

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</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)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	▶ ☐

Part II	Basic Plan Information—enter all requested information										
1a Name of plan <u>REGAL BELOIT AMERICA, INC. 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>007</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1982</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>39-0449780</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>608-364-8800</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>335310</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>007</u>	1c Effective date of plan <u>01/01/1982</u>		2b Employer Identification Number (EIN) <u>39-0449780</u>		2c Plan Sponsor's telephone number <u>608-364-8800</u>		2d Business code (see instructions) <u>335310</u>	
1b Three-digit plan number (PN) ▶	<u>007</u>										
1c Effective date of plan <u>01/01/1982</u>											
2b Employer Identification Number (EIN) <u>39-0449780</u>											
2c Plan Sponsor's telephone number <u>608-364-8800</u>											
2d Business code (see instructions) <u>335310</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>REGAL BELOIT AMERICA, INC.</u> <u>200 STATE STREET</u> <u>BELOIT, WI 53511-6254</u>											

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2022	ELLEN TILLMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2022	ROBERT J. REHARD
	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 (2021)
v. 210624

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	3903
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)	1024
a(2) Total number of active participants at the end of the plan year		6a(2)	838
b Retired or separated participants receiving benefits.....		6b	1921
c Other retired or separated participants entitled to future benefits		6c	790
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	3549
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	258
f Total. Add lines 6d and 6e		6f	3807
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: 1A 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

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

A Name of plan <u>REGAL BELOIT AMERICA, INC. PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>007</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>REGAL BELOIT AMERICA, INC.</u>	D Employer Identification Number (EIN) <u>39-0449780</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a <u>213198665</u>
b Actuarial value	2b <u>191878799</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>2105</u> (2) Vested Funding Target <u>113562127</u> (3) Total Funding Target <u>113562127</u>
b For terminated vested participants.....	<u>774</u> <u>22770944</u> <u>22770944</u>
c For active participants	<u>1024</u> <u>38606877</u> <u>39419949</u>
d Total.....	<u>3903</u> <u>174939948</u> <u>175753020</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.58</u> %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a <u>282604</u>
b Expected plan-related expenses	6b <u>2088104</u>
c Total (line 6a + line 6b)	6c <u>2370708</u>

Statement by Enrolled Actuary

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

SIGN HERE		<u>09/23/2022</u> Date
Signature of actuary		
<u>AARON L. SENS</u> Type or print name of actuary		<u>20-06808</u> Most recent enrollment number
<u>AON CONSULTING, INC.</u> Firm name		<u>847-295-5000</u> Telephone number (including area code)
<u>MSC #17755</u> <u>P.O. BOX 1447</u> <u>LINCOLNSHIRE, IL 60069</u> Address of the firm		

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

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

Schedule SB (Form 5500) 2021
v. 201209

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	1653466
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	1653466
10 Interest on line 9 using prior year's actual return of <u>19.18</u> %	0	317135
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1970601

Part III Funding Percentages

14 Funding target attainment percentage	14	108.05 %
15 Adjusted funding target attainment percentage	15	109.17 %
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	102.21 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

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

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.36 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

64

23 Mortality table(s) (see instructions) ☐ 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 6c) **31a** 2370708**b** Excess assets, if applicable, but not greater than line 31a **31b** 2370708**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE 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
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan REGAL BELOIT AMERICA, INC. PENSION PLAN	B Three-digit plan number (PN) ▶	007
C Plan sponsor's name as shown on line 2a of Form 5500 REGAL BELOIT AMERICA, INC.	D Employer Identification Number (EIN) 39-0449780	

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

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

AON CONSULTING

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	ACTUARY	628906	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MERCER INVESTMENT CONSULTING LLC

61-0736136

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	205580	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INVESTEC ASSET MANAGEMENT NA

666 5TH AVENUE
37TH FLOOR
NEW YORK, NY 10103

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	INVESTMENT MANAGEMENT	55077	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)

WELLS FARGO BANK N.A

41-1592157

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 25 50	TRUSTEE	52777	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2021 This Form is Open to Public Inspection.	
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021					
A Name of plan REGAL BELOIT AMERICA, INC. PENSION PLAN				B Three-digit plan number (PN) ▶ 007	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 REGAL BELOIT AMERICA, INC.				D Employer Identification Number (EIN) 39-0449780	
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: REGAL BELOIT CORP MASTER TRUST					
b Name of sponsor of entity listed in (a): REGAL BELOIT CORPORATION					
c EIN-PN 39-0449780-002		d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 227655572		
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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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan REGAL BELOIT AMERICA, INC. PENSION PLAN	B Three-digit plan number (PN) ►	007
C Plan sponsor's name as shown on line 2a of Form 5500 REGAL BELOIT AMERICA, INC.	D Employer Identification Number (EIN) 39-0449780	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	213198665	227655572
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	213198665	227655572

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	213198665	227655572
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Part II Income and Expense Statement

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

Income

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

		(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)		27576870
(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		27576870
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	11556258	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		11556258
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)	887264	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	55077	
(4) Other.....	2i(4)	621364	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		1563705
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		13119963
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		14456907
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: GRANT THORNTON LLP

(2) EIN: 36-6055558

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.)			
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		X	
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 430901 _____.			

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 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan REGAL BELOIT AMERICA, INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 007
C Plan sponsor's name as shown on line 2a of Form 5500 REGAL BELOIT AMERICA, INC.	D Employer Identification Number (EIN) 39-0449780

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 39-1396370		
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	19

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

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

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

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

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

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

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

Schedule R (Form 5500) 2021
v. 201209

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: 71.0 % Investment-Grade Debt: 19.0 % High-Yield Debt: 5.0 % Real Estate: 5.0 % Other: 0.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☒ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

Regal Beloit America, Inc.

Pension Plan

**Financial Statements – Modified Cash Basis and
Report of Independent Certified Public Accountants
December 31, 2021 and 2020**

REGAL BELOIT AMERICA, INC.
PENSION PLAN

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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Trustees

Regal Beloit America, Inc. Pension Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit for the 2021 financial statements

We have performed an audit of the financial statements of the Regal Beloit America, Inc. Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits - modified cash basis as of December 31, 2021, and the related statement of changes in net assets available for benefits - modified cash basis for the year then ended, and the related notes to the financial statements ("2021 financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion on the 2021 financial statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 2.
- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for opinion on the 2021 financial statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of matter - basis of accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of management for the 2021 financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's responsibilities for the audit of the 2021 financial statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting described in Note 9.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 9.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other matters

Auditor's report on the 2020 financial statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 8, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Our report included an emphasis of matter paragraph that described the Plan's basis of accounting described in Note 2 of those financial statements.



**REGAL BELOIT AMERICA, INC.
PENSION PLAN**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS – MODIFIED CASH BASIS
DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
ASSETS:		
Investments at fair value:		
Plan interest in Regal Beloit Corporation Master Trust	<u>\$ 227,655,572</u>	<u>\$213,198,665</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 227,655,572</u>	<u>\$213,198,665</u>

See notes to financial statements – modified cash basis

REGAL BELOIT AMERICA, INC.
PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS – MODIFIED CASH BASIS
YEARS ENDED DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
ADDITIONS:		
Plan interest in net investment income in Regal Beloit Corporation Master Trust	\$ 27,576,870	\$ 35,399,075
Total additions	<u>27,576,870</u>	<u>35,399,075</u>
DEDUCTIONS:		
Benefits paid to participants	11,556,258	10,689,487
Administrative fees	1,563,705	2,440,407
Total deductions	<u>13,119,963</u>	<u>13,129,894</u>
NET INCREASE	14,456,907	22,269,181
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>213,198,665</u>	<u>190,929,484</u>
End of year	<u>\$ 227,655,572</u>	<u>\$ 213,198,665</u>

See notes to financial statements – modified cash basis

**NOTES TO FINANCIAL STATEMENTS – MODIFIED CASH BASIS
DECEMBER 31, 2021 AND 2020**

1. DESCRIPTION OF PLAN AND FUNDING POLICY

The following description of the Regal Beloit America, Inc. Pension Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General - The Plan is a defined benefit plan covering substantially all employees of Regal Beloit America (the “Company”), a subsidiary of Regal Rexnord Corporation, formerly known as Regal Beloit Corporation, (the “Corporation”), who are compensated in whole, or in part, on a salaried basis, are not in any other defined benefit plan maintained by the Corporation, or are not members of a collective bargaining unit which has a bargaining agreement with the Corporation. Salaried employees at the Blytheville facility do not participate in this plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Eligibility - Eligibility in the Plan is based on the previous plan the participant was a member of.

For participants of the former RBC Manufacturing Corporation Salaried Employees’ Pension Plan, a participant becomes eligible to participate in the Plan on the first day of the month subsequent to the latest of the employee obtaining the age of 21 and one year of service or the date the employee transfers to salaried status. Effective January 1, 2006, no one who is hired after January 1, 2006 shall be entitled to begin participation in the Plan. Effective December 31, 2008, the Plan became partially frozen. Participants with less than 25 years of service will cease accruing benefits under the Plan. Participants with at least 25 years of service will continue to accrue benefits under the Plan. All active participants became fully vested at that date.

For participants of the former RBC Manufacturing Corporation Wausau Hourly Pension Plan, a participant becomes eligible to participate in the Plan on the date he or she becomes an employee. Effective September 1, 2007, no one who is hired after September 1, 2007 shall be entitled to begin participation in the Plan. Effective April 30, 2010, the Plan became frozen. All participants will cease accruing benefits under the Plan. All active participants became fully vested at that date.

For participants of the former RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, a participant becomes eligible to participate in the Plan on the first day of the month following completion of the qualifying period. The qualifying period is defined as the 12 month period commencing on the date of employment or any subsequent January 1 during which the employee completes at least 1,000 service hours. Effective January 1, 2006, no one who is hired after January 1, 2006 shall be entitled to begin participation in the Plan. Effective December 31, 2008, the Plan became frozen. All participants will cease accruing benefits under the Plan. All active participants became fully vested at that date.

For participants of the former RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, a participant becomes eligible to participate in the Plan on the first day of the month following completion of the qualifying period. The qualifying period is defined as the 12-month period commencing on the date of employment or any subsequent January 1, during which the employee completes at least 1,000 hours of service. Effective June 1, 2008, no one who is hired after June 1, 2008 shall be entitled to begin participation in the Plan. Effective December 31, 2011, the Plan became frozen. All participants will cease accruing benefits under the Plan. All active participants became fully vested at that date.

For participants of the former Regal Beloit EPC, Inc. Mt. Sterling Plant Industrial Pension Plan, a participant is eligible if they are an employee at the Company’s Mt Sterling, KY and Winchester, KY facilities who are on the active hourly payroll and are covered under a bargaining unit that is represented by a labor organization whose collective bargaining agreement provides for participation. On November 30, 2011 participation was closed to new employees.

For participants of the former Regal Beloit EPC, Inc. Tipp City Industrial Pension Plan, a participant is eligible if they are an employee at the Company's Tipp City, OH facility who are on the active hourly payroll and are covered under a bargaining unit that is represented by a labor organization whose collective bargaining agreement provides for participation. On November 30, 2011 participation was closed to new employees.

For participants of the former Unico, Inc. Employees' Pension Plan, a participant was eligible if they were a member of the defined benefit plan covering Unico, Inc. employees. On May 1, 2011 the Plan was closed to new participants and effective April 30, 2011, the Plan became frozen. All participants will cease accruing benefits under the Plan. All active participants became fully vested at that date.

For participants of the former Regal Power Transmission Solutions Pension Plan, a participant is eligible if they are an employee of Kop-Flex, Inc., a subsidiary of the Company, represented by Memorial Lodge No. 1784 and District Lodge No. 12 of the International Association of Machinists and Aerospace Workers whose employment terminates after January 1, 1987 or participants who were previously participating in the Emerson Electric Retirement Plan Appendices 8, 40, 78, and 79. The Regal Power Transmission Solutions Pension Plan was closed to new participants effective February 1, 2015. On January 30, 2020 the benefits of participants of the former Regal Beloit Power Transmission Pension Plan became frozen.

For participants of the former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc., a participant is eligible if they are an hourly employee of the Bearings Division of McGill Manufacturing Co., Inc. - Valparaiso Plant (the "Employer"), a subsidiary of Regal Beloit America, Inc. (the "Parent") as of January 30, 2015. Effective December 31, 2016, the Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc. became frozen. No additional benefits will be earned by Plan participants after that time and participants will be entitled to all previous benefits earned in the Plan. The Plan was closed to new participants as of January 1, 2017.

Plan Administration - Overall responsibility for administering the Plan rests with the Plan's administrative committee. The Plan's investment assets are held in a trust account at Wells Fargo Bank, N.A. (the "Trustee" or "Wells Fargo") and consist of an undivided interest in the investment account of the Regal Beloit Corporation Master Trust, formerly known as the Marathon Electric Master Pension Trust, (the "Master Trust"). The Trustee is responsible for the management and control of the Plan's assets and has certain discretionary authority and control over such assets. Mercer Investment Management serves as the Plan's investment advisor. State Street Bank & Trust Company ("State Street") is the custodian for the common collective trust funds held by the Plan.

