit – Joslyn**
In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately.
Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated employment on the earlier of day before his death, or his actual termination date, survived to age 60 and elected to receive an annuity, payable immediately.
- **Benefit – Jennings**
In the event of an active or inactive participant dies after completing five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had the participant separated from service on the earlier of his actual termination date or on the date of his death, survived to the earliest date he would have been eligible for early retirement, began receiving his benefit in the form of a 50% joint and survivor annuity, and died on the next day.
- **Benefit – Challenger**
In the event of death of an active participant whose age plus years of service equals 80 or more or who attained age 55 and completed 15 years of service, the surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension was payable immediately and the following early retirement factors applied:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
64	100%	100%	100%
63	100%	100%	100%
62	100%	100%	100%
61	100%	100%	97%
60	100%	100%	94%
59	100%	91%	91%
58	100%	88%	88%
57	100%	85%	85%
56	100%	82%	82%
55	100%	79%	79%
Under age 55	79%	79%	79%

In the event of the death of a participant who does not meet the above criteria, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he terminated the day before his death, survived to age 55 and elected to receive 50% joint and survivor annuity payable immediately.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Lump sum option if amount is greater than \$5,000 but less than \$10,000 • Level Income option |
| • Optional form conversion factors | <p>Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate:
Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Jennings “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	Plan was frozen as of September 9, 1992.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Hourly paid employees of Joslyn Jennings Corporation covered by labor agreement who complete one year of continuous service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Continuous service	Each calendar year from date of hire in which an employee completes at least 1,000 hours is credited as one year of continuous service.
• Credited service	For service after January 1, 1967, each year in which an employee completes 1,680, prorated (rounded to nearest 1/10th) for hours less than 1,680.
• Accrued benefit	The monthly accrued benefit is equal to the sum of: <ul style="list-style-type: none"> • \$12.00 per year of credited service between January 1, 1967 and December 31, 1987, and • \$15.50 per year of credited service after January 1, 1988.

Normal retirement

• Eligibility	Age 65
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Age 55 and 15 years of service.
• Benefit	Accrued pension reduced by 1/180 per month for each of the first 60 months preceding normal retirement and 1/360 per month for each of the next 60 months preceding normal retirement.

Late retirement

• Eligibility	After Normal Retirement Date
• Benefit	Accrued pension actuarially increased from normal retirement date.

Deferred vested

• Eligibility	3 years of service.
• Benefit	Accrued pension deferred to normal retirement or reduced for early retirement if an employee is at least age 55 and has completed 15 years of service.

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

- | | |
|---------------|---|
| • Eligibility | Total and permanent disability after age 45 and 15 years of service. |
| • Benefit | Unreduced accrued pension, payable immediately. However, if the participant is currently receiving a Public Disability Benefit the plan's benefit will be reduced by the amount of such Public Disability Benefit until he attains age 65, when his Normal Retirement Benefit is payable. |

Pre-retirement death

- | | |
|---------------|--|
| • Eligibility | Eligible for early or normal retirement |
| • Benefit | Surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity • 5,10, or 15 years Certain Annuity • Lump sum option amount is greater than \$5,000 but less than \$10,000 • Level Income option |
| • Optional form conversion factors | Mortality:
The 1974 George B. Buck Mortality Tables for Males with a one (1)-year set forward in age.

Interest rate:
Six and one-half percent (6.5%) per annum, compounded annually |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**K-D Nonunion “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1st or July 1st after completion of one year of service.
• Employee contributions	Not applicable.
• Credited service	Credited Service has been frozen.
• Accrued benefit	<p>Past Service: The product of 1% of 1/12th of compensation for the Plan year ending December 31, 1974, multiplied by the Member's number of Years of Past Service prior to January 1, 1975.</p> <p>Future Service: 1% of 1/12th of the compensation for each Plan Year up to the Social Security Wage Base and 1-1/2% of such compensation in excess of the Wage Base for each Plan Year of Future Service after December 31, 1974. For former Glen Burnie employees, monthly benefit equal to the sum of: Past Service: Accrued benefit calculated using the Glen Burnie Formula but with service stopping at December 31, 1983, and Future Service: Monthly benefit calculated as in (b) above, but with service beginning January 1, 1984.</p> <p>Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.</p>

Normal retirement

• Eligibility	Age 65 and 5 years of Vesting Service (except for Glen Burnie group).
• Benefit	Accrued Benefit

Early retirement

• Eligibility	If the Participant is not a Disabled Participant, the Participant has completed at least five (5) Years of Vesting Service and has attained age fifty-five (55) and, if the Participant is a Disabled Participant, the Participant has attained Normal Retirement Age
• Benefit	Accrued Benefit reduced by 5/9% for each of the first 60 months and 5/18% for each of the next 60 months by which commencement precedes Normal Retirement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits.
• Benefit	Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service.
Pre-retirement death	
• Eligibility	3 years of vesting service
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	<ul style="list-style-type: none"> 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity 5, 10, or 15 years Certain Annuity
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**K-D Union “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of July 23, 1991.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service.
• Eligibility	One hour of service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 vesting hours.
• Vesting schedule	5 years of Vesting service
• Credited service	Each plan year with 1,000 vesting hours. Service was frozen as of July 1991.
• Accrued benefit	Accrued benefit information was provided by the Plan sponsor.

Normal retirement

• Eligibility	
• Benefit	Monthly Pension: <ul style="list-style-type: none"> • Special payment equal to 13 weeks vacation pay at the pay rate applicable to most recent eligibility for vacation less any vacation paid for the year in which retirement occurs or the year in which the participant was eligible for vacation • Regular Pension - Greater of: 16.00 times Credited Service, or Deferred pension as of January 1, 1961.
• Payment	<ul style="list-style-type: none"> • Special payment is payable for the first three months following retirement • Regular pension commences on the first day of the month following the three months during which special payments are received.

Early retirement

• Eligibility	The Participant either: (1) both has completed at least thirty (30) years of Credited Service and has attained age sixty-two (62) or (2) both has completed at least ten (10) years of Credited Service and has attained age sixty (60); provided, however, that any Employee whose continuous service is broken on or after June 30, 1961, by reason of a permanent shutdown of a plant, department, or sub-division thereof or by reason of a layoff and who, at the time of such break in continuous service, has at least fifteen (15) years of Credited Service and has attained the age of forty-five (45) years shall be deemed to satisfy the requirements for Early Retirement
• Benefit	Accrued benefit reduced by 5/9% for each of the first 60 months and actuarially reduced if payment begins prior to age 60. The special payment is payable immediately.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service.
Pre-retirement death	
• Eligibility	3 years vesting service
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	<ul style="list-style-type: none"> • 100 or 50% Joint and Survivor Annuity • 5 or 10 years Certain Annuity • Lump Sum

Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors
 - Lump Sum form of payment:
 - Mortality:

The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date
 - Interest:

The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made.
 - All other forms:
 - Mortality:

1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.
 - Interest rate:

Seven and one-half percent (7-1/2%) per annum, compounded annually.