Contributions - The Company's policy is to contribute an amount sufficient to meet the funding requirements of ERISA, as determined by Aon Hewitt, the Plan's independent actuary. No voluntary employee contributions are permitted. The Plan met the minimum funding requirements of ERISA for the years ended December 31, 2021 and 2020.

Vesting - Participants are fully vested in the Plan after five years of vesting service. One year of vesting service is defined as a year of eligible employment with the Company. There is no partial vesting.

Pension Benefits - The benefits provided by the Plan are as follows:

For participants of the former RBC Manufacturing Corporation Salaried Employees' Pension Plan, the benefits provided under the Plan are the greater of:

1. Formula I - .8% of the highest average monthly pay (as defined) for five consecutive years out of the last ten years worked, times years of service, plus .6% of the average monthly pay calculated above minus Covered Compensation (as defined) times years of service up to 35 years, or
2. Formula II - \$15 per month times the years of service.

The usual pension payment is made monthly during the participant's lifetime after retirement with payments terminating at death or a lump-sum payment option is available. Payment options are available that allow a participant's surviving spouse to receive a portion of the monthly pension under a joint and survivor arrangement.

Early retirement benefits are payable after age 55 with ten years of vesting service. The benefits are based on the benefit accrued to the early retirement date and are reduced by 0.5% for each month that the benefit commencement precedes age 65.

The surviving spouse of a participant who dies with five years or more of service is also eligible for pre-retirement death benefit coverage. The death benefit payable to the spouse for life is 50 percent of the participant's accrued benefit.

For participants of the former RBC Manufacturing Corporation Wausau Hourly Pension Plan, monthly benefit payments are available upon normal retirement on or after age 65. The monthly benefit formula is \$23.00 for each year, and fractions thereof, of credited service by members of Local 662 and \$17.50 for members of Local 1791 (\$17.25 prior to September 1, 2006 and \$17.00 prior to September 1, 2004). The pension benefit is capped at 36 years for members of Local 1791 and 45 years for members of Local 662.

Early retirement benefits are payable on or after age 60 with 15 years of vesting service. The benefits are based on the benefit accrued to the early retirement date and are reduced by 0.5% for each month that the benefit commencement precedes age 65.

The surviving spouse of a participant who dies with five years or more of service is also eligible for pre-retirement death benefit coverage. The death benefit payable to the spouse for life is 50 percent of the participant's accrued benefit.

For participants of the former RBC Manufacturing Corporation Lebanon and West Plains Pension Plan, monthly benefit payments are available upon normal retirement on or after age 65. The monthly benefit formula is \$10.00 for each year, and fractions thereof, of credited service.

Early retirement benefits are payable on or after age 60 with 15 years of vesting service. The benefits are based on the benefit accrued to the early retirement date and are reduced by 0.5% for each month the retirement date precedes age 65. The surviving spouse of a participant who dies with five years or more of service is also eligible for pre-retirement death benefit coverage. The death benefit payable to the surviving spouse for life is a 50 percent joint and survivor benefit of the participant's accrued benefit.

For participants of the former RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, monthly benefit payments are available upon normal retirement on or after age 65. The monthly benefit formula is \$11.00 for each year, and fractions thereof, of credited service.

Early retirement benefits are payable on or after age 60 with 10 years of vesting service. The benefits are based on the benefit accrued to the early retirement date and are reduced by 0.5% for each month that the commencement of benefits precedes age 65.

The surviving spouse of a participant who dies with five years or more of service is also eligible for pre-retirement death benefit coverage. The death benefit payable to the surviving spouse for life is 50 percent of the participant's accrued benefit.

For participants of the former Regal Beloit EPC, Inc. Mt. Sterling Plant Industrial Pension Plan, monthly benefit payments are available upon normal retirement on or after age 65. The monthly benefit formula is \$27.50 for each year, and fractions thereof, of credited service. Early retirement benefits are available at age 60 with 15 years of vesting service, reduced by 1/180th for each month preceding age 65.

For participants of the former Regal Beloit EPC, Inc. Tipp City Plant Industrial Pension Plan, monthly benefit payments are available upon normal retirement on or after age 65. The monthly benefit formula is \$28.00 for each year, and fractions

thereof, of credited service. Early retirement benefits are available at age 62, with the benefits reduced by $\frac{4}{10}$ th of 1% for each month preceding age 65.

For participants of the former Unico, Inc. Employees' Pension Plan, the benefit is calculated as .35% of the participant's annual average of a participant's total compensation during 60 consecutive months of the final 120 months of the participant's employment that produces the highest average ("final average compensation") times years of credited service (not to exceed 30 years) plus .3% of the participants final average compensation in excess of average of the Social Security taxable wage basis in effect for each calendar year during the 35 year period ending with the calendar year in which a participant will attain Social Security Retirement Age times years of credited service (not to exceed 30 years). These benefits are payable at age 65 or at reduced levels if early retirement is elected after age 55 with 5 years of vesting service. Effective January 1, 2006, the former Unico, Inc. Employees' Pension Plan was amended to include a maximum permissible amount for individuals receiving benefit payments prior to age 62. If benefit payments commence prior to age 62, the actuarial benefit amount of the defined benefit dollar limitation for age 62 will be reduced for each month by which benefits commence before the month in which the participant attains age 62.

For participants of the former Regal Power Transmission Solutions Pension Plan, monthly benefit payments are determined by application of a benefit factor to the participant's years of pension-credited service at retirement. Participants are eligible for benefit payments upon reaching age 65 or upon early retirement, as defined. Married participants will receive joint and survivor payments unless their spouse consents to an optional form. A provision is also made for deferred retirement benefits based on the benefits available at the normal retirement date, plus benefits earned for any credited service accrued after the normal retirement date.

For participants of the former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc., monthly benefit payments are available upon reaching the normal retirement age of 65. Participants may elect, after attaining age 55 with ten years of pension-credited service, to begin receiving early retirement benefits provided under the terms of the Plan based on the participant's pension-credited service. Benefit payments are determined by multiplying full and fractional years of pension-credited service by a specified rate per year for each year of pension-credited service as follows:

Termination date	Employees hired before July 1, 1993	Employees hired on or after July 1, 1993
July 1, 2006 through June 30, 2008	\$258	\$204
July 1, 2008 through June 30, 2010	264	210
July 1, 2010 through June 30, 2011	270	216
July 1, 2011 through June 30, 2013	276	222
July 1, 2013 through June 30, 2015	282	228
July 1, 2015 through Current	288	234

The normal, early, deferred or disability retirement benefit of an unmarried participant shall be paid in a single life annuity. The retirement benefit of a married participant will be paid as a qualified joint and survivor annuity. In lieu of these two "normal" forms of benefit, a participant may elect an actuarial equivalent form of annuity benefit, subject to certain conditions having been met.

For all participants, retirement benefits are paid to participants or beneficiaries in various forms of joint and survivor annuities, including a lump-sum payment option. If the actuarial equivalent lump sum value of the participant's vested accrued benefit does not exceed \$10,000, then the participant may elect a distribution in the form of a lump sum, or in any available annuity form. If the actuarial equivalent lump sum value of a participant's accrued benefit (or the death benefits payable to a beneficiary or surviving spouse) is less than \$5,000, then the actuarial equivalent value is paid in a lump sum to the participant, beneficiary or surviving spouse. If the actuarial equivalent is greater than \$1,000 it is paid as a direct rollover to an individual retirement plan unless the participant elects to receive the distribution in another form. If the actuarial equivalent lump sum value exceeds \$5,000, a distribution will only be processed if the participant consents or is required.

2. SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting - The accompanying financial statements are presented on the modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

Investment Valuation and Income Recognition - The Plan's investments are fully invested in the Master Trust as of December 31, 2021 and 2020. The Plan's investment in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments as determined by the Trustee through reference to published data. Common collective trust funds are stated at fair value as determined by the issuer of the common collective trust funds based on the fair market value of the underlying investments. Fees and expenses relating to investment transactions of the Master Trust are allocated by the Trustee to the participating plans based on each plan's proportionate share of trust assets. Earnings and market adjustments relating to investment transactions of the Master Trust are allocated by the Trustee to the participating plans based on each plan's specific share of the Master Trust. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Investment Risk - The Plan provides for investments in various securities. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

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

Administrative Expenses - Substantially all administrative expenses are paid by the Plan. These expenses include Pension Benefits Guaranty Corporation premiums and investment management and Trustee fees.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Use of Estimates - The preparation of financial statements on the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and the actuarial present value of accumulated plan benefits and the changes therein. Actual results may differ from these estimates.

3. MASTER TRUST

As of December 31, 2021 and 2020, all of the assets within the Master Trust related to the Plan. The fair value of the net assets held in the Master Trust as of December 31, 2021 and 2020 are as follows.

	2021	2020
Wells Fargo Short Term Investment Fund*	\$ 2,431,195	\$ 1,071,960
Common collective trust funds*	225,224,357	202,079,590
Real estate interest	-	10,047,067
Pending trades receivable	20	48
Total net assets of the Master Trust	<u>\$ 227,655,572</u>	<u>\$ 213,198,665</u>

*Party-in-interest

Master Trust income for the years ended December 31, 2021 and 2020 is as follows.

	2021	2020
Interest and dividend income	\$ 27,557	\$ 621,393
Net appreciation in fair value of investments	27,549,313	34,777,682
Total Master Trust income	<u>\$ 27,576,870</u>	<u>\$ 35,399,075</u>

4. FAIR VALUE MEASUREMENTS

In accordance with the Financial Accounting Standards Board's statement on Fair Value Measurements, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets, Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available, and Level 3, which refers to securities valued based on significant unobservable inputs. The Wells Fargo Short Term Investment Fund is valued at the unadjusted quoted market prices for the securities. Pending trades are valued at the price of security at the time of the trade. Real estate interest values are determined using model-based techniques that include relative value analysis and discounted cash flow techniques. Common collective trust funds are valued based on the net asset value ("NAV") provided by the administrator of the fund as a practical expedient to estimate fair value. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. Investments in units of collective trust funds and short-term investment funds, comprised of cash and money market funds, are valued at their respective published market prices as reported by the funds daily. The following tables set forth the classifications of the Master Trust investments at December 31, 2021 and 2020:

Assets Held Inside the Master Trust				
Fair Value Measurement Reporting				
December 31, 2021				
	Total	Level 1	Level 2	Level 3
Wells Fargo Short Term Investment	\$ 2,431,195	\$ 2,431,195	\$ —	\$ —
Pending trades receivables	20	20	—	—
Total	<u>2,431,215</u>	<u>\$ 2,431,215</u>	<u>\$ —</u>	<u>\$ —</u>
Investments measured at net asset value	225,224,357			
Total	<u>\$ 227,655,572</u>			

The following table sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the year ended December 31, 2021:

	Real Estate Interest
Beginning Balance	\$ 10,047,067
Purchases	—
Sales	(11,603,112)
Net appreciation	1,556,045
Ending balance	<u>\$ —</u>

Assets Held Inside the Master Trust

Fair Value Measurement Reporting

December 31, 2020

	Total	Level 1	Level 2	Level 3
Real estate interest	\$ 10,047,067	\$ —	\$ —	\$ 10,047,067
Pending trades receivables	48	48	—	—
Wells Fargo Short Term Investment Fund	1,071,960	1,071,960	—	—
Total	11,119,075	\$ 1,072,008	\$ —	\$ 10,047,067
Investments measured at net asset value	202,079,590			
Total	<u>\$ 213,198,665</u>			

The following table sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the year ended December 31, 2020:

	Real Estate Interest
Beginning Balance	<u>\$ 9,908,493</u>
Purchases	102,670
Sales	(65,076)
Net appreciation	100,980
Ending balance	<u>\$ 10,047,067</u>

5. NET ASSET VALUE PER SHARE

The following table summarizes the fair value measurements of investments held in the Master Trust that were calculated using a net asset value per share:

Fair Value Estimated Using Net Asset Value per Share

December 31, 2021

Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust funds(a)	\$ 225,224,357	\$ —	Immediate	None
	\$ 225,224,357	\$ —		

Fair Value Estimated Using Net Asset Value per Share

December 31, 2020

Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust funds(b)	\$ 202,079,590	\$ —	Immediate	None
	\$ 202,079,590	\$ —		