Miscellaneous

- Maximum benefits

Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Keithley Instruments, Inc. Employees' Pension Plan**

Effective date and plan year	Original plan: October 1, 1972 Restated plan: 2008, with an effective date of October 1, 2002 Plan year: prior to the September 30, 2011 merger, the twelve (12) month period ending on September 30 in each calendar year; after the merger, January 1 through December 31
Status of the plan	The plan was frozen as of September 30, 2011.
Significant events that occurred during the year	None
Definitions	
• Participation	All eligible employees enter the plan at the beginning of the plan year following the attainment of the later of age 20 ½ and six months of employment.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	The total of credited past service plus credited future service: <ul style="list-style-type: none"> • Credited past service: Vesting service prior to October 1, 1987 • Credited future service: Vesting service subsequent to September 30, 1987 Credited service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Compensation	The total remuneration accrued by the company to a participant for services rendered to the company, including wages, salaries, commissions, overtime and bonuses, whether discretionary or not. No compensation earned after September 30, 2011 will be reflected.
• Final average compensation	One-fifth (1/5) of the sum of a participant's annual compensation for those five (5) consecutive plan years ending on or before September 30, 1999.
• Covered Compensation	For plan years ending September 30, 1987, and September 30, 1988, \$15,700; For plan years ending on or after September 30, 1989, and before October 1, 1991, the amount of average compensation with respect to which old-age and survivor's insurance benefits would be provided under the Social Security Act for a person who attained age 65; For plan years beginning on and after October 1, 1991, the Social Security covered compensation as defined in Section 401(l)(5)(E) of the Code.
• Accrued benefit	The greater of <ul style="list-style-type: none"> • \$12.00 multiplied by Credited Service under the Plan, or: • The sum of: For Credited Service as of September 30, 1999, 0.9% of Final Average Compensation up to Covered Compensation plus 1.5% of Final Average Compensation in excess of Covered Compensation, the sum times years of Credited Service up to 30 years, plus For Credited Service after September 30, 1999, 1.2% of Compensation for each Plan Year. Benefit accruals frozen effective September 30, 2011.

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

- Eligibility Age 65 and five years of vesting service.
- Benefit Accrued benefit.

Early retirement

- Eligibility Age 55 and five years of vesting service.
- Benefit The accrued benefit based on years of credited service at early retirement, reduced for early payment by 0.5% for the first 60 full months and by 0.4% for each additional full month by which the early retirement date precedes the normal retirement date.

Late retirement

- Eligibility The first date of any month after age 65 and 5 years of service following the date the member terminates employment.
- Benefit Accrued benefit.

Deferred vested

- Eligibility 5 years of vesting service.
Participants of the Radiation Measurements Division or participants devoted to the QUANTOX product line who were terminated on or after August 1, 1998 and November 30, 1998 respectively, are deemed to have no less than five years of Vesting Service.
- Benefit The accrued benefit based on years of credited service at termination date. The participant is entitled to receive his benefit at age 65. However, a reduced early retirement benefit may be paid as early as age 55.

Disability

- Eligibility Totally and permanently disabled after five years of vesting service.
- Benefit The accrued benefit based on years of credited service as calculated on the date the disability benefit commences.

Pre-retirement death

- Eligibility 5 years of vesting service.
- Benefit Surviving spouse receives 50% of the amount which would have been payable to the participant had he terminated on the day of his death and elected a 50% Joint and Survivor annuity; benefit is deferred if the participant is under age 55.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">100%, 75% or 50% Joint and Survivor Annuity5,10, or 15 years Certain and Life AnnuityFull Cash Refund Annuity
<ul style="list-style-type: none">Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, setback one (1) year for Participants and two (2) years for Beneficiaries. Interest rate: Six percent (6%) per year, compounded annually.
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Kollmorgen Salaried Plan**

Effective date and plan year	Original plan: November 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2000.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	All employees who have completed one year of service and attained age 21 are eligible for participation in the plan. Participation begins on the first day of the month following completion of these requirements.
• Employee contributions	
• Vesting service	Fully vested after completion of 3 full Years of Vesting Service (1,000 hours).
• Credited service	Any 12 consecutive-month period during which the employee completes 2,080 Hours of Service shall be considered one Year of Service. If the number of Hours of Service is less than 2,080, a fraction of a Year of Benefit Service shall be credited, the numerator of which is the number of Hours of Service completed in such a year or partial Year of Service, and the denominator of which is 2,080. Such 12-consecutive month period will be measured from January 1. Participants at Magnedyne division begin to earn Benefit Service on January 1, 1999. Participants at New England Affiliated Technologies begin to earn benefits service on January 1, 2000.
• Break in service	Fewer than 500 Hours of Service in a plan year constitutes a one-year break in service for purposes of vesting and benefit accrual. Vesting Years, Credited Service and the accrued benefit will be restored to former nonvested participants if the participant's period of absence does not exceed the greater of (i) five years or (ii) the participant's prior Vesting Years.
• Maximum compensation	\$170,000
• Final average compensation	For Plan Years commencing on or after January 1, 1989 for Participants under the Salaried and Hourly Plans and for Plan Years commencing on or after January 1, 1991, for Participants under the Floor Plan, the average of a Participant's Compensation for the 5 consecutive calendar years prior to the earlier of retirement or separation that produces the highest average. Effective April 4, 1997, for Participants who worked at the former MacBeth Division of the Kollmorgen Corporation as of April 4, 1997, the average of the 3 consecutive calendar years prior to separation will be used if it produces a higher average than using 5 consecutive calendar years.
• Covered compensation	Social Security Covered Compensation using the new law rounded table (nearest \$600 per year).
• Accrued benefit	The annual amount of accrued benefit is equal to the product of 1 and 2 below: 1. 1.3% of Final Average Compensation not in excess of the Covered Compensation level for an individual obtaining their Social Security

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	normal retirement age in the year of calculation plus 1.8% of Final Average Compensation in excess of the Covered Compensation level determined above.
	2. Years of the member's Benefit Service, up to a maximum of 30. Participants who were formerly participants of the Kollmorgen (Long Island) Floor Plan began receiving credit for Benefit Service under the benefit formula described above as of January 1, 1991. These participants are also entitled to payment under this Plan of any benefits based on service prior to January 1, 1991 earned under Kollmorgen Floor Plan. However, total retirement benefits payable from this Plan may not exceed the amount of benefits that would be paid under the benefit formula described above if the participant had been covered by the Plan from date of hire without regard to the special Floor Plan provisions.
• Maximum benefit	\$140,000 per year adjusted for retirement at age other than Social Security Normal Retirement Age.
Normal retirement	
• Eligibility	Age 65
• Benefit	A monthly benefit payable to participants who retire on their Normal Retirement Date equal to 1/12 of the Accrued Benefit at that time.
Early retirement	
• Eligibility	The first day of any month after the participant has both attained age 55 and completed at least 5 full Years of Service.
• Benefit	The actuarial equivalent of the retirement benefit at Normal Retirement Date, calculated with Credited Service to the Early Retirement Date.
Late retirement	
• Eligibility	The first day of any month after the participant's Normal Retirement Date.
• Benefit	The benefit will reflect the Final Average Compensation and Credited Service at the time of actual retirement.
Deferred vested	
• Eligibility	After 3 Years of Vesting Service, accrued retirement benefits are 100% vested.
• Benefit	Accrued Benefit payable at age 65 or reduced benefit payable on or after attainment of age 55.
Disability	
• Eligibility	Declared disabled by the Social Security Administration.
• Benefit	Benefit accrued to Normal Retirement Date assuming constant earnings from disablement to Normal Retirement Date.

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

- | | |
|---------------|---|
| • Eligibility | The completion of 5 Vesting Years.
The first day of the month following the death of an active participant who dies after satisfying the requirements for an Early Retirement Benefit. |
| • Benefit | Annuity payable to participant's spouse under 50% Joint and Survivor option with payment commencement deferred to the participant's earliest retirement age. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | Reduced Joint & 50% Survivor Annuity, unless elected otherwise. |
| • Optional forms | <ul style="list-style-type: none"> • Single life • Reduced 50% or 100% Survivor benefit • Lump Sum • 10 years certain and continuous • Level Income option |
| • Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table

Interest rate:
Eight percent (8%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Leica Salaried Plan**

Effective date and plan year	Original plan: June 1, 1956 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None

Definitions

• Plan name	Leica Microsystems, Inc. Pension Plan
• Type of plan	Final average pay plan
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A calendar year in which the Participant completed at least 1,000 hours of service.
• Credited service	All months of service in which the participant completes at least one hour of service, measured in years and months.
• Accrued benefit	Past Service Benefit plus Future Service Benefits where: <ul style="list-style-type: none"> • Past Service Benefit equals the benefit(s) accrued under the prior plan(s) through December 31, 1988, and 1.25% of each year's compensation from 1989 through 1990. • Future Service Benefit equals 1.5% of each year's Compensation after 1990. The minimum monthly accrued benefit is \$23.50 for each year of Benefit Service. Benefit accruals were frozen as of December 31, 2005. Benefit accruals were frozen as of December 31, 2005.

Normal retirement

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service. For Participants in the B&L Plan, the first day of the calendar month following the date on which the Participant attains age 55.
• Benefit	The Participant's Pension shall be reduced by one third percent (1/3%) for each month by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For former B&L participants, benefits accrued through December 31, 1988 are reduced from age 63.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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

- | | |
|---------------|--|
| • Eligibility | 3 years of Vesting service |
| • Benefit | Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date. |

Disability

- | | |
|---------------|-----------------|
| • Eligibility | Not applicable. |
| • Benefit | Not applicable. |

Pre-retirement death

- | | |
|------------------------------------|--|
| • Eligibility | 3 years Vesting service |
| • Benefit before normal retirement | Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment. |
| • Benefit after normal retirement | None except as provided by the annuity form elected. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Five year certain and continuous annuity |
| • Automatic form for married participants | Actuarially equivalent 50% joint and survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse Period Certain Annuity with 60 or 120 monthly payments only. |
| • Optional form conversion factors | Mortality:
1971 TPF & C Forecast Mortality Table for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary.
Interest rate:
Eight percent (8%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Leica Union Plan**

Effective date and plan year	Original plan: May 2, 1986 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 23, 2003.
Significant events that occurred during the year	None

Definitions

• Plan name	Leica Microsystems Inc. Pension Plan for Bargaining Unit Employees
• Type of plan	\$ per month per year of service
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year in which the Participant completed at least 1,000 hours of service.
• Credited service	A Plan Year in which the participant completes at least 1,000 hours of service. Credited Service frozen as of December 23, 2003.
• Accrued benefit	Monthly amount equal to \$23.50 times Credited Service.

Normal retirement

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.

Late retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.

Pre-retirement death

• Eligibility	3 years Vesting service
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• Benefit before normal retirement	Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment.
• Benefit after normal retirement	None except as provided by the annuity form elected.

Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially reduced 50% joint and survivor annuity
• Optional forms	Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Eight percent (8%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Pacific Scientific Company “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan with \$ per month per year of service minimum.
• Eligibility	Participants of the Pacific Scientific Company Plan as of December 31, 1998
• Employee contributions	Not applicable
• Vesting service	Same as Credited Service
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Maximum of (1) and (2), where, (1) 1.0% of average monthly compensation up to social security covered compensation times credited service, plus 1.5% of average monthly compensation in excess of social security covered compensation times credited service. (2) \$18.00 times credited service. Other formulas apply to members of Pension Plan for Employees of HTL Industries, Inc. or the Sigma Instruments Retirement Plan.

Normal retirement

• Eligibility	Age 65 and five years of service.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Eligibility is age 55 and 15 years of service.
• Benefit	Accrued benefit reduced 4.8% for each year benefit commencement precedes age 65, unreduced for employees age 62 with 30 years of Vesting service.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of Vesting service.
• Benefit	Deferred normal retirement benefit calculated using credited service and average monthly compensation at termination. An actuarially reduced benefit is available at age 55 if the employee terminated with 15 years of service.

Disability

• Eligibility	10 years of Vesting service.
• Benefit	Disabled participants continue to accrue vesting and credited service during disability up to their normal retirement date or, if eligible for early retirement,

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until they begin receiving payments. The benefit amount is the normal retirement benefit calculated using total credited service to benefit commencement date and average monthly compensation at the date of disability, subject to reductions for early commencement.

Pre-retirement death

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- | | |
|---|--|
| <ul style="list-style-type: none"> • Benefit | The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date. |
|---|--|
-

Form of benefits

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- | | |
|---|--|
| <ul style="list-style-type: none"> • Automatic form for unmarried participants | Life Annuity |
| <ul style="list-style-type: none"> • Automatic form for married participants | 50% joint & survivor annuity actuarially reduced. |
| <ul style="list-style-type: none"> • Optional forms | <ul style="list-style-type: none"> • 100%, 75% or 50%, Joint and Survivor Annuity • 10 years Certain Annuity • Level Income option • A participant of the pension plan for employees of HTL Industries, Inc. also can receive a 25% Joint and Survivor Annuity |
-

Miscellaneous

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- | | |
|--|--|
| <ul style="list-style-type: none"> • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--|--|
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Schedule SB, Part V — Summary of Plan Provisions**Pall Corporation Cash Balance Pension Plan**

Effective date and plan year	Original plan: July 31, 1963 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2015.
Significant events that occurred during the year	None