- a) For 2021 this category includes investments in the Mercer US Small/Midcap Equity Portfolio, the Mercer Non-US Core Equity Portfolio, the Mercer Global Low Volatility Equity Portfolio, the Mercer US Large Cap Passive Equity Portfolio, the Mercer Emerging Markets Equity Portfolio, the Mercer Active Long Corporate Fixed Income Portfolio, the Mercer Opportunistic Fixed Income Portfolio, the Mercer Long Strips Fixed Income Portfolio and the Mercer Core Real Estate Portfolio. The Mercer US Small/Midcap Equity Portfolio seeks to provide long term total returns comprised primarily of capital appreciation by investing in equity securities issued by small to medium capitalization US companies. The Mercer Non-US Core Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in equity securities of non-US companies. The Mercer Global Low Volatility Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in equity securities of US and foreign issuers. The Mercer US Large Cap Passive Equity Portfolio seeks to approximate, as closely as possible, the performance of the S&P 500 Index over the long term by investing in the equity securities comprising the index in approximately the same proportions as they are represented in the index. The Mercer Emerging Markets Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing equity securities of companies that are located in emerging markets, other investments that are tied economically to emerging markets, as well as in American, European and Global Depository Receipts. The Mercer Active Long Corporate Fixed Income Portfolio seeks to maximize long term total return by investing on high quality US corporate bonds. The Mercer Opportunistic Fixed Income Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in high yield bonds and emerging markets debt. The Mercer Long Strips Fixed Income Portfolio seeks to extend the duration of plan assets by investing in US Treasury STRIPS with a maturity greater than 20 years. The Mercer Core Real Estate Portfolio seeks to earn attractive risk-adjusted returns on a diversified portfolio of private real estate by systematically favoring the market segments and opportunities believed to offer the most attractive relative value at a given point in time.
- b) For 2020 this category includes investments in the Mercer US Small/Midcap Equity Portfolio, the Mercer US Core Fixed Income Portfolio, the Mercer Non-US Core Equity Portfolio, the Mercer Global Low Volatility Equity Portfolio, the Mercer US Large Cap Passive Equity Portfolio, the Mercer Long Duration Passive Fixed Income Portfolio, the Mercer Emerging Markets Equity Portfolio, the Mercer Active Long Corporate Fixed Income Portfolio, and the Mercer Opportunistic Fixed Income Portfolio. The Mercer US Small/Midcap Equity Portfolio seeks to provide long term total returns comprised primarily of capital appreciation by investing in equity securities

issued by small to medium capitalization US companies. The Mercer US Core Fixed Income Portfolio seeks to provide total return, consisting of both current income and capital appreciation, by investing in fixed income securities. The Mercer Non-US Core Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in equity securities of non-US companies. The Mercer Global Low Volatility Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in equity securities of US and foreign issuers. The Mercer US Large Cap Passive Equity Portfolio seeks to approximate, as closely as possible, the performance of the S&P 500 Index over the long term by investing in the equity securities comprising the index in approximately the same proportions as they are represented in the index. The Mercer Long Duration Passive Fixed Income Portfolio seeks to approximate as closely as practicable, before expenses, the performance of the Bloomberg Barclays Capital US Long Government Bond Index over the long term by investing in securities that comprise the index in the same proportions as they are represented in the index. The Mercer Emerging Markets Equity Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing equity securities of companies that are located in emerging markets, other investments that are tied economically to emerging markets, as well as in American, European and Global Depository Receipts. The Mercer Active Long Corporate Fixed Income Portfolio seeks to maximize long term total return by investing on high quality US corporate bonds. The Mercer Opportunistic Fixed Income Portfolio seeks to provide long term total return, which includes capital appreciation and income, by investing in high yield bonds and emerging markets debt.

6. ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by employees as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees or their beneficiaries. The actuarial present value of accumulated plan benefits is determined by an independent actuary, Aon Hewitt, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuation as of December 31, 2020 and 2019 were:

	2021	2020
Assumed rate of return on investments	6.25%	7.00%
Mortality basis	Pri-2012 Mortality Study, projected generationally from 2012 using Scale MP-2021 as adjusted through 2024	Pri-2012 Mortality Study, projected generationally from 2012 using Scale MP-2020
Weighted average retirement age		
Active participants	Age 63	Age 63
Terminated vested participants	Age 64	Age 64

The following are the actuarial present values of accumulated plan benefits and changes in accumulated plan benefits as of and for the year ended December 31, 2020:

	2020
Vested Benefits	
Participants and/or beneficiaries currently receiving payments	\$ 105,245,846
Other Participants	57,202,168
Total Vested Benefits	162,448,014
Nonvested Benefits	599,322
Total actuarial present value of accumulated benefits	\$ 163,047,336
Beginning actuarial present value of accumulated plan benefits	\$ 149,635,281
Increase (decrease) during the year attributable to:	
Interest	10,106,665
Benefits accumulated and other	2,973,091
Benefits paid	(10,689,487)
Assumption changes	11,021,786
Ending actuarial present value of accumulated plan benefits	\$ 163,047,336

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

7. RELATED-PARTY TRANSACTIONS

Certain Master Trust assets are invested in a money market fund managed by the Trustee. These are not considered prohibited transactions by statutory exemption under ERISA regulations. Fees paid by the Plan for investment management services were included as a reduction of the return earned by the funds. Certain common collective trust funds are managed by a firm related to the Plan's investment advisor, Mercer Investment Management.

8. INCOME TAX STATUS

The Internal Revenue Service issued a determination letter dated September 21, 2015, stating that the Plan was designed in accordance with applicable Internal Revenue Code ("IRC") requirements as of that date. The Plan has been amended since receiving the determination letter, however, the Plan administrator believes that the Plan is currently designed and is being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt for the years ended December 31, 2021 and 2020.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the United States Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and December 31, 2020 there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions. The 2019 plan year is under an IRS examination.

9. INFORMATION CERTIFIED BY THE PLAN'S TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Wells Fargo, the trustee of the Plan, and State Street, the custodian of the common collective trust funds, have certified that the following information included in the accompanying financial statements is complete and accurate:

- Plan interest in Regal Beloit Corporation Master Trust, as shown in the statements of net assets available for benefits (excluding real estate interest of \$10,047,067 in 2020) as of December 31, 2021 and 2020.
- Plan interest in net investment income (loss) in Regal Beloit Corporation Master Trust, as shown in the statements of changes in net assets available for benefits (excluding investment income of \$1,556,044 in 2021 and investment loss of \$(115,441) in 2020) for the years ended December 31, 2021 and 2020.
- Investment information included in Master Trust, except excluded assets detailed above, (note 3).

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

10. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations there under and the Plan document.

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

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

11. SUBSEQUENT EVENTS

For the year ended December 31, 2021, subsequent events were evaluated through October 12, 2022, the date the financial statements were available to be issued. Plan management is not aware of any additional subsequent events that would require recognition or disclosure in the financial statements.

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

**Schedule SB, Line 26—Schedule of Active Participant Data
 As of January 1, 2021**

**Regal Beloit America, Inc.
 Regal Beloit America, Inc. Pension Plan
 Active Employees with Benefits Based on Pay
 EIN: 39-0449780 PN: 007**

Number of Participants and Average Accrued Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			10	2						
30-34	1		22 \$3,549	12						
35-39		3	13	28 \$5,006	2	2				
40-44		7	17	14	12	5				
45-49		9	23 \$3,024	16	11	17	12			
50-54	1	5	13	17	14	15	18	21 \$6,066		
55-59		11	21 \$3,602	27 \$4,804	19	20 \$7,579	10	31 \$6,646	11	2
60-64		9	12	15	16	16	1	14	18	35 \$11,554
65-69		2	3	3	5	2	2	2	1	6
70+		1		1	1			2	1	2

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Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

**Schedule SB, Line 26—Schedule of Active Participant Data
 As of January 1, 2021**

**Regal Beloit America, Inc.
 Regal Beloit America, Inc. Pension Plan
 Active Employees with Benefits Not Based on Pay
 EIN: 39-0449780 PN: 007**

Attained Age	Number of Participants Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29		2	1							
30-34		1	4							
35-39		8	5	3						
40-44	1	4	12	6	2	2				
45-49		5	6	8	4	14	1			
50-54		3	15	10	9	7	2	2		
55-59		2	16	11	6	20	7	8	1	
60-64	1	4	12	6	6	10	17	33	13	13
65-69		2	7	3		3	3	5	6	3
70+			1	2			1		1	

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Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.36%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization
1st Segment Rate	2.22%
2nd Segment Rate	3.38%
3rd Segment Rate	3.92%
Salary Increases	
Minimum Funding Target Normal Cost	
Legacy Regal Groups	1.25%
PTS Group	N/A
Maximum Tax Expected Benefit Increase	
Legacy Regal Groups	1.25%
PTS Group	N/A
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year.
Optional Payment Form Election Percentage	
Regal Salaried, Unico, PTS Appendices and McGill Hourly	40% life annuity 25% joint and 50% survivor annuity 5% joint and 75% survivor annuity 20% joint and 100% survivor annuity 10% ten-year certain and life annuity
Regal Hourly and Mt. Sterling Groups	55% life annuity 20% joint and 50% survivor annuity 20% joint and 100% survivor annuity 5% ten-year certain and life annuity

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Optional Payment Form Conversion Interest Rate

Regal Salaried and Hourly	7.00%
Unico	6.00%
Mt. Sterling	8.00%
PTS Appendices	6.50%, certain payment form conversion factors defined via tabular factors in the plan document,
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	7.50%

Optional Payment Form Conversion Mortality

Regal Salaried and Hourly	71GAT, 80% Male;
Unico	71GAT, 100% Male, set back one year for participants and five years for beneficiaries;
Mt. Sterling	RP2000CH, 50% Male;
PTS Appendices	84UP as published, certain payment form conversion factors defined via tabular factors in the plan document;
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	83GATT

Retirement Age

Active Participants	See Tables 1–4
Terminated Vested Participants	
Legacy Regal and Unico Groups	Age 64
PTS, McGill and KopFlex Groups	Age 63

Mortality Rates

Healthy and Disabled	2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67
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Withdrawal Rates

See Tables 5–8

Disability Rates

See Table 9

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 85% of males and 85% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2020 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the IRC section 401(a)(17) compensation limit of \$290,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior eight quarters, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Trust Expenses Included in Target Normal Cost	Based on prior year actual plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year. Total for 2021 is \$2,088,104.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2021

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Table 1

**Retirement Rates—Lebanon and West Plans, Mount Sterling, Special Products, and Wausau
Hourly Groups**

<u>Age</u>	<u>Rate</u>
60	5.00%
61	15.00%
62	25.00%
63	20.00%
64	25.00%
65	30.00%
66	30.00%
67	30.00%
68	20.00%
69	20.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 2

Retirement Rates—McGill Hourly Group

Age	Years of Service	
	0-29	30+
55	2.50%	2.50%
56	2.50%	2.50%
57	2.50%	2.50%
58	2.50%	2.50%
59	2.50%	5.00%
60	5.00%	5.00%
61	20.00%	15.00%
62	20.00%	25.00%
63	25.00%	25.00%
64	50.00%	25.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Table 3

Retirement Rates—Legacy Regal Salaried and Unico Groups

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

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Table 4

Retirement Rates—PTS Appendices

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

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 5

Withdrawal Rates—Lebanon and West Plains Hourly Group

Age	Rate	Age	Rate
20	39.05%	45	6.16%
21	39.05%	46	5.61%
22	36.85%	47	5.17%
23	34.87%	48	4.73%
24	32.89%	49	4.40%
25	30.91%	50	4.07%
26	29.04%	51	4.38%
27	27.28%	52	4.25%
28	25.52%	53	4.13%
29	23.87%	54	4.13%
30	22.33%	55	4.13%
31	20.79%	56	6.35%
32	19.25%	57	6.35%
33	17.93%	58	6.35%
34	16.61%	59	6.35%
35	15.29%	60	6.35%
36	14.08%	61	6.35%
37	12.98%	62	6.35%
38	11.88%	63	6.35%
39	10.89%	64	6.35%
40	9.90%	65+	0.00%
41	9.02%		
42	8.25%		
43	7.48%		
44	6.82%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 6

Withdrawal Rates—Mt. Sterling, Special Products, and Wausau Hourly Groups

Age	Rate	Age	Rate
20	21.30%	45	6.72%
21	21.30%	46	6.12%
22	20.10%	47	5.64%
23	19.02%	48	5.16%
24	17.94%	49	4.80%
25	16.86%	50	4.63%
26	15.84%	51	4.38%
27	15.84%	52	4.25%
28	15.84%	53	4.13%
29	15.84%	54	4.13%
30	15.23%	55	3.60%
31	14.18%	56	3.60%
32	14.00%	57	3.60%
33	13.04%	58	3.60%
34	12.08%	59	3.60%
35	11.12%	60	10.00%
36	10.24%	61	10.00%
37	10.24%	62	10.00%
38	10.24%	63	10.00%
39	10.24%	64	10.00%
40	10.24%	65+	0.00%
41	10.24%		
42	10.24%		
43	9.52%		
44	7.44%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 7

Withdrawal Rates—PTS Appendices and McGill Hourly Groups

Age	Rate	Age	Rate
15	20.00%	45	8.00%
16	20.00%	46	7.80%
17	20.00%	47	7.60%
18	20.00%	48	7.40%
19	20.00%	49	7.20%
20	20.00%	50	7.00%
21	20.00%	51	7.00%
22	20.00%	52	7.00%
23	20.00%	53	7.00%
24	20.00%	54	7.00%
25	20.00%	55	7.00%
26	20.00%	56	7.00%
27	20.00%	57	7.00%
28	20.00%	58	7.00%
29	15.00%	59	7.00%
30	15.00%	60	7.00%
31	15.00%	61	7.00%
32	15.00%	62	7.00%
33	15.00%	63	7.00%
34	15.00%	64	7.00%
35	15.00%	65+	0.00%
36	15.00%		
37	15.00%		
38	12.00%		
39	12.00%		
40	12.00%		
41	8.80%		
42	8.60%		
43	8.40%		
44	8.20%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 8—Page 1 of 2

Withdrawal Rates—Legacy Regal Salaried and Unico Groups

Age	Years of Service					
	0	1	2	3	4	5+
15	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
16	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
17	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
18	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
19	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
20	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
21	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
22	29.225%	29.225%	29.225%	29.225%	29.225%	29.225%
23	27.650%	27.650%	27.650%	27.650%	27.650%	27.650%
24	26.425%	26.425%	26.425%	26.425%	26.425%	26.425%
25	25.025%	25.025%	25.025%	25.025%	25.025%	25.025%
26	23.800%	23.800%	23.800%	23.800%	23.800%	23.800%
27	22.400%	22.400%	22.400%	22.400%	22.400%	22.400%
28	21.175%	21.175%	21.175%	21.175%	21.175%	21.175%
29	20.125%	20.125%	20.125%	20.125%	20.125%	20.125%
30	18.900%	18.900%	18.900%	18.900%	18.900%	18.900%
31	17.850%	17.850%	17.850%	17.850%	17.850%	17.850%
32	16.800%	16.800%	16.800%	16.800%	16.800%	16.800%
33	15.750%	15.750%	15.750%	15.750%	15.750%	15.750%
34	14.875%	14.875%	14.875%	14.875%	14.875%	14.875%
35	13.825%	13.825%	13.825%	13.825%	13.825%	13.825%
36	12.950%	12.950%	12.950%	12.950%	12.950%	12.950%
37	12.075%	12.075%	12.075%	12.075%	12.075%	12.075%
38	11.375%	11.375%	11.375%	11.375%	11.375%	11.375%
39	10.500%	10.500%	10.500%	10.500%	10.500%	10.500%
40	9.800%	9.800%	9.800%	9.800%	9.800%	9.800%
41	9.525%	9.100%	9.100%	9.100%	9.100%	9.100%
42	9.525%	8.925%	8.575%	8.575%	8.575%	8.575%
43	9.525%	8.925%	8.250%	7.875%	7.875%	7.875%
44	9.525%	8.925%	8.250%	7.650%	7.350%	7.350%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 8—Page 2 of 2

Withdrawal Rates—Legacy Regal Salaried and Unico Groups

Age	Years of Service					
	0	1	2	3	4	5+
45	9.525%	8.925%	8.250%	7.650%	7.125%	6.825%
46	9.525%	8.925%	8.250%	7.650%	7.125%	6.300%
47	9.525%	8.925%	8.250%	7.650%	7.125%	5.950%
48	9.525%	8.925%	8.250%	7.650%	7.125%	5.425%
49	9.525%	8.925%	8.250%	7.650%	7.125%	5.075%
50	9.525%	8.925%	8.250%	7.650%	7.125%	4.725%
51	9.525%	8.925%	8.250%	7.650%	7.125%	4.550%
52	9.525%	8.925%	8.250%	7.650%	7.125%	4.200%
53	9.525%	8.925%	8.250%	7.650%	7.125%	4.025%
54	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
55	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
56	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
57	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
58	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
59	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
60	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
61	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
62	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
63	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
64	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
65+	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 9

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</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)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ☐	

Part II Basic Plan Information—enter all requested information			
1a Name of plan REGAL BELOIT AMERICA, INC. PENSION PLAN	1b	Three-digit plan number (PN) ▶	007
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) REGAL BELOIT AMERICA, INC. 200 STATE STREET BELOIT WI 53511-6254		1c	Effective date of plan 01/01/1982
		2b	Employer Identification Number (EIN) 39-0449780
		2c	Plan Sponsor's telephone number 608-364-8800
		2d	Business code (see instructions) 335310

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		10/12/2022	ELLEN TILLMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		10/12/22	ROBERT J. REHARD
	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

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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 3,903
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..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	 6a(1) 1,024 6a(2) 838 6b 1,921 6c 790 6d 3,549 6e 258 6f 3,807 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)
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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 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **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 REGAL BELOIT AMERICA, INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 007
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Regal Beloit America, Inc.	D Employer Identification Number (EIN) 39-0449780
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a 213,198,665
b Actuarial value	2b 191,878,799
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants 2,105 (2) Vested Funding Target 113,562,127 (3) Total Funding Target 113,562,127
b For terminated vested participants	774 22,770,944 22,770,944
c For active participants	1,024 38,606,877 39,419,949
d Total	3,903 174,939,948 175,753,020
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 5.58%
6 Target normal cost	
a Present value of current plan year accruals	6a 282,604
b Expected plan-related expenses	6b 2,088,104
c Total (line 6a + line 6b)	6c 2,370,708

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	Aaron L. Sens <i>ALS</i>	09/23/2022
	Signature of actuary	Date
AARON L. SENS	Type or print name of actuary	2006808
AON CONSULTING, INC.	Firm name	Most recent enrollment number
		847-295-5000
		Telephone number (including area code)
MSC #17755 P.O. Box 1447 LINCOLNSHIRE IL 60069	Address of the firm	

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

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Schedule SB (Form 5500) 2021
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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	1,653,466
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	1,653,466
10 Interest on line 9 using prior year's actual return of <u>19.18%</u>	0	317,135
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1,970,601

Part III Funding Percentages

14 Funding target attainment percentage	14	108.05%
15 Adjusted funding target attainment percentage	15	109.17%
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	102.21%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c)
					0

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

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:**a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.36 %	3rd segment: 6.11 %
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 64
23 Mortality table(s) (see instructions) ☐ 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 6c)		31a	2,370,708
b Excess assets, if applicable, but not greater than line 31a		31b	2,370,708
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....		34	0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

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

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

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

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

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	4.10%	11.10	610.31
56	4.07%	12.03	673.48
57	4.11%	13.49	768.99
58	4.06%	14.43	837.03
59	6.92%	26.65	1572.47
60	8.87%	35.60	2136.21
61	11.28%	45.14	2753.27
62	17.27%	72.00	4464.17
63	16.25%	64.04	4034.75
64	17.67%	65.86	4214.90
65	34.60%	109.46	7114.90
66	28.22%	62.75	4141.25
67	21.03%	36.24	2428.14
68	18.58%	26.93	1831.18
69	18.03%	22.35	1541.84
70	100.00%	102.51	7175.37
71	100.00%	7.00	497.00
72	100.00%	2.00	144.00
73	100.00%	1.00	73.00
74	0.00%	0.00	0.00
75	0.00%	0.00	0.00
76	100.00%	1.98	150.62
77	100.00%	0.00	0.00
78	100.00%	1.00	78.00
Total		733.55	47,240.87
Weighted Average			64.40

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.36%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization
1st Segment Rate	2.22%
2nd Segment Rate	3.38%
3rd Segment Rate	3.92%
Salary Increases	
Minimum Funding Target Normal Cost	
Legacy Regal Groups	1.25%
PTS Group	N/A
Maximum Tax Expected Benefit Increase	
Legacy Regal Groups	1.25%
PTS Group	N/A
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year.
Optional Payment Form Election Percentage	
Regal Salaried, Unico, PTS Appendices and McGill Hourly	40% life annuity 25% joint and 50% survivor annuity 5% joint and 75% survivor annuity 20% joint and 100% survivor annuity 10% ten-year certain and life annuity
Regal Hourly and Mt. Sterling Groups	55% life annuity 20% joint and 50% survivor annuity 20% joint and 100% survivor annuity 5% ten-year certain and life annuity

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Optional Payment Form Conversion Interest Rate

Regal Salaried and Hourly	7.00%
Unico	6.00%
Mt. Sterling	8.00%
PTS Appendices	6.50%, certain payment form conversion factors defined via tabular factors in the plan document,
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	7.50%

Optional Payment Form Conversion Mortality

Regal Salaried and Hourly	71GAT, 80% Male;
Unico	71GAT, 100% Male, set back one year for participants and five years for beneficiaries;
Mt. Sterling	RP2000CH, 50% Male;
PTS Appendices	84UP as published, certain payment form conversion factors defined via tabular factors in the plan document;
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	83GATT

Retirement Age

Active Participants	See Tables 1–4
Terminated Vested Participants	
Legacy Regal and Unico Groups	Age 64
PTS, McGill and KopFlex Groups	Age 63

Mortality Rates

Healthy and Disabled	2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67
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Withdrawal Rates

See Tables 5–8

Disability Rates

See Table 9

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 85% of males and 85% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2020 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the IRC section 401(a)(17) compensation limit of \$290,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior eight quarters, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Trust Expenses Included in Target Normal Cost	Based on prior year actual plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year. Total for 2021 is \$2,088,104.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2021

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Table 1

**Retirement Rates—Lebanon and West Plans, Mount Sterling, Special Products, and Wausau
Hourly Groups**

Age	Rate
60	5.00%
61	15.00%
62	25.00%
63	20.00%
64	25.00%
65	30.00%
66	30.00%
67	30.00%
68	20.00%
69	20.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Table 2

Retirement Rates—McGill Hourly Group

Age	Years of Service	
	0-29	30+
55	2.50%	2.50%
56	2.50%	2.50%
57	2.50%	2.50%
58	2.50%	2.50%
59	2.50%	5.00%
60	5.00%	5.00%
61	20.00%	15.00%
62	20.00%	25.00%
63	25.00%	25.00%
64	50.00%	25.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Table 3

Retirement Rates—Legacy Regal Salaried and Unico Groups

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

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Table 4

Retirement Rates—PTS Appendices

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

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Table 5

Withdrawal Rates—Lebanon and West Plains Hourly Group

Age	Rate	Age	Rate
20	39.05%	45	6.16%
21	39.05%	46	5.61%
22	36.85%	47	5.17%
23	34.87%	48	4.73%
24	32.89%	49	4.40%
25	30.91%	50	4.07%
26	29.04%	51	4.38%
27	27.28%	52	4.25%
28	25.52%	53	4.13%
29	23.87%	54	4.13%
30	22.33%	55	4.13%
31	20.79%	56	6.35%
32	19.25%	57	6.35%
33	17.93%	58	6.35%
34	16.61%	59	6.35%
35	15.29%	60	6.35%
36	14.08%	61	6.35%
37	12.98%	62	6.35%
38	11.88%	63	6.35%
39	10.89%	64	6.35%
40	9.90%	65+	0.00%
41	9.02%		
42	8.25%		
43	7.48%		
44	6.82%		

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Table 6

Withdrawal Rates—Mt. Sterling, Special Products, and Wausau Hourly Groups

Age	Rate	Age	Rate
20	21.30%	45	6.72%
21	21.30%	46	6.12%
22	20.10%	47	5.64%
23	19.02%	48	5.16%
24	17.94%	49	4.80%
25	16.86%	50	4.63%
26	15.84%	51	4.38%
27	15.84%	52	4.25%
28	15.84%	53	4.13%
29	15.84%	54	4.13%
30	15.23%	55	3.60%
31	14.18%	56	3.60%
32	14.00%	57	3.60%
33	13.04%	58	3.60%
34	12.08%	59	3.60%
35	11.12%	60	10.00%
36	10.24%	61	10.00%
37	10.24%	62	10.00%
38	10.24%	63	10.00%
39	10.24%	64	10.00%
40	10.24%	65+	0.00%
41	10.24%		
42	10.24%		
43	9.52%		
44	7.44%		

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Table 7

Withdrawal Rates—PTS Appendices and McGill Hourly Groups

Age	Rate	Age	Rate
15	20.00%	45	8.00%
16	20.00%	46	7.80%
17	20.00%	47	7.60%
18	20.00%	48	7.40%
19	20.00%	49	7.20%
20	20.00%	50	7.00%
21	20.00%	51	7.00%
22	20.00%	52	7.00%
23	20.00%	53	7.00%
24	20.00%	54	7.00%
25	20.00%	55	7.00%
26	20.00%	56	7.00%
27	20.00%	57	7.00%
28	20.00%	58	7.00%
29	15.00%	59	7.00%
30	15.00%	60	7.00%
31	15.00%	61	7.00%
32	15.00%	62	7.00%
33	15.00%	63	7.00%
34	15.00%	64	7.00%
35	15.00%	65+	0.00%
36	15.00%		
37	15.00%		
38	12.00%		
39	12.00%		
40	12.00%		
41	8.80%		
42	8.60%		
43	8.40%		
44	8.20%		

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Withdrawal Rates—Legacy Regal Salaried and Unico Groups

Age	Years of Service					
	0	1	2	3	4	5+
15	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
16	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
17	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
18	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
19	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
20	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
21	30.625%	30.625%	30.625%	30.625%	30.625%	30.625%
22	29.225%	29.225%	29.225%	29.225%	29.225%	29.225%
23	27.650%	27.650%	27.650%	27.650%	27.650%	27.650%
24	26.425%	26.425%	26.425%	26.425%	26.425%	26.425%
25	25.025%	25.025%	25.025%	25.025%	25.025%	25.025%
26	23.800%	23.800%	23.800%	23.800%	23.800%	23.800%
27	22.400%	22.400%	22.400%	22.400%	22.400%	22.400%
28	21.175%	21.175%	21.175%	21.175%	21.175%	21.175%
29	20.125%	20.125%	20.125%	20.125%	20.125%	20.125%
30	18.900%	18.900%	18.900%	18.900%	18.900%	18.900%
31	17.850%	17.850%	17.850%	17.850%	17.850%	17.850%
32	16.800%	16.800%	16.800%	16.800%	16.800%	16.800%
33	15.750%	15.750%	15.750%	15.750%	15.750%	15.750%
34	14.875%	14.875%	14.875%	14.875%	14.875%	14.875%
35	13.825%	13.825%	13.825%	13.825%	13.825%	13.825%
36	12.950%	12.950%	12.950%	12.950%	12.950%	12.950%
37	12.075%	12.075%	12.075%	12.075%	12.075%	12.075%
38	11.375%	11.375%	11.375%	11.375%	11.375%	11.375%
39	10.500%	10.500%	10.500%	10.500%	10.500%	10.500%
40	9.800%	9.800%	9.800%	9.800%	9.800%	9.800%
41	9.525%	9.100%	9.100%	9.100%	9.100%	9.100%
42	9.525%	8.925%	8.575%	8.575%	8.575%	8.575%
43	9.525%	8.925%	8.250%	7.875%	7.875%	7.875%
44	9.525%	8.925%	8.250%	7.650%	7.350%	7.350%