Definitions

• Year of Service	For Plan Years beginning prior to August 1, 2011, any Plan Year in which an employee is credited with 1,000 or more Hours of Service. For Plan Years beginning on or after August 1, 2011, Years of Service shall be credited in accordance with the “elapsed time method” of crediting service. Years of Service has been frozen.				
• Hour of Service	Any hour of service for which an employee is directly or indirectly compensated.				
• Eligibility	All employees who were members of the Plan in effect on July 31, 1999, shall continue as members. Former employees of Gelman, acquired on February 3, 1997, entered the Plan on August 1, 1998. Former employees of FSG, acquired in April 2002, entered the plan on August 1, 2003. All other employees (excluding those who are members of a collective bargaining unit unless and until it is agreed to include such unit in the Plan, and those who are eligible to participate in any other pension plan maintained by the Company), are eligible for membership in the Plan on the first day of any Plan Year if they have completed 6 months of service and attained age 20-1/2 during the previous Plan Year. Effective December 31, 2015, the plan is closed to new participants as a result of the plan freeze.				
• Opening Account Balance	The lump sum, actuarially equivalent value of the benefit payable at age 65 under the Plan as of July 31, 1999, determined as of August 1, 1999, using an interest rate of 6.50% and the 1983 Group Annuity Unisex Mortality Table.				
• Eligible Compensation	The total compensation received by a member for a Plan Year including overtime pay and bonuses.				
• Compensation Credits	Compensation Credits are added to the Cash Balance Account on the last day of the Plan Year, or at the end of the month immediately following a Participant's termination of service, if earlier. A member's compensation credit for a plan year is obtained by multiplying eligible compensation by the percentage indicated in the table below. The percentage is determined by “points”, as shown in the table below, which are equal to the sum of age and years of service as of the first day of each plan year. <table><thead><tr><th>If “points” (age + years of service) equal:</th><th>Compensation Credit Percentage</th></tr></thead><tbody><tr><td>Less than 45</td><td>2.5%</td></tr></tbody></table>	If “points” (age + years of service) equal:	Compensation Credit Percentage	Less than 45	2.5%
If “points” (age + years of service) equal:	Compensation Credit Percentage				
Less than 45	2.5%				

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45 – 54	3.0%
55 – 64	4.0%
65 or more	5.0%

A participant who is at least age 50 with 10 years of service on August 1, 1999, is entitled to an additional compensation credit of two percent (2%) for each Plan Year beginning on or after August 1, 1999, that the participant remains an employee.

For Plan Years beginning prior to August 1, 2011, a participant who does not complete 1,000 Hours of Service in any Plan Year shall not receive a compensation credit for such Plan Year.

For Plan Years beginning on or after August 1, 2011, the requirement that a member complete at least 1,000 hours of service in any Plan Year to receive a Compensation Credit is eliminated.

Effective December 31, 2015, no participant will receive a Compensation Credit under the plan as a result of the plan freeze.

• Interest Credits	Interest Credits are added to the Cash Balance Account on the last day of each Plan Year based on the average of the constant maturity one-year Treasury Bill rate for the month of June immediately preceding the Plan Year in which the Account is to be credited, with a minimum rate of 1.68%. In addition, interest on one-half of the Compensation Credits earned during the plan year is added to the account balance. Interest Credits will continue to be added to the account balance until distribution.
• Vesting	<p>In the event of termination of employment other than by death or retirement, a member who has completed 3 or more Years of Service will be eligible to receive his accrued pension commencing on his normal retirement date or, if he so elects, at any time after his 55th birthday in which case the pension shall be reduced in the same manner as for early retirement.</p> <p>Vesting service for former employees of Gelman are determined as of the later of February 3, 1997, or date of hire.</p> <p>Any Member who is actively employed as of December 31, 2015 will be vested under the plan.</p>

Cash Balance Benefit

• Eligibility	Three or more years of vesting service.
• Benefit	<p>Cash Balance Account as a lump sum or converted to an annuity as of benefit commencement date based on Compensation Credits through December 31, 2015 and Interest Credits through benefit commencement date. The annuity is determined by converting the Cash Balance Account to the Actuarial Equivalent monthly retirement benefit payable in the form of a single life annuity.</p> <p>The Actuarial Equivalent conversion factor is computed using segmented high quality corporate bond rates and the mortality required by Internal Revenue Code Section 417(e), as updated by the Pension Protection Act of 2006 (PPA).</p>

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	The annuity benefit may commence on the first day of any month following termination of employment. The Cash Balance annuity benefit is reduced for immediate distribution based on the Plan's actuarial equivalence at the time of distribution.
• Minimum Benefit	The July 31, 1999 accrued benefit.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Years
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Disability	
• Eligibility	All participants who terminate employment by reason of disability as defined by the Social Security Administration – immediate vesting upon disability.
• Benefit	<p>An annuity payable for life determined by projecting the Cash Balance Account as of the date of disability with Interest Credits (not Compensation Credits) through the participant's Normal Retirement Date, with the Interest Credits for any future Plan Year based on the Interest Crediting rate in effect for the Plan Year in which the disability occurs.</p> <p>The projected Cash Balance Account is then converted to an Actuarial Equivalent single life annuity benefit payable for the participant's life.</p> <p>This benefit is paid to the disabled participant beginning on the first day of the month coincident with or immediately following the participant's disability until his Normal Retirement Date, or until he is no longer disabled, if earlier.</p>
Pre-retirement death	
• Eligibility	All participants, immediate vesting upon death.
• Benefit	For single participants and non-spouse beneficiaries, the Cash Balance Account payable as a lump sum distribution. For married participants, the Cash Balance Account payable as a lump sum distribution, the Cash Balance Account converted to a single life annuity of actuarial equivalence or the survivor annuity payable to a spouse at least equal to the amount of the qualified preretirement survivor annuity as defined in Internal Revenue Code Section 417(c).

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• Automatic form for • unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • Single lump sum distribution • Joint and seventy-five percent (75%) survivor annuity • Joint and fifty percent (50%) survivor annuity • 5 year certain and life annuity • 10 year certain and life annuity <p>If a participant elects to commence distribution prior to becoming eligible for early or normal retirement, only the normal forms of payment and a lump sum distribution are available. The lump sum distribution is equal to the participant's account balance at his benefit commencement date.</p>
• Optional form conversion factors	<p>Mortality: 1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age.</p> <p>Interest rate: Five percent (5%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees**