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Withdrawal Rates—Legacy Regal Salaried and Unico Groups

Age	Years of Service					
	0	1	2	3	4	5+
45	9.525%	8.925%	8.250%	7.650%	7.125%	6.825%
46	9.525%	8.925%	8.250%	7.650%	7.125%	6.300%
47	9.525%	8.925%	8.250%	7.650%	7.125%	5.950%
48	9.525%	8.925%	8.250%	7.650%	7.125%	5.425%
49	9.525%	8.925%	8.250%	7.650%	7.125%	5.075%
50	9.525%	8.925%	8.250%	7.650%	7.125%	4.725%
51	9.525%	8.925%	8.250%	7.650%	7.125%	4.550%
52	9.525%	8.925%	8.250%	7.650%	7.125%	4.200%
53	9.525%	8.925%	8.250%	7.650%	7.125%	4.025%
54	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
55	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
56	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
57	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
58	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
59	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
60	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
61	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
62	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
63	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
64	9.525%	8.925%	8.250%	7.650%	7.125%	3.850%
65+	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%

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Table 9

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

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Schedule SB, Part V—Summary of Plan Provisions

The Regal Beloit America, Inc. Pension Plan (formerly known as the RBC Manufacturing Corporation Salaried Employees' Pension Plan) is intended to provide benefits to eligible employees of participating employers upon their retirement or earlier termination of employment and to their spouses or other beneficiaries upon death.

The plan was amended and restated effective January 1, 2013 as a continuation of the RBC Manufacturing Corporation Salaried Employees' Pension Plan and reflects the merger of the following plans with and into such plan, effective midnight on December 31, 2012: (1) the RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, (2) the RBC Manufacturing Corporation Wausau Hourly Pension Plan, (3) the RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, (4) the Unico, Inc. Employees' Pension Plan, (5) the Regal Beloit EPC, Inc. Tipp City Plant Industrial Pension Plan, and (6) the Regal Beloit EPC, Inc. Mt. Sterling Industrial Pension Plan.

The plan, as amended, is effective January 1, 2017, unless a different effective date is specified. This amended plan is a continuation of the Regal Beloit America, Inc. Pension Plan and reflects the merger of the Regal Power Transmissions Solutions Pension Plan and the Retirement Plan Number One for Hourly Employees of McGill Manufacturing Co., Inc., effective midnight on December 31, 2016.

The plan was amended January 7, 2019 to allow for provisions of the divestiture of Unico Inc. such that those participants will no longer participate in the plan. However, Regal Beloit America, Inc. retains all liability and administrative responsibility under Part E of the plan in connection with the divested participants.

The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

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Former Salaried Employees' Pension Plan

Original Effective Date January 1, 1982.

Eligibility for Participation Salaried employees of Marathon Electric Manufacturing Corporation, Marathon Special Products Corporation, Marathon Electronics Group, Inc., and each subsidiary or affiliate corporation which adopts the plan and is designated by the Board as an employer.

Participation commences on January 1, 1982, for employees who were participating in a prior plan as of December 31, 1981. All other employees commence participation on the later of December 31, 1981 or the first day of the full pay period following the attainment of age 21 and one year of service.

As of December 31, 2005 this part of the plan was closed to new participants, unless the person had become an employee of the employer on or prior to that date.

Normal Retirement
Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

A monthly benefit equal to 0.8% of average compensation per year of service plus 0.6% of average compensation in excess of Social Security covered compensation per year of service up to 35 years, divided by 12.

This benefit is subject to a minimum of:

1. The actuarial equivalent of the benefit provided by the participant's account balance in the Profit Sharing Plan if a participant in the Profit Sharing Plan as of December 31, 1981.

or

2. \$15.00 per month per year of service for vested participants.

Early Retirement
Eligibility

Age 55 and five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit on or after age 55 equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date.

Disability

Eligibility

Immediate.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or age 65 or terminated deferred vested participants.

Benefit

Active Employees

A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form. For any participant with a profit sharing account balance on December 31, 1981, a death benefit equal to the remaining profit sharing benefit will be paid to a surviving beneficiary or to the estate of the participant.

Terminated Deferred Vested Employees

A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000). Additionally, participants eligible

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for a profit sharing benefit may elect a lump sum with annuity, or an installment with annuity option.

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Compensation

Base salary or wages before deductions plus commissions.

Average Compensation

Average of compensation for the five consecutive calendar years for which compensation was highest out of the 10 calendar years preceding termination.

Prior Plan

The Marathon Electric Profit Sharing Retirement Plan and/or the Retirement Plan for Salaried Non-Exempt Employees of Marathon Electric Manufacturing Corporation. Any participant who was a participant in the Profit Sharing Plan has a profit sharing benefit which consists of the balance of his account under the Profit Sharing Plan as of December 31, 1981, plus interest compounded at 7% annually.

Service

Years and fractional months of employment rounded to the next highest twelfth. For groups acquired by Regal Rexnord service prior to the acquisition date is granted for vesting purposes, but benefit service will not include service prior to the acquisition date.

Effective January 1, 2009, a participant with less than 25 years of vesting service as of December 31, 2008 shall not accrue additional benefit service.

Social Security Covered Compensation

The average (without indexing) of the Social Security wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which Social Security retirement age is attained.

Covered compensation for a participant whose benefit service is frozen as of December 31, 2008 shall be his or her covered compensation as determined on December 31, 2008.

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Former Lebanon and West Plains Hourly Plan

Original Effective Date July 1, 1979.

Eligibility for Participation Participation commences on the first day of the full pay period following 12 months of service with at least 1,000 hours.

As of December 31, 2005, this part of the plan was closed to new participants. Rehired and transferred employees on or after January 1, 2006 will not be eligible to continue accruals of credited service.

Normal Retirement
 Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

West Plains Facility		Lebanon Facility	
Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
07/01/1979	\$ 3.00	06/01/1982	\$ 4.00
07/01/1980	\$ 4.00	01/01/1987	\$ 4.50
07/01/1985	\$ 4.50	05/01/1988	\$ 6.00
01/01/1988	\$ 6.00	05/01/1989	\$ 7.00
01/01/1989	\$ 7.00	05/01/1990	\$ 7.50
01/01/1990	\$ 7.50	05/01/1994	\$ 8.50
01/01/1994	\$ 8.50	05/01/1999	\$ 9.50
01/01/1999	\$ 9.50	05/01/2000	\$ 10.00
01/01/2000	\$ 10.00		

Early Retirement
 Eligibility

Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit
 Eligibility

Five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 15 years of vesting service but prior to age 60, a monthly benefit equal to the benefit accrued to date of termination reduced by 1/180 for each month that benefit commencement precedes the normal retirement date. Benefit may commence as early as age 60.

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Disability	Not applicable.										
Preretirement Death Benefit											
Eligibility	Active employees with five years of vesting service or who is at least age 65 or terminated deferred vested participants.										
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.										
Normal Form of Annuity											
Without Spouse	Life annuity.										
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.										
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).										
Definitions											
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.										
Credited Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,800 or more</td><td>1</td></tr> <tr> <td>1,400–1,799</td><td>3/4</td></tr> <tr> <td>1,000–1,399</td><td>1/2</td></tr> <tr> <td>Less than 1,000</td><td>0</td></tr> </table> Effective January 1, 2009, no participant shall accrue additional credited service.	Hours Worked	Credit	1,800 or more	1	1,400–1,799	3/4	1,000–1,399	1/2	Less than 1,000	0
Hours Worked	Credit										
1,800 or more	1										
1,400–1,799	3/4										
1,000–1,399	1/2										
Less than 1,000	0										
Vesting Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,000 or more</td><td>1</td></tr> <tr> <td>900–999</td><td>1/2</td></tr> <tr> <td>450–899</td><td>1/4</td></tr> <tr> <td>Less than 450</td><td>0</td></tr> </table>	Hours Worked	Credit	1,000 or more	1	900–999	1/2	450–899	1/4	Less than 450	0
Hours Worked	Credit										
1,000 or more	1										
900–999	1/2										
450–899	1/4										
Less than 450	0										

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Former Wausau Hourly Pension Plan

Original Effective Date January 1, 1969.

Eligibility for Participation All employees represented by General Teamsters Union No. 662 and IBEW Local 1791, A.F.L. C.I.O.

As of August 31, 2007, this part of the plan was closed to new entrants. Rehired and transferred employees on or after September 1, 2007 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

IBEW Local 1791			Teamsters Local 662	
Effective Date	Benefit Multiplier	Maximum on Credited Service	Effective Date	Benefit Multiplier
09/01/1983	\$ 9.50	30	01/01/1984	\$ 9.50
09/01/1984	\$ 10.50	30	09/01/1985	\$ 10.50
09/01/1986	\$ 11.00	30	06/01/1986	\$ 11.00
09/01/1989	\$ 11.50	30	06/01/1989	\$ 12.00
09/01/1990	\$ 11.50	32	06/01/1990	\$ 13.00
09/01/1991	\$ 12.00	32	06/01/1991	\$ 14.00
09/01/1992	\$ 13.00	32	06/01/1992	\$ 15.00
09/01/1993	\$ 13.50	32	06/01/1993	\$ 16.00
09/01/1994	\$ 14.00	32	06/01/1994	\$ 17.00
09/01/1995	\$ 14.50	32	06/01/1995	\$ 17.50
09/01/1996	\$ 15.00	32	06/01/1996	\$ 18.00
09/01/1997	\$ 15.25	32	06/01/1997	\$ 19.00
09/01/1998	\$ 15.50	32	06/01/1998	\$ 20.00
09/01/1999	\$ 15.75	33	06/01/1999	\$ 21.00
09/01/2000	\$ 16.00	34	06/01/2000	\$ 22.00
09/01/2001	\$ 16.50	34	06/01/2001	\$ 23.00
09/01/2002	\$ 16.75	35		
09/01/2003	\$ 17.00	35		
09/01/2004	\$ 17.25	36		
09/01/2006	\$ 17.50	36		

Early Retirement

Eligibility Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 15 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

Disability

Eligibility

Ten years of vesting service and covered under IBEW Local 1791 collective bargaining agreement.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or age 65 or terminated deferred vested participants.

Benefit

Active Employees

A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form.

Terminated Deferred Vested Participants

A monthly benefit payable to a surviving spouse for life beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

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Optional Forms of Annuity Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Actuarial Equivalence 7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Definitions

Actuarial Equivalence 7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Teamsters Local 662

Prior to May 1, 1970: One credit per full year of continuous service.

After April 30, 1970:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

IBEW Local 1791

Prior to January 1, 1969: One credit per full year of continuous service (maximum of 15).

After January 1, 1969 and prior to January 1, 1982:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

After January 1, 1982:

Hours Worked	Credit
1,401 or more	1
1,000–1,400	1/2
600–999	1/4
Less than 600	0

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Effective April 30, 2010 no participant of Local 1791 shall accrue additional credited service.

Vesting Service

Prior to 1976 plan year: All credits accrued prior to January 1, 1976.

After December 31, 1975:

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

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Former Marathon Special Products Hourly Pension Plan

Original Effective Date March 22, 1980.

Eligibility for Participation All employees represented by IBEW Local 1076.

Participation commences on the first day of the full pay period following the attainment of age 21 and 12 months of service with at least 1,000 hours.

As of May 31, 2008 this part of the plan was closed to new entrants. Rehired and transferred employees on or after June 1, 2008 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit	Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
	03/22/1980	\$ 4.00	04/01/1996	\$ 8.50
	04/01/1988	\$ 4.50	04/01/1997	\$ 9.00
	04/01/1989	\$ 5.00	04/01/1998	\$ 9.50
	04/01/1990	\$ 6.00	04/01/1999	\$ 10.00
	04/01/1991	\$ 7.00	04/01/2000	\$ 10.50
	04/01/1994	\$ 7.50	04/01/2001	\$ 11.00
	04/01/1995	\$ 8.00		

Early Retirement

Eligibility Age 60 and 10 years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that payment precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility Five years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 10 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

Disability Not applicable.

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Preretirement Death Benefit
 Eligibility

Active employees with five years of vesting service or age 65 or terminated deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity
 Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Hours Worked	Credit
1,800 or more	1
1,400–1,799	3/4
1,000–1,399	1/2
Less than 1,000	0

Effective December 31, 2011 no participant shall accrue additional credited service.

Vesting Service

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

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Former Unico Inc. Employees' Pension Plan

Original Effective Date January 1, 1979.

Eligibility for Participation An employee will become a participant in the plan on the July 1 which coincides with or immediately precedes the attainment of age 21 and the completion of one year of eligibility service.

As of April 30, 2011 this part of the plan was closed to new entrants. Rehired and transferred employees on or after May 1, 2011 will not be eligible to continue accruals of credited service.

Normal Retirement
Eligibility

First of month coincident with or next following the participant's sixty-fifth birthday.

Benefit

A participant's normal retirement benefit is a monthly pension benefit commencing on the participant's normal retirement date payable in the normal benefit form in an amount equal to the accrued benefit calculated as of the plan freeze date.

Early Retirement
Eligibility

Age 55 and five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to the early retirement date, reduced by 1/180 for each of the first 60 months, and by 1/360 for each of the next 60 months that the early retirement date precedes the participant's normal retirement date.

Vested Termination Benefit
Eligibility

Five years of vesting service.

Benefit

A monthly benefit payable at or after age 55 equal to the benefit accrued to date of termination reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

Preretirement Death Benefit

In the event of the death of a participant prior to the date that he begins to receive a monthly pension benefit under the plan, the participant's surviving spouse, if any, will be entitled to receive a monthly pension benefit equal to 100% of the monthly pension benefit which would have been payable had the participant retired on the day

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before his death and elected a joint and 100% contingent survivor pension.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence

6% interest, and the 1971 Group Annuity Mortality Table for males setback one year for participants and five years for beneficiaries.

Compensation

W-2 earnings increase by elective deferrals and decreased by any reimbursements or other benefits on Form W-2.

Compensation earned after April 30, 2011 is not considered for purposes of benefit accruals.

Final Average Compensation

The annual average of an employee's compensation during the 60 consecutive months of the final 120 months of the participant's employment that produces the highest average, excluding compensation earned after April 30, 2011.

Year of Service

For Benefit Purposes

Years of service for purposes of computing a participant's normal retirement benefit are determined using the elapsed time method.

All of a participant's years of benefit service are taken into account in determining his monthly benefit except:

- Service for which the employee was not entitled to receive compensation; and
- Service while the employee was not in an eligible employee classification.
- Service after April 30, 2011.

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For Vesting Purposes

Years of service for purposes of computing a participant's vested percentage are determined using the elapsed time method.

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Former Tipp City Industrial Plant Pension Plan

Original Effective Date August 22, 2011.

Eligibility for Participation Immediate.

As of November 30, 2011, this part of the plan was closed to new entrants.

Normal Retirement

Eligibility Age 65 with 10 years of vesting service.

Benefit \$28.00 times credited service less prior plan benefit.

Early Retirement

Eligibility Age 57 with 10 years of vesting service.

Benefit Normal retirement benefit reduced by 4/10% per month prior to age 62.

Special Early Retirement

Eligibility Age 62 with 10 years of vesting service.

Benefit Normal retirement benefit unreduced for early commencement.

30 and Out Retirement

Eligibility Thirty years of credited service.

Benefit Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

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Disability Eligibility	Active employees or employees on continuous sick leave within 36 months of last active employment date with 10 years of vesting service, and prior to age 65.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.
Preretirement Death Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on the age difference between the participant and the surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.
Medicare Supplement Eligibility	Participants meeting and retiring under either the 30 and Out, special early retirement, early retirement, or disability provisions who were not eligible for these provisions on August 22, 2011.
Benefit	Unmarried participants will receive an amount, not to exceed \$18.50 per month commencing at age 65 and continuing until the participant's death. Participants who are married at commencement will receive an amount not to exceed \$37.00 per month commencing at age 65 and continuing until the participant's death. If there is a surviving spouse upon the participant's death and pension benefits are continued due to the election of a joint and survivor option, the surviving spouse will receive an amount not to exceed \$18.50 per month until their death.

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Additional Retirement Supplement
Eligibility

Participant must meet and retire under the 30 and Out provision and not have been eligible to do so as of August 22, 2011.

Benefit

\$150 per month payable commencing at the later of age 57 or actual retirement and ceasing at the earlier of age 62 or the death of the participant.

Disability Supplement
Eligibility

Same as for primary disability benefit.

Benefit

Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Definitions
Actuarial Equivalence

8% interest and the RP2000CH Mortality Table weighted 50% male and 50% female.

Credited Service

As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.

Credited service used for benefit accrual purposes under the plan is frozen as of November 30, 2011.

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Vesting Service

As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.

Prior Plan Benefit

The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Tipp City Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

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Former Mt. Sterling Industrial Plant Pension Plan

Original Effective Date August 22, 2011.

Eligibility for Participation Immediate.

As of November 30, 2011, this part of the plan was closed to new entrants.

Normal Retirement

Eligibility Age 65 with 10 years of vesting service.

Benefit \$27.50 times credited service less prior plan benefit.

Early Retirement

Eligibility Age 57 with 10 years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 1/180 for each month that payment precedes the participant's normal retirement date.

Special Early Retirement

Eligibility Age 62 with 10 years of vesting service.

Benefit Normal retirement benefit unreduced for early commencement.

30 and Out Retirement

Eligibility Age 57 with 30 years of credited service.

Benefit Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

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Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability	
Eligibility	Ten years of vesting service.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.
Preretirement Death	
Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or

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disability. This benefit is payable until the earlier of age 62 or the participant's death.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Definitions

Actuarial Equivalence

8% interest, and the RP2000CH Mortality Table weighted 50% male and 50% female.

Credited Service

As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.

Vesting Service

As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.

Prior Plan Benefit

The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Mount Sterling Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

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Former Kop-Flex Hourly Employees

Original Effective Date	January 1, 1987.
Eligibility for Participation	Hourly paid employees of the employer excluding those not represented by Memorial Lodge No. 1784, District Lodge No. 12 of the International Association of Machinists and Aerospace Workers. Eligible employees commence participation immediately.
Normal Retirement Eligibility	First day of the month coincident with or next following the later of age 65 or the date five years after the first day of the plan year in which a participant's entry date occurred.
Benefit	\$450 times credited service for terminations before January 1, 2012. \$456 times credited service for terminations after January 1, 2012.
Unreduced Early Retirement Eligibility	Thirty years of credited service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately.
Early Retirement Eligibility	Age 60 and 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Special Early Retirement (Shutdown) Benefit Eligibility	Eighty age/service points or age 55 and 10 years of vesting service and 75 age/service points.
Benefit	A monthly benefit equal to the benefit accrued to the special early retirement date, unreduced and payable immediately.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.67% for each year that commencement precedes the participant's normal retirement date.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or terminated deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Five-year certain and life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence

7.5% interest and the 1983 Group annuity mortality table as set forth in Revenue Ruling 95-6.

Service

Years and fractional months of employment. Service prior to November 1, 1986 is excluded.

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Former Emerson Retirement Plan Browning—Appendix 8

Original Effective Date June 1, 1955.

Eligibility for Participation Active employees at Appendix 8 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement

Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit A monthly benefit equal to the sum of (1) and (2), minus (3) as described below.

(1) The sum of (a) and (b) where service is limited to 35 years in total.

(a) 1.00% of final average earnings times credited service.

(b) 0.50% of final average earnings in excess of the average Social Security wage base times credited service after October 1, 1989.

(2) 0.25% of final average earnings times credited service in excess of 35 years.

(3) Prior plan offset benefit.

Early Retirement

Eligibility Age 55.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 8 are considered fully vested.

Benefit A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is equal to the benefit accrued to termination

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date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Fifteen years of service.

Benefit

Participants terminating due to disability are eligible for a disability benefit of \$100 monthly until their normal retirement date. Upon attainment of normal retirement age, the participant may elect to receive their benefit accrued to date of disability in any payment form offered by the plan.

Preretirement Death Benefit

Eligibility

Active vested and deferred vested employees who have not yet commenced a retirement benefit. The participant must have been married to a qualified spouse throughout the 90 day period ending on the date of the participant's death.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Five-year certain and life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum, age 62 level income.

Definitions

Actuarial Equivalence

General

6.5% interest and 84UP mortality table.

Decreasing Payment Forms

The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and

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	the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Effective February 1, 2020 the Average Social Security Wage Base shall be frozen
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive compensation periods which yield the highest total. The compensation period is defined as the 12 month period beginning on June 1 and ending on May 31. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

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Former Emerson Power Transmission Corporation—Appendix 40

Original Effective Date October 1, 1985.

Eligibility for Participation Active employees at Appendix 40 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement

Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. Retirement benefits are eligible for a cost of living adjustment each January 1 which is the lesser of 2% of the original retirement benefit or the percentage increase in the CPI multiplied by the original retirement benefit.

(1) 1.30% of average earnings up to the average Social Security wage base times credited service up to 30 years.

(2) 1.50% of average earnings in excess of the average Social Security wage base times credited service up to 30 years.

(3) 0.25% of average compensation time credited service in excess of 30 years.

(4) Prior plan offset benefit.

Early Retirement

Eligibility Age 55.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced 0.25% for each of the first 36 months; 0.5833% for each of the next 60 months; and 0.25% for each of the next 24 months that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 40 are considered fully vested.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Ten years of service.

Benefit

Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement, but reduced for any other disability benefits provided by the employer. Cost of living adjustments are not applicable to disability retirements that commenced before age 55.

Preretirement Death Benefit

Eligibility

Active vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life of 50% of the participant's normal retirement benefit reduced for early commencement if the benefit commences prior to the participant's normal retirement benefit.

Eligibility

Deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in

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	event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, age 62 level income.
Definitions	
Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the three calendar years prior to the earlier of (i) the calendar year an individual terminates his or her employment with the employer, or (ii) January 31, 2020.
Credited Service	Credited service is calculated using an hours of service basis where a full year of credited service is granted for any credited service computation period in which the participant is credited with at least 1,000 hours of service. Partial years are credited by dividing the number of hours credited by 1,000. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive calendar years which yield the highest total. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated using an hours of service basis where a full year of vesting service is granted for any vesting computation period where to participant is credited with 1000 hours of vesting service.

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Former Emerson Power Transmission Corporation Bearings Division Salaried
Employees—Appendix 78

Original Effective Date	August 31, 1991.
Eligibility for Participation	Active employees at Appendix 78 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. (1) 1.00% of average earnings up to the average Social Security wage base times credited service up to 35 years. (2) 1.40% of average earnings in excess of the average Social Security wage base times credited service up to 35 years. (3) 1.00% of average compensation time credited service in excess of 35 years. (4) Prior plan offset benefit.
Early Retirement Eligibility	Age 55 and 10 years of service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.1667% for each of the first 60 months and 0.25% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.
Vested Termination Benefit Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early

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	retirement for each month that benefit commencement precedes the participant's normal retirement date.
Disability	
Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are treated as continuing employment.
Preretirement Death Benefit	
Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	6.5% interest and 84UP mortality table.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Notwithstanding the foregoing, the Average Social Security Wage Base shall be frozen as of January 31, 2020.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as highest average of the employee' total compensation for the 60

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highest consecutive months of the last 120 in which total compensation was the highest. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.

Prior Plan Offset Benefit

Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.

Vesting Service

Vesting service is calculated on an elapsed time basis.

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Former Emerson Power Transmission Corporation Bearings—Appendix 79

Original Effective Date August 31, 1991.

Eligibility for Participation Active employees at Appendix 79 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement
Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

A monthly benefit equal to the sum of (1) minus (2):

(1) Credited service times the multiplier in effect based on the table below.

Effective Date	Benefit Multiplier
01/01/1987	\$ 15.00
07/01/1987	\$ 15.50
07/01/1988	\$ 16.00
07/01/1989	\$ 16.50
01/06/1992	\$ 17.00
01/01/1997	\$ 17.50
01/01/2000	\$ 18.00
01/01/2012	\$ 18.50

(2) Prior plan offset benefit.

Early Retirement
Eligibility

Age 55 and 10 years of service.

Benefit

For participants with less than 30 years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 60 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

For participants with 30 or more years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 24 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's age 62 date.

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For Appendix 79 participants, the service used to determine the early retirement reductions is frozen at January 31, 2015.

Vested Termination Benefit

Eligibility

Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Age 40 and 20 years of service (10 years of service if hired prior to July 1, 1989).

Benefit

Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement but reduced for any other disability benefits provided by the employer.

Preretirement Death Benefit

Eligibility

Active vested and deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

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Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	6.5% interest and 84UP mortality table.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Prior Plan Offset Benefit	The benefit payable under Appendix 79 of the Emerson Electric Co. Retirement Plan.
Vesting Service	Vesting service is calculated on an elapsed time basis.

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Former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc.

Original Effective Date August 1, 1968. Most recently restated October 1, 2010, and most recently amended December 20, 2016.

Eligibility for Participation Hourly paid employees of the employer at the Bearings Division, Valparaiso Plant.

Eligible employees commence participation immediately.

Effective July 2, 2016 this plan was closed to new participants. Rehired and transferred employees on or after July 2, 2016 will not be eligible to participate in the plan.

Normal Retirement

Eligibility First day of the month coincident with or next following the later of age 65 or the date the participant completes five years of vesting service.

Benefit Credited service times the benefit multiplier as referenced in the tables below.