Effective date and plan year	Original Plan: January 1, 1962 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2017.
Significant events that occurred during the year	None
Definitions	
• Eligibility	<p>All employees who were members of the Plan in effect on December 31, 1975, shall continue as members.</p> <p>All other employees who are members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, A.F.L. - C.I.O., Local 1326 are eligible upon the completion of 60 days of service.</p> <p>Effective December 31, 2017, the plan is closed to new participants as a result of the plan freeze.</p>
• Credit Years	<p>The sum of (i), (ii) and (iii) below:</p> <p>(i) Service prior to January 1, 1962 - one Credit Year for each continuous period of employment with the Company during each plan year prior to January 1, 1962, computed to the nearest 1/10 of a year.</p> <p>(ii) Service after December 31, 1961, and prior to January 1, 1976 - one Credit Year for each Plan Year beginning December 31, 1961, and ending January 1, 1976, during which a member was compensated for 1700 or more hours. If he was compensated for less than 1700 hours in any Plan Year, he is credited with a fraction of a credit year determined by dividing the number of hours compensated by 1700 and rounding to the nearest one-tenth.</p> <p>(iii) Credit years after December 31, 1975 - one Credit Year for each Plan Year beginning January 1, 1976 that a member is compensated for 1700 or more hours. If he is compensated for less than 1700 hours in the Plan Year, he is credited with a fraction of a year determined by dividing the number of hours compensated by 1700 and rounding to the next higher one-tenth.</p> <p>Credit Years has been frozen.</p>
• Vesting	<p>One Vesting Year for each Plan Year in which a member is credited with 1000 hours of service. (A member shall be credited with one Vesting Year for the Plan Year from January 1, 1977, to July 31, 1977, if he is credited with 1,000 or more hours of service during the period from January 1, 1977, through December 31, 1977.)</p> <p>In the event of termination of employment other than by death or retirement, a member who has earned 5 or more Vesting Years will be eligible to receive his accrued pension commencing on his normal retirement date.</p> <p>Any Member who is actively employed as of December 31, 2017 will be vested under the plan.</p>
Normal retirement	
• Eligibility	Attainment of age 65.

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• Benefit	<p>Effective October 1, 2016, the amount of monthly benefits payable to a member is equal to \$48.00 times the number of his Credit Years.</p> <p>During the period of October 1, 2017, through December 31, 2017 the amount of monthly benefits payable to a member is equal to \$60.00 times the number of his Credit Years.</p> <p>Effective December 31, 2017, the accrued monthly retirement benefit has been frozen.</p>
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Early retirement

• Eligibility	Attainment of age 60 and 5 years of Vesting Years														
• Benefit	<p>Accrued normal retirement benefit reduced from age at normal retirement date as follows:</p> <table> <tr> <th>Age at Retirement</th><th>Reduction</th></tr> <tr> <td>65</td><td>0%</td></tr> <tr> <td>64</td><td>8.7%</td></tr> <tr> <td>63</td><td>16.4%</td></tr> <tr> <td>62</td><td>23.3%</td></tr> <tr> <td>61</td><td>29.4%</td></tr> <tr> <td>60</td><td>34.9%</td></tr> </table>	Age at Retirement	Reduction	65	0%	64	8.7%	63	16.4%	62	23.3%	61	29.4%	60	34.9%
Age at Retirement	Reduction														
65	0%														
64	8.7%														
63	16.4%														
62	23.3%														
61	29.4%														
60	34.9%														

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued Normal Retirement benefit based on Credit Years to date of retirement.

Disability

• Eligibility	Attainment of 15 years of Vesting Years and totally and permanently disabled
• Benefit	Accrued Normal Retirement benefit based on Credit Years to date of disability retirement.

Pre-retirement death

• Eligibility	Attainment of 5 years of Vesting Years
• Benefit	Surviving spouse is entitled to a monthly benefit equal to 1/2 of the reduced pension the member would have received had he retired on the date of his death under a joint and 50% survivorship option.

Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor Annuity actuarially reduced
• Optional forms	75% or 50%, Joint and Survivor Annuity
• Optional form conversion factors	<p>Mortality:</p> <p>1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age.</p> <p>Interest rate:</p>

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Five percent (5%) per annum, compounded annually.	
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at this time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Siemens Healthcare Diagnostics, Inc. Cash Balance Plan**

Effective date and plan year	Original plan: January 1, 1995 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Effective January 1, 2011, all benefits accrued under the Plan were frozen for legacy SHD Cash Balance participants.
Significant events that occurred during the year	None
Definitions	
• Covered employees	Participants in the Baxter International Inc. and Subsidiary Pension Plan as of December 19, 1994 remained as participants in the Dade International Inc. Pension Plan. Participants in the Dade International Inc. Pension Plan as of November 6, 2007 remained as participants in the Siemens Healthcare Diagnostics Inc. Cash Balance Plan. Any employee of Siemens Healthcare Diagnostics Inc. that was not participating in the plan prior to November 6, 2007 is excluded from participation in the plan.
• Participation	First of month following one Year of Service.
• Year of service	Each plan year in which an employee earns 1,000 hours of service. Transferred participants from DuPont are credited with Years of Service under the DuPont Pension and Retirement Plan. Behring employees receive service from hire.
• Vesting service	Equals Years of service
• Credited service	Includes Years of service earned subsequent to participation in the Plan. Credited Service for Regular DuPont-transferred participants will only include Years of service after May 7, 1996. Behring employees receive service from hire.
• Pensionable earnings	Eligible compensation includes salary or regular pay, commission pay, bonuses, before-tax 401(k) contributions and flexible benefit plan contributions. Compensation excludes relocation expenses, education expenses, travel expenses, severance pay, business expenses, imputed income and interest on deferred bonus. Compensation shall not exceed the limit described in IRC Section 401(a)(17).
• Points	The sum of the number of full years of attained age and the number of full years of Vesting service. Vesting service used to determine Points for Regular DuPont Transferred Participants includes Years of service on or after May 7, 1996.
• Immediate cash balance annuity	Cash balance account divided by an immediate annuity factor based on age as of the commencement date, payable as a single life annuity.
• Deferred cash balance annuity	Cash balance account projected to age 65 using the most recent interest crediting rate divided by an age 65 immediate annuity factor, payable as a single life annuity.
• Cash balance account balance	The account is increased quarterly with Pay and Interest credits.

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Interest credits based on the 12-month average of Ten-Year Treasury Constant Maturities at the end of each quarter. The 12-month average is subject to a minimum of 5% and maximum of 10% per annum.

Pay credits based on Points as of the last day of the immediately preceding Plan year as follows:

Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation
< 35	4.00%
35 – 44	5.00%
45 – 54	6.00%
55 – 64	7.00%
65 – 74	8.00%
75 – 84	9.00%
85 +	10.00%

Normal retirement

- Eligibility Later of age 65 or completion of three years of Vesting service.
- Benefit Cash balance account balance payable as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Early retirement

- Eligibility Completion of five years of Vesting service or accumulation of 65 Points.
- Benefit Cash balance account balance payable as a lump sum or actuarially equivalent Deferred cash balance annuity payable upon retirement.