For participants hired prior to July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1985—06/30/1987	\$ 15.00
07/01/1987—06/30/1988	\$ 15.50
07/01/1988—06/30/1989	\$ 16.00
07/01/1989—02/29/1992	\$ 16.50
03/01/1992—06/30/1992	\$ 17.50
07/01/1992—06/30/1998	\$ 18.50
07/01/1998—07/02/2000	\$ 19.00
07/03/2000—06/30/2001	\$ 19.50
07/01/2001—06/30/2005	\$ 20.50
07/01/2005—06/30/2006	\$ 21.00
07/01/2006—06/30/2008	\$ 21.50
07/01/2008—06/30/2010	\$ 22.00
07/01/2010—06/30/2011	\$ 22.50
07/01/2011—06/30/2013	\$ 23.00
07/01/2013—06/30/2015	\$ 23.50
07/01/2015 –	\$ 24.00

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For participants hired on or after July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1993—06/30/1998	\$ 14.00
07/01/1998—07/02/2000	\$ 14.50
07/03/2000—06/30/2001	\$ 15.00
07/01/2001—06/30/2005	\$ 16.00
07/01/2005—06/30/2006	\$ 16.50
07/01/2006—06/30/2008	\$ 17.00
07/01/2008—06/30/2010	\$ 17.50
07/01/2010—06/30/2011	\$ 18.00
07/01/2011—06/30/2013	\$ 18.50
07/01/2013—06/30/2015	\$ 19.00
07/01/2015—	\$ 19.50

Unreduced Early Retirement
 Eligibility

Age 59 and 30 years of credited service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately. Participants with 30 years of service may retire as early as age 55 with a benefit reduced 3% per year for commencement prior to age 59.

Early Retirement
 Eligibility

Age 55 and 10 years of credited service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Vested Termination Benefit
 Eligibility

Five years of vesting service. All active participants as of December 31, 2016 shall be immediately vested in their accrued benefit.

Benefit

For participants with less than 10 years of service at termination, a monthly benefit payable at the participant's normal retirement date. For participants who terminate with 10 or more years of service, a monthly benefit on or after the participant's early retirement date equal to the benefit accrued to date of termination reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

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Disability Eligibility	Age 40 and 20 years of credited service (10 years of credited service for those hired prior to July 1, 1990).
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.
Preretirement Death Benefit Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit Active Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's normal retirement age, equal to 50% of the amount payable if the participant had retired on the normal retirement age with a joint and 50% survivor benefit.
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, 10-year certain and life.
Definitions Service	Vesting and credited service are calculated under the elapsed time method in years and fractional months of employment. Effective December 31, 2016, credited service shall not include any periods of service after December 31, 2016.

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Plan Changes Since the Prior Years

The funding valuation reflects the following plan change:

- The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

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

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

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2021 minimum funding interest rates that are adjusted for ARPA. Via this filing, Regal Beloit America, Inc. will irrevocably commit the Regal Beloit America, Inc. Pension Plan to use of those rates for the 2021 plan year.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on plan assets from 7.00% to 6.25%.

This change was made to better reflect the anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

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Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

**Schedule SB, Line 26—Schedule of Active Participant Data
 As of January 1, 2021**

**Regal Beloit America, Inc.
 Regal Beloit America, Inc. Pension Plan
 Active Employees with Benefits Based on Pay
 EIN: 39-0449780 PN: 007**

Number of Participants and Average Accrued Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			10	2						
30-34	1		22 \$3,549	12						
35-39		3	13	28 \$5,006	2	2				
40-44		7	17	14	12	5				
45-49		9	23 \$3,024	16	11	17	12			
50-54	1	5	13	17	14	15	18	21 \$6,066		
55-59		11	21 \$3,602	27 \$4,804	19	20 \$7,579	10	31 \$6,646	11	2
60-64		9	12	15	16	16	1	14	18	35 \$11,554
65-69		2	3	3	5	2	2	2	1	6
70+		1		1	1			2	1	2

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**Schedule SB, Line 26—Schedule of Active Participant Data
 As of January 1, 2021**

**Regal Beloit America, Inc.
 Regal Beloit America, Inc. Pension Plan
 Active Employees with Benefits Not Based on Pay
 EIN: 39-0449780 PN: 007**

Attained Age	Number of Participants Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29		2	1							
30-34		1	4							
35-39		8	5	3						
40-44	1	4	12	6	2	2				
45-49		5	6	8	4	14	1			
50-54		3	15	10	9	7	2	2		
55-59		2	16	11	6	20	7	8	1	
60-64	1	4	12	6	6	10	17	33	13	13
65-69		2	7	3		3	3	5	6	3
70+			1	2			1		1	

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

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	4.10%	11.10	610.31
56	4.07%	12.03	673.48
57	4.11%	13.49	768.99
58	4.06%	14.43	837.03
59	6.92%	26.65	1572.47
60	8.87%	35.60	2136.21
61	11.28%	45.14	2753.27
62	17.27%	72.00	4464.17
63	16.25%	64.04	4034.75
64	17.67%	65.86	4214.90
65	34.60%	109.46	7114.90
66	28.22%	62.75	4141.25
67	21.03%	36.24	2428.14
68	18.58%	26.93	1831.18
69	18.03%	22.35	1541.84
70	100.00%	102.51	7175.37
71	100.00%	7.00	497.00
72	100.00%	2.00	144.00
73	100.00%	1.00	73.00
74	0.00%	0.00	0.00
75	0.00%	0.00	0.00
76	100.00%	1.98	150.62
77	100.00%	0.00	0.00
78	100.00%	1.00	78.00
Total		733.55	47,240.87
Weighted Average			64.40

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Schedule SB, Part V—Summary of Plan Provisions

The Regal Beloit America, Inc. Pension Plan (formerly known as the RBC Manufacturing Corporation Salaried Employees' Pension Plan) is intended to provide benefits to eligible employees of participating employers upon their retirement or earlier termination of employment and to their spouses or other beneficiaries upon death.

The plan was amended and restated effective January 1, 2013 as a continuation of the RBC Manufacturing Corporation Salaried Employees' Pension Plan and reflects the merger of the following plans with and into such plan, effective midnight on December 31, 2012: (1) the RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, (2) the RBC Manufacturing Corporation Wausau Hourly Pension Plan, (3) the RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, (4) the Unico, Inc. Employees' Pension Plan, (5) the Regal Beloit EPC, Inc. Tipp City Plant Industrial Pension Plan, and (6) the Regal Beloit EPC, Inc. Mt. Sterling Industrial Pension Plan.

The plan, as amended, is effective January 1, 2017, unless a different effective date is specified. This amended plan is a continuation of the Regal Beloit America, Inc. Pension Plan and reflects the merger of the Regal Power Transmissions Solutions Pension Plan and the Retirement Plan Number One for Hourly Employees of McGill Manufacturing Co., Inc., effective midnight on December 31, 2016.

The plan was amended January 7, 2019 to allow for provisions of the divestiture of Unico Inc. such that those participants will no longer participate in the plan. However, Regal Beloit America, Inc. retains all liability and administrative responsibility under Part E of the plan in connection with the divested participants.

The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

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Former Salaried Employees' Pension Plan

Original Effective Date January 1, 1982.

Eligibility for Participation Salaried employees of Marathon Electric Manufacturing Corporation, Marathon Special Products Corporation, Marathon Electronics Group, Inc., and each subsidiary or affiliate corporation which adopts the plan and is designated by the Board as an employer.

Participation commences on January 1, 1982, for employees who were participating in a prior plan as of December 31, 1981. All other employees commence participation on the later of December 31, 1981 or the first day of the full pay period following the attainment of age 21 and one year of service.

As of December 31, 2005 this part of the plan was closed to new participants, unless the person had become an employee of the employer on or prior to that date.

Normal Retirement
Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

A monthly benefit equal to 0.8% of average compensation per year of service plus 0.6% of average compensation in excess of Social Security covered compensation per year of service up to 35 years, divided by 12.

This benefit is subject to a minimum of:

1. The actuarial equivalent of the benefit provided by the participant's account balance in the Profit Sharing Plan if a participant in the Profit Sharing Plan as of December 31, 1981.

or

2. \$15.00 per month per year of service for vested participants.

Early Retirement
Eligibility

Age 55 and five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit on or after age 55 equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date.

Disability

Eligibility

Immediate.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or age 65 or terminated deferred vested participants.

Benefit

Active Employees

A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form. For any participant with a profit sharing account balance on December 31, 1981, a death benefit equal to the remaining profit sharing benefit will be paid to a surviving beneficiary or to the estate of the participant.

Terminated Deferred Vested Employees

A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000). Additionally, participants eligible

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for a profit sharing benefit may elect a lump sum with annuity, or an installment with annuity option.

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Compensation

Base salary or wages before deductions plus commissions.

Average Compensation

Average of compensation for the five consecutive calendar years for which compensation was highest out of the 10 calendar years preceding termination.

Prior Plan

The Marathon Electric Profit Sharing Retirement Plan and/or the Retirement Plan for Salaried Non-Exempt Employees of Marathon Electric Manufacturing Corporation. Any participant who was a participant in the Profit Sharing Plan has a profit sharing benefit which consists of the balance of his account under the Profit Sharing Plan as of December 31, 1981, plus interest compounded at 7% annually.

Service

Years and fractional months of employment rounded to the next highest twelfth. For groups acquired by Regal Rexnord service prior to the acquisition date is granted for vesting purposes, but benefit service will not include service prior to the acquisition date.

Effective January 1, 2009, a participant with less than 25 years of vesting service as of December 31, 2008 shall not accrue additional benefit service.

Social Security Covered Compensation

The average (without indexing) of the Social Security wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which Social Security retirement age is attained.

Covered compensation for a participant whose benefit service is frozen as of December 31, 2008 shall be his or her covered compensation as determined on December 31, 2008.

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Former Lebanon and West Plains Hourly Plan

Original Effective Date July 1, 1979.

Eligibility for Participation Participation commences on the first day of the full pay period following 12 months of service with at least 1,000 hours.

As of December 31, 2005, this part of the plan was closed to new participants. Rehired and transferred employees on or after January 1, 2006 will not be eligible to continue accruals of credited service.

Normal Retirement
 Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

West Plains Facility		Lebanon Facility	
Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
07/01/1979	\$ 3.00	06/01/1982	\$ 4.00
07/01/1980	\$ 4.00	01/01/1987	\$ 4.50
07/01/1985	\$ 4.50	05/01/1988	\$ 6.00
01/01/1988	\$ 6.00	05/01/1989	\$ 7.00
01/01/1989	\$ 7.00	05/01/1990	\$ 7.50
01/01/1990	\$ 7.50	05/01/1994	\$ 8.50
01/01/1994	\$ 8.50	05/01/1999	\$ 9.50
01/01/1999	\$ 9.50	05/01/2000	\$ 10.00
01/01/2000	\$ 10.00		

Early Retirement
 Eligibility

Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit
 Eligibility

Five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 15 years of vesting service but prior to age 60, a monthly benefit equal to the benefit accrued to date of termination reduced by 1/180 for each month that benefit commencement precedes the normal retirement date. Benefit may commence as early as age 60.

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Regal Beloit America, Inc. Pension Plan
 EIN: 39-0449780 PN: 007

Disability	Not applicable.										
Preretirement Death Benefit											
Eligibility	Active employees with five years of vesting service or who is at least age 65 or terminated deferred vested participants.										
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.										
Normal Form of Annuity											
Without Spouse	Life annuity.										
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.										
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).										
Definitions											
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.										
Credited Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,800 or more</td><td>1</td></tr> <tr> <td>1,400–1,799</td><td>3/4</td></tr> <tr> <td>1,000–1,399</td><td>1/2</td></tr> <tr> <td>Less than 1,000</td><td>0</td></tr> </table> Effective January 1, 2009, no participant shall accrue additional credited service.	Hours Worked	Credit	1,800 or more	1	1,400–1,799	3/4	1,000–1,399	1/2	Less than 1,000	0
Hours Worked	Credit										
1,800 or more	1										
1,400–1,799	3/4										
1,000–1,399	1/2										
Less than 1,000	0										
Vesting Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,000 or more</td><td>1</td></tr> <tr> <td>900–999</td><td>1/2</td></tr> <tr> <td>450–899</td><td>1/4</td></tr> <tr> <td>Less than 450</td><td>0</td></tr> </table>	Hours Worked	Credit	1,000 or more	1	900–999	1/2	450–899	1/4	Less than 450	0
Hours Worked	Credit										
1,000 or more	1										
900–999	1/2										
450–899	1/4										
Less than 450	0										

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Former Wausau Hourly Pension Plan

Original Effective Date January 1, 1969.

Eligibility for Participation All employees represented by General Teamsters Union No. 662 and IBEW Local 1791, A.F.L. C.I.O.

As of August 31, 2007, this part of the plan was closed to new entrants. Rehired and transferred employees on or after September 1, 2007 will not be eligible to continue accruals of credited service.