Deferred Vested

- Eligibility 100% vested with three years of Vesting service.
- Benefit Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Pre-retirement death

- Eligibility 100% vested with five years of Vesting service.
- Benefit Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants Joint and 50% survivor annuity
- Optional forms Joint and 50% survivor annuity, Joint and 66 2/3% survivor annuity, 120-month certain and life annuity, and lump sum

Schedule SB, Part V — Summary of Plan Provisions

- | | |
|--|---|
| <ul style="list-style-type: none">• Optional form conversion factors | <p>Lump sums
IRC Section 417(e) mortality table for applicable year and interest based on 3-segment yield curve.</p> <p>All other forms of payment
10.00% interest and 1971 Group Annuity Mortality Table, weighted 75% male.</p> |
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Miscellaneous

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| <ul style="list-style-type: none">• Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Sybron Kerr Union Plan**

Effective date and plan year	Original plan: January 1, 1969 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None

Definitions

• Plan name	Sybron Dental Specialties, Inc. Kerr UAW Union Retirement Plan
• Type of plan	\$ per month per year of service
• Eligibility	All employees become participants on their date of employment. For purposes for this Plan, employees include only those persons who are members of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW), or West Side Local 174. Individuals accruing benefits under another Pension Plan or Profit Sharing Plan sponsored by the company, however, are excluded from accruing benefits under this Plan. Effective December 31, 2008, the plan was frozen to new entrants.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. Credited Service was frozen effective December 31, 2008.
• Accrued benefit	Monthly benefit payable as a single life annuity equal to \$26 multiplied by the number of months of Benefit Service.

Normal retirement

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction is 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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

• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).

Disability

• Eligibility	A participant with 10 or more years of Vesting Service who becomes totally and permanently disabled during employment is entitled.
• Benefit	Unreduced accrued benefit payable at their disability retirement date.

Pre-retirement death

• Benefit	<ul style="list-style-type: none"> Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 60% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. Spouses of active participants who die before reaching age 55 but after earning 10 years of Vesting Service are eligible to receive a deferred life annuity equal to 60% of the participant's accrued benefit, reduced to reflect an assumed election of the 60% joint and survivor option, beginning on or after the deceased participant's earliest retirement date. This benefit is reduced for payment before the participant's normal retirement date. Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 60% of the accrued benefit, reduced in the same manner as (b) above. Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 60% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).
• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service or was determined to be totally and permanently disabled after age 60 will be entitled to a lump sum death benefit of \$7,000.

Form of benefits

• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	<ul style="list-style-type: none"> Level Income option Contingent Annuitant Option with 60% or 66-2/3%.

Schedule SB, Part V — Summary of Plan Provisions

	Reduction for the 60% joint and survivor benefit is 90% of the single life annuity reduced/(increased) by $\frac{1}{2}\%$ for each full year in excess of five/(zero) that the spouse is younger/(older) than the participant.
<ul style="list-style-type: none">Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Sybron Retirement Security Plan**

Effective date and plan year	Original plan: January 1, 2001 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment

Status of the plan	Plan was frozen as of December 31, 2006.
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Significant events that occurred during the year	None
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Definitions

• Plan name	Sybron Dental Specialties, Inc. Retirement Security Plan
• Type of plan	Average pay plan
• Eligibility	Any employees who on January 1, 2001 had not retired from employment with the Company and who was an active participant in the Sybron Retirement Security Plan as in effect December 31, 2000, shall continue as a participant under this plan. All other employees shall become participants as of the latest of (a) January 1, 2001, (b) their date of employment in a participating segment, or (c) the date their employer becomes a participating segment.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility to participate in the plan and eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Equal to the sum of (a) and (b): (a) Accrued benefit as of December 31, 2000 under the terms of the Sybron Retirement Security Plan (b) For each year of benefit service on or after January 1, 2001: the sum of (i), (ii) and (iii) where: (i) For each year of benefit service up to thirty-five years: 1.05% of annual compensation up to the Social Security Covered Compensation, (ii) For each year of benefit service up to thirty-five years: 1.50% of annual compensation above the Social Security Covered Compensation (iii) For each year of benefit service in excess of thirty-five years: 1.40% of annual compensation. At December 31, 2006, a transition benefit was granted to those active participants who were at least age 50. The transition benefit is equal to 2.5% of annual compensation for the 2006 plan year. This benefit is not payable until Normal Retirement Date

Normal retirement

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.
Deferred vested	
• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).
Disability	
• Eligibility	10 or more years of Vesting service and totally and permanently disabled during employment
• Benefit	Unreduced accrued benefit payable at disability retirement date
Pre-retirement death	
• Benefit	<ul style="list-style-type: none"> Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 50% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. The surviving spouse of an active participant who dies before reaching age fifty-five (55) but after earning ten (10) years of Vesting Service is eligible to receive a deferred life annuity equal to 50% of the participant's accrued benefit, beginning on the deceased participant's earliest retirement date. The benefit is not reduced for payment beginning before the deceased participant's normal retirement date. This benefit is reduced by ½% for each full year that the surviving spouse is younger than the deceased participant or increased by ½% for each full year the surviving spouse is older than the deceased participant. Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 50% of the accrued benefit, reduced in the same manner as (b) above. Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 50% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).

Schedule SB, Part V — Summary of Plan Provisions

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| • Benefit after normal retirement | The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service will be entitled to a lump sum death benefit of \$5,000. |
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Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Single life annuity |
| • Automatic form for married participants | 60% joint and survivor annuity, reduced by plan factors |
| • Optional forms | Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse
10 year certain and life annuity.
Reduction for the 50% joint and survivor benefit is 87.5% of the single life annuity reduced/(increased) by ½% for each full year the spouse is younger/(older) than the participant. |
| • Optional form conversion factors | Mortality:
1994 Group Annuity Reserving Table.
Interest Rate:
Five percent (5%) per annum, compounded annually |

Miscellaneous

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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Tektronix Cash Balance Plan**

Effective date and plan year	Original plan: December 1, 1974 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Cash balance plan
• Eligibility / Participation	Eligible employees become participants on January 1 following their date of hire. Leased contract and temporary employees not on the Tektronix payroll are excluded from the plan. Also excluded from the plan are employees covered by a collective bargaining agreement that excludes participation in the plan, employees that receive compensatory pay in lieu of retirement benefits. Effective January 1, 1998, the Tektronix Pension Plan and Grass Valley Pension Plan were merged to create the Tektronix Cash Balance Plan. Effective August 1, 2004, the plan was closed to new hires.
• Employee contributions	Not applicable.
• Earnings	Actual Base Pay earned and paid each month - same as 401(k) plan definition of pay. Reimbursement, fringe benefits, moving expenses, premium part of overtime pay, shift differential, bonuses, incentive pay, results sharing plan awards, severance or disability pay, salary continuation, other deferred compensation amounts and welfare benefits are excluded.
• Integration level	The integration level for the Cash Balance Plan pay credits is the Social Security Taxable Wage Base in effect for the Plan Year.
• Service	After 1/1/98, the elapsed time method is used.
• Initial account balance	An initial account was established for participants who were active employees on December 31, 1997.
• Pay credits	For active employees as of 12/31/97; 4.5% of Earnings plus 4.5% of Earnings in excess of the Social Security Taxable Wage Base. For employees hired or rehired after 12/31/97, 3.5% of Earnings plus 3.5% of Earnings in excess of the Social Security Taxable Wage Base. Effective December 31, 2008, ongoing pay credits ceased. Active participants at the time of the freeze received a one time enhancement of five times the value of the pay credit based on their 2008 compensation, payable not before the Normal Retirement Date.
• Interest credits	Nominal rate based on the One-Year Treasury Constant Maturity plus ½ of 1%, rounded up to the next highest quarter percent. Interest is credited to the Cash Balance Account monthly (1/12 of the nominal rate) with Pay Credits earned during the month weighted by one-half.
• Cash balance account	Equals the sum of the Initial Account Balance, Pay Credits and Interest Credits.

Schedule SB, Part V — Summary of Plan Provisions

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- **Accrued benefit** Greater of the participant's accrued benefit at 12/31/97 and their Cash Balance Account with interest to Normal Retirement Date, converted to a monthly annuity at Normal Retirement Age using GATT assumptions.
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Normal retirement

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- **Eligibility** First of month coincident with or next following the attainment of age 65.
 - **Benefit** Payable at Normal Retirement Date:
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of the participant's 12/31/97 accrued benefit using GATT assumptions, and
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) participant's 12/31/97 accrued benefit
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
-

Early retirement

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- **Eligibility** The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
 - **Benefit – Participant separates (vested) from service before age 55**
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of 12/31/97 accrued benefit using GATT assumptions,
 - (ii) Cash Balance Account.
 - (b) Annuity (benefits commence before age 55): Greater of (i) and (ii):
 - (i) Accrued benefit reduced for early commencement using GATT assumptions,
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
 - (c) Annuity (benefits commence after age 55): Greater of (i) and (ii):
 - (i) Accrued benefit reduced for early retirement using the early retirement factors from the plans in effect at 12/31/97
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
 - **Benefit – Participant separates (vested) from service after age 55**
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of 12/31/97 accrued benefit using GATT assumptions,
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) Accrued benefit, reduced for early commencement using the early retirement factors from the plans in effect at 12/31/97,
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age); multiplied by the applicable Transition Group Factor.

The Transition Group Factors only apply to employees who terminate employment after reaching age 55 who were at least age 40 and 100% vested as of 12/31/97; or had 15 years of eligibility service as of 12/31/97. Transition Group Factors are based on age and service at retirement, as described below.
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Schedule SB, Part V — Summary of Plan Provisions

- Transition factors Active employees at January 1, 1998 that were 40 or older with 5 or more years of service are eligible for transition factors if they retire after age 55. Sample factors are listed below:

Age at Retirement	Service at Retirement				
	<15	20	25	30	35
55	1.10	1.43	1.81	2.19	2.35
56	1.10	1.39	1.74	2.10	2.17
57	1.10	1.34	1.67	2.00	2.00
58	1.10	1.29	1.59	1.84	1.84
59	1.10	1.25	1.52	1.69	1.69
60	1.10	1.20	1.45	1.55	1.55
61	1.10	1.17	1.37	1.42	1.42
62	1.10	1.14	1.30	1.30	1.30
63	1.10	1.10	1.19	1.19	1.19
64	1.05	1.05	1.09	1.09	1.09
65	1.00	1.00	1.00	1.00	1.00

Deferred vested

- Eligibility 100% vested at the earlier of 3 years of service using the elapsed time method and Normal Retirement Date.
- Benefit Accrued benefit

Disability Not applicable

Pre-retirement death

- Benefit
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of the 50% survivor benefit related to the 12/31/97 accrued benefit,
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) 50% of the 12/31/97 accrued benefit converted to a 50% joint and survivor annuity and reduced for early commencement.
 - (ii) Cash Balance Account converted to a monthly annuity using the beneficiary's age, GATT assumptions.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

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| <ul style="list-style-type: none">Optional forms | <ul style="list-style-type: none">Lump SumSingle Life AnnuityJoint & Survivor Annuity (50%, 66 2/3%, 75% or 100%)Single Life Refund Annuity |
| <ul style="list-style-type: none">Optional form conversion factors | Optional forms are actuarially equivalent to the Single Life Annuity GATT basis for Lump Sums and Refund Annuity, three-month lookback period, rates change monthly.
“Plan factors” for Joint & Survivor Options. |

Miscellaneous

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| <ul style="list-style-type: none">Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Terryville “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Plan was frozen as of December 31, 1995.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not applicable.
• Vesting service	From date of hire
• Credited service	From latter of eligibility date and cutoff date (January 1, 1954). Credited Service has been frozen. Accrued benefit information was provided by the plan sponsor.
• Accrued benefit	\$13 (effective January 1, 1990) times credited service up to a maximum of 35 years.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of vesting service
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60

Deferred vested

• Eligibility	3 years of vesting service
• Benefit	Accrued benefit, if vested as of severance from service date, payable at Normal Retirement Date.

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon the attainment of age 55 and 5 years of Vesting service.

Pre-retirement death

• Eligibility	3 years vesting service
• Benefit	Effective 1/1/85, a pension equal to 50% of the benefit accrued to the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the employee's death and what would have been the employee's Early retirement Date.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity
• Optional forms	<ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	<p>Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Thomson Floor “Component” Plan**

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None

Definitions

• Type of plan	Average Pay Plan
• Eligibility	Employees subject to a collective bargaining agreement at Thomson Industries who were either 1) hired prior to June 1, 1973 or 2) were hired between June 1, 1973 and December 31, 1976 and were born prior to June 1, 1933.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	(a) reduced by (b) below: (a) 1% of the first \$13,200 of Earnings plus 1.25% of Earnings in excess of \$13,200 for each Plan Year after December 31, 1988. (b) The benefit that can be purchased with employer contributions plus investment earnings to the defined contribution plan.

Normal retirement

• Benefit	Accrued benefit
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Early retirement

• Eligibility	The Participant has completed at least ten (10) years of Vesting Service and has attained age fifty-five (55).
• Benefit	The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

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

• Eligibility	3 years of Vesting service
• Benefit	The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account.

Disability

• Eligibility	Totally and permanently disabled
• Benefit	The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date.

Pre-retirement death

• Benefit	The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account.
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Form of benefits

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Thomson Retirement Security “Component” Plan**

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment

Status of the plan	The plan is frozen to participation and future benefit accruals.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	Average pay plan
• Eligibility	All employees not subject to a collective bargaining agreement hired prior to January 1, 1991, in addition to all employees of Thomson Micron LLC not subject to a collective bargaining agreement.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment (after age 21 with one year of service for Micron) to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. Credited Service is not granted in the Security Plan after December 31, 1990, except for employees of Thomson Micron LLC.
• Accrued benefit	Excluding employees of Thomson Micron LLC: The sum of (a) and (b) reduced by (c): (a) <u>For Credited Service Prior to January 1, 1984</u> : 1% of the first \$13,200 of Average Earnings plus 1.5% of Average Earnings plus in excess of \$13,200 times years of Credited Service prior to January 1, 1984. Years of Credited Service are measured to the earlier of age 65 or December 31, 1983. (b) <u>For Credited Service Subsequent to December 31, 1983 and Prior to January 1, 1991</u> : 1% of the first \$13,200 of Earnings plus 1.25% of Earnings in excess of \$13,200 for each year of Credited Service after December 31, 1983. (c) The purchased annuity as of July 1, 1985. Employees of Thomson Micron LLC: (a) but not less than (b): (a) Annuity that is actuarially equivalent to the participant's Cash Balance Account. (b) For employees who were participants on May 31, 1997, the accrued benefit as of May 31, 1997 under the Micron Plan

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit

Early retirement

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

• Benefit	The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account.
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Deferred vested

• Eligibility	3 years of vesting service
• Benefit	The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account.

Disability

• Benefit	The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date.
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Pre-retirement death

• Benefit	The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account.
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Form of benefits

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)

Schedule SB, Part V — Summary of Plan Provisions

-
- | | |
|--|---|
| <ul style="list-style-type: none">• Optional form conversion factors | <p>Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary.</p> <p>Interest rate: Six percent (6%) per annum, compounded annually.</p> <p>Employees of Thomson Micron LLC:</p> <p>Mortality: 1984 Unisex Pensioners Mortality Table</p> <p>Interest rate: Immediate annuity interest assumption used by the PBGC for the calculation of lump sum distributions as of the first day of the plan year.</p> |
|--|---|
-

Miscellaneous

-
- | | |
|--|---|
| <ul style="list-style-type: none">• Maximum benefits | <p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p> |
|--|---|
-

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

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2002.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1 or July 1 on or after age 21 and completion of one year (12 months) of service.
• Employee contributions	Not applicable
• Vesting service	Each plan year with 1,000 Hours of service
• Credited service	Credited Service was frozen as of December 31, 2002.
• Accrued benefit	1.25% of Average earnings (last 5 years) times service plus 0.55% of average earnings above the Social Security Covered Compensation, multiplied by years of service (maximum 35 years), but not less than \$180 per year of service.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of service
• Benefit	Accrued Benefit reduced from age at normal retirement date as follows:

Age	Base Benefit Reduction Factor	Excess Benefit Reduction Factor
65	0%	0%
64	3%	3%
63	6%	6%
62	9%	10%
61	12%	16%
60	15%	22%
59	21%	28%
58	27%	34%
57	33%	40%
56	39%	46%
55	45%	52%

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

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

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service |
| • Benefit | Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Benefit |

Disability

- | | |
|---------------|--|
| • Eligibility | As a result of injury or disease, the Participant is unable to engage in the material and substantial duties of his occupation during the first two (2) years of disability. |
| • Benefit | Accrued Benefit as of Disability Retirement Date, payable immediately. |

Pre-retirement death

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service |
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five years certain annuity (also 10 years for Itek) • Level Income option |
| • Optional form conversion factors | Mortality:
1971 Group Annuity Mortality Table, with male annuity factors weighted eighty percent (80%) and female annuity factors weighted twenty percent (20%).
Interest rate:
Six percent (6%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Walworth “Components” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
------------------------------	--

Status of the plan	Plan was frozen as of December 31, 1994.
--------------------	--

Significant events that occurred during the year	None
--	------

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15 (effective January 1, 1989) times Credited Service

Normal retirement

• Eligibility	Attainment of age 65
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.

Disability

• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date.
-----------	--

Pre-retirement death

• Eligibility	3 years of vesting service.
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
--------------------	--

Benefits Included or Excluded

Unless noted above, all benefits provided by the plan, as restated effective January 1, 2013, and amended through Amendment #9, are included in this valuation.

- **Most recent plan amendments included:** Amendment #9 is included because it was adopted by the valuation date and is effective by the end of the plan year.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Schedule SB, Part V — Summary of Plan Provisions**Plan Provisions Specific to Funding****Additional Benefits Included or Excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

None.

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

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

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

OMB No. 1210-0110

2020**This Form is Open to Public
Inspection**

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN**B** Three-digit
plan number (PN) ▶ 003**C** Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF

DANAHER CORPORATION

D Employer Identification Number (EIN)

59-1995548

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** 1,998,526,095**b** Actuarial value..... **2b** 1,915,148,551**3** Funding target/participant count breakdown**a** For retired participants and beneficiaries receiving payment..... (1) Number of participants 13,083 (2) Vested Funding Target 1,165,989,749 (3) Total Funding Target 1,165,989,749**b** For terminated vested participants..... 11,093 521,263,411 521,263,411**c** For active participants..... 4,303 260,336,369 261,090,776**d** Total..... 28,479 1,947,589,529 1,948,343,936**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** 5.27%**6** Target normal cost..... **6** 21,800,000**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**

Thomas Skiavo

Signature of actuary

10/7/2021

Date

THOMAS SKIAVO, EA

2006727

Type or print name of actuary

Most recent enrollment number

MERCER

202-331-5200

Firm name

Telephone number (including area code)

1050 CONNECTICUT AVE, NW SUITE 700

WASHINGTON DC 20036

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

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

Schedule SB (Form 5500) 2020
v. 200204

Part 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 62
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	21,800,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	114,861,605	25,044,655	
b Waiver amortization installment.....	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount.....	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	46,844,655	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	46,844,655	46,844,655
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 15 — Reconciliation of Difference Between Valuation Results and Amounts Used to Calculate AFTAP

The following chart shows a comparison of the 2020 AFTAP and the AFTAP based on the final 2020 valuation results including the contribution timing relief under the CARES Act.

	Certified AFTAP	Final 2020 Valuation Results	Difference
1. Adjusted plan assets			
a. Actuarial value of plan assets ³	\$1,837,753,969	\$1,915,148,551	77,394,582
b. Credit balance subtracted (Credit balance is not subtracted if 1.a. is greater than 2.a.)	0	81,666,220	81,666,220
c. Annuity purchases for non- HCEs in prior two plan years	70,802,340	70,802,340	0
d. Earmarked contributions during plan year	0	0	0
e. Adjusted plan assets: (a.) - (b.) + (c.) + (d.)	\$1,908,556,309	\$1,904,284,671	(4,271,638)
2. Adjusted funding target			
a. Funding target	\$1,948,343,936	\$1,948,343,936	0
b. Funding target increases not already reflected in (a.) due to amendments, UCEBs, etc.	0	0	0
c. Annuity purchases for non- HCEs in prior two plan years	70,802,340	70,802,340	0
d. Adjusted funding target: (a.) - (b.) + (c.) + (d.)	\$2,019,146,276	\$2,019,146,276	0
3. 2020 AFTAP: (1.e.) ÷ (2.d.)	94.52%	94.31%	(0.21%)

³ The discounted value of the \$46M contribution made on November 20, 2020 (as permitted by the CARES Act.), was not included in the actuarial value of assets used in the final certified AFTAP because the contribution had not been made on the September 30, 2020, AFTAP certification date.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning and ending

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

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	
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): _____		
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	

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

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

Part III	Amendments
-----------------	-------------------

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

14a

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).....

14b

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).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

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

15b

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

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

16a

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

16b

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

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

- 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: 57% Investment-Grade Debt: 18% High-Yield Debt: 1% Real Estate: 9% Other: 15%

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 _____