Normal Retirement
Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

IBEW Local 1791			Teamsters Local 662	
Effective Date	Benefit Multiplier	Maximum on Credited Service	Effective Date	Benefit Multiplier
09/01/1983	\$ 9.50	30	01/01/1984	\$ 9.50
09/01/1984	\$ 10.50	30	09/01/1985	\$ 10.50
09/01/1986	\$ 11.00	30	06/01/1986	\$ 11.00
09/01/1989	\$ 11.50	30	06/01/1989	\$ 12.00
09/01/1990	\$ 11.50	32	06/01/1990	\$ 13.00
09/01/1991	\$ 12.00	32	06/01/1991	\$ 14.00
09/01/1992	\$ 13.00	32	06/01/1992	\$ 15.00
09/01/1993	\$ 13.50	32	06/01/1993	\$ 16.00
09/01/1994	\$ 14.00	32	06/01/1994	\$ 17.00
09/01/1995	\$ 14.50	32	06/01/1995	\$ 17.50
09/01/1996	\$ 15.00	32	06/01/1996	\$ 18.00
09/01/1997	\$ 15.25	32	06/01/1997	\$ 19.00
09/01/1998	\$ 15.50	32	06/01/1998	\$ 20.00
09/01/1999	\$ 15.75	33	06/01/1999	\$ 21.00
09/01/2000	\$ 16.00	34	06/01/2000	\$ 22.00
09/01/2001	\$ 16.50	34	06/01/2001	\$ 23.00
09/01/2002	\$ 16.75	35		
09/01/2003	\$ 17.00	35		
09/01/2004	\$ 17.25	36		
09/01/2006	\$ 17.50	36		

Early Retirement
Eligibility

Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 15 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

Disability

Eligibility

Ten years of vesting service and covered under IBEW Local 1791 collective bargaining agreement.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or age 65 or terminated deferred vested participants.

Benefit

Active Employees

A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form.

Terminated Deferred Vested Participants

A monthly benefit payable to a surviving spouse for life beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

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Optional Forms of Annuity Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Actuarial Equivalence 7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Definitions

Actuarial Equivalence 7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Teamsters Local 662

Prior to May 1, 1970: One credit per full year of continuous service.

After April 30, 1970:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

IBEW Local 1791

Prior to January 1, 1969: One credit per full year of continuous service (maximum of 15).

After January 1, 1969 and prior to January 1, 1982:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

After January 1, 1982:

Hours Worked	Credit
1,401 or more	1
1,000–1,400	1/2
600–999	1/4
Less than 600	0

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Effective April 30, 2010 no participant of Local 1791 shall accrue additional credited service.

Vesting Service

Prior to 1976 plan year: All credits accrued prior to January 1, 1976.

After December 31, 1975:

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

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Former Marathon Special Products Hourly Pension Plan

Original Effective Date March 22, 1980.

Eligibility for Participation All employees represented by IBEW Local 1076.

Participation commences on the first day of the full pay period following the attainment of age 21 and 12 months of service with at least 1,000 hours.

As of May 31, 2008 this part of the plan was closed to new entrants. Rehired and transferred employees on or after June 1, 2008 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit	Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
	03/22/1980	\$ 4.00	04/01/1996	\$ 8.50
	04/01/1988	\$ 4.50	04/01/1997	\$ 9.00
	04/01/1989	\$ 5.00	04/01/1998	\$ 9.50
	04/01/1990	\$ 6.00	04/01/1999	\$10.00
	04/01/1991	\$ 7.00	04/01/2000	\$10.50
	04/01/1994	\$ 7.50	04/01/2001	\$11.00
	04/01/1995	\$ 8.00		

Early Retirement

Eligibility Age 60 and 10 years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that payment precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility Five years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.

For participants who terminated after completing 10 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

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 Regal Beloit America, Inc. Pension Plan
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Disability	Not applicable.										
Preretirement Death Benefit											
Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.										
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on later of the earliest retirement age or date of death with a joint and 50% survivor benefit.										
Normal Form of Annuity											
Without Spouse	Life annuity.										
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.										
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).										
Definitions											
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.										
Credited Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,800 or more</td><td>1</td></tr> <tr> <td>1,400–1,799</td><td>3/4</td></tr> <tr> <td>1,000–1,399</td><td>1/2</td></tr> <tr> <td>Less than 1,000</td><td>0</td></tr> </table> Effective December 31, 2011 no participant shall accrue additional credited service.	Hours Worked	Credit	1,800 or more	1	1,400–1,799	3/4	1,000–1,399	1/2	Less than 1,000	0
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1,800 or more	1										
1,400–1,799	3/4										
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Vesting Service	<table> <tr> <th>Hours Worked</th><th>Credit</th></tr> <tr> <td>1,000 or more</td><td>1</td></tr> <tr> <td>900–999</td><td>1/2</td></tr> <tr> <td>450–899</td><td>1/4</td></tr> <tr> <td>Less than 450</td><td>0</td></tr> </table>	Hours Worked	Credit	1,000 or more	1	900–999	1/2	450–899	1/4	Less than 450	0
Hours Worked	Credit										
1,000 or more	1										
900–999	1/2										
450–899	1/4										
Less than 450	0										

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Former Unico Inc. Employees' Pension Plan

Original Effective Date	January 1, 1979.
Eligibility for Participation	An employee will become a participant in the plan on the July 1 which coincides with or immediately precedes the attainment of age 21 and the completion of one year of eligibility service. As of April 30, 2011 this part of the plan was closed to new entrants. Rehired and transferred employees on or after May 1, 2011 will not be eligible to continue accruals of credited service.
Normal Retirement Eligibility	First of month coincident with or next following the participant's sixty-fifth birthday.
Benefit	A participant's normal retirement benefit is a monthly pension benefit commencing on the participant's normal retirement date payable in the normal benefit form in an amount equal to the accrued benefit calculated as of the plan freeze date.
Early Retirement Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the early retirement date, reduced by 1/180 for each of the first 60 months, and by 1/360 for each of the next 60 months that the early retirement date precedes the participant's normal retirement date.
Vested Termination Benefit Eligibility	Five years of vesting service.
Benefit	A monthly benefit payable at or after age 55 equal to the benefit accrued to date of termination reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.
Preretirement Death Benefit	In the event of the death of a participant prior to the date that he begins to receive a monthly pension benefit under the plan, the participant's surviving spouse, if any, will be entitled to receive a monthly pension benefit equal to 100% of the monthly pension benefit which would have been payable had the participant retired on the day

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before his death and elected a joint and 100% contingent survivor pension.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence

6% interest, and the 1971 Group Annuity Mortality Table for males setback one year for participants and five years for beneficiaries.

Compensation

W-2 earnings increase by elective deferrals and decreased by any reimbursements or other benefits on Form W-2.

Compensation earned after April 30, 2011 is not considered for purposes of benefit accruals.

Final Average Compensation

The annual average of an employee's compensation during the 60 consecutive months of the final 120 months of the participant's employment that produces the highest average, excluding compensation earned after April 30, 2011.

Year of Service

For Benefit Purposes

Years of service for purposes of computing a participant's normal retirement benefit are determined using the elapsed time method.

All of a participant's years of benefit service are taken into account in determining his monthly benefit except:

- Service for which the employee was not entitled to receive compensation; and
- Service while the employee was not in an eligible employee classification.
- Service after April 30, 2011.

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For Vesting Purposes

Years of service for purposes of computing a participant's vested percentage are determined using the elapsed time method.

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Former Tipp City Industrial Plant Pension Plan

Original Effective Date	August 22, 2011.
Eligibility for Participation	Immediate.
	As of November 30, 2011, this part of the plan was closed to new entrants.
Normal Retirement Eligibility	Age 65 with 10 years of vesting service.
Benefit	\$28.00 times credited service less prior plan benefit.
Early Retirement Eligibility	Age 57 with 10 years of vesting service.
Benefit	Normal retirement benefit reduced by 4/10% per month prior to age 62.
Special Early Retirement Eligibility	Age 62 with 10 years of vesting service.
Benefit	Normal retirement benefit unreduced for early commencement.
30 and Out Retirement Eligibility	Thirty years of credited service.
Benefit	Normal retirement benefit unreduced for early commencement.
Vested Termination Eligibility	A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.
Benefit	A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

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Disability
Eligibility

Active employees or employees on continuous sick leave within 36 months of last active employment date with 10 years of vesting service, and prior to age 65.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.

Preretirement Death
Eligibility

Five years of vesting service and survived by a qualified spouse.

Benefit

For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on the age difference between the participant and the surviving spouse if the participant was more than 10 years older than their spouse.

For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.

Medicare Supplement
Eligibility

Participants meeting and retiring under either the 30 and Out, special early retirement, early retirement, or disability provisions who were not eligible for these provisions on August 22, 2011.

Benefit

Unmarried participants will receive an amount, not to exceed \$18.50 per month commencing at age 65 and continuing until the participant's death.

Participants who are married at commencement will receive an amount not to exceed \$37.00 per month commencing at age 65 and continuing until the participant's death. If there is a surviving spouse upon the participant's death and pension benefits are continued due to the election of a joint and survivor option, the surviving spouse will receive an amount not to exceed \$18.50 per month until their death.

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Additional Retirement Supplement
Eligibility

Participant must meet and retire under the 30 and Out provision and not have been eligible to do so as of August 22, 2011.

Benefit

\$150 per month payable commencing at the later of age 57 or actual retirement and ceasing at the earlier of age 62 or the death of the participant.

Disability Supplement
Eligibility

Same as for primary disability benefit.

Benefit

Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Definitions
Actuarial Equivalence

8% interest and the RP2000CH Mortality Table weighted 50% male and 50% female.

Credited Service

As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.

Credited service used for benefit accrual purposes under the plan is frozen as of November 30, 2011.

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Vesting Service

As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.

Prior Plan Benefit

The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Tipp City Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

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Former Mt. Sterling Industrial Plant Pension Plan

Original Effective Date August 22, 2011.

Eligibility for Participation Immediate.

As of November 30, 2011, this part of the plan was closed to new entrants.

Normal Retirement

Eligibility Age 65 with 10 years of vesting service.

Benefit \$27.50 times credited service less prior plan benefit.

Early Retirement

Eligibility Age 57 with 10 years of vesting service.

Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 1/180 for each month that payment precedes the participant's normal retirement date.

Special Early Retirement

Eligibility Age 62 with 10 years of vesting service.

Benefit Normal retirement benefit unreduced for early commencement.

30 and Out Retirement

Eligibility Age 57 with 30 years of credited service.

Benefit Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

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Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability	
Eligibility	Ten years of vesting service.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.
Preretirement Death	
Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or

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disability. This benefit is payable until the earlier of age 62 or the participant's death.

Normal Form of Annuity
Without Spouse

Life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than \$10,000).

Definitions

Actuarial Equivalence

8% interest, and the RP2000CH Mortality Table weighted 50% male and 50% female.

Credited Service

As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.

Vesting Service

As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.

Prior Plan Benefit

The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Mount Sterling Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

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Former Kop-Flex Hourly Employees

Original Effective Date	January 1, 1987.
Eligibility for Participation	Hourly paid employees of the employer excluding those not represented by Memorial Lodge No. 1784, District Lodge No. 12 of the International Association of Machinists and Aerospace Workers. Eligible employees commence participation immediately.
Normal Retirement Eligibility	First day of the month coincident with or next following the later of age 65 or the date five years after the first day of the plan year in which a participant's entry date occurred.
Benefit	\$450 times credited service for terminations before January 1, 2012. \$456 times credited service for terminations after January 1, 2012.
Unreduced Early Retirement Eligibility	Thirty years of credited service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately.
Early Retirement Eligibility	Age 60 and 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Special Early Retirement (Shutdown) Benefit Eligibility	Eighty age/service points or age 55 and 10 years of vesting service and 75 age/service points.
Benefit	A monthly benefit equal to the benefit accrued to the special early retirement date, unreduced and payable immediately.

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Vested Termination Benefit

Eligibility

Five years of vesting service.

Benefit

A monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.67% for each year that commencement precedes the participant's normal retirement date.

Preretirement Death Benefit

Eligibility

Active employees with five years of vesting service or terminated deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Five-year certain and life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Life annuity, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence

7.5% interest and the 1983 Group annuity mortality table as set forth in Revenue Ruling 95-6.

Service

Years and fractional months of employment. Service prior to November 1, 1986 is excluded.

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Former Emerson Retirement Plan Browning—Appendix 8

Original Effective Date	June 1, 1955.
Eligibility for Participation	Active employees at Appendix 8 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1) and (2), minus (3) as described below. (1) The sum of (a) and (b) where service is limited to 35 years in total. (a) 1.00% of final average earnings times credited service. (b) 0.50% of final average earnings in excess of the average Social Security wage base times credited service after October 1, 1989. (2) 0.25% of final average earnings times credited service in excess of 35 years. (3) Prior plan offset benefit.
Early Retirement Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.
Vested Termination Benefit Eligibility	Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 8 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is equal to the benefit accrued to termination

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date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Fifteen years of service.

Benefit

Participants terminating due to disability are eligible for a disability benefit of \$100 monthly until their normal retirement date. Upon attainment of normal retirement age, the participant may elect to receive their benefit accrued to date of disability in any payment form offered by the plan.

Preretirement Death Benefit

Eligibility

Active vested and deferred vested employees who have not yet commenced a retirement benefit. The participant must have been married to a qualified spouse throughout the 90 day period ending on the date of the participant's death.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Five-year certain and life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity

Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum, age 62 level income.

Definitions

Actuarial Equivalence

General

6.5% interest and 84UP mortality table.

Decreasing Payment Forms

The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and

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	the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Effective February 1, 2020 the Average Social Security Wage Base shall be frozen
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive compensation periods which yield the highest total. The compensation period is defined as the 12 month period beginning on June 1 and ending on May 31. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

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Former Emerson Power Transmission Corporation—Appendix 40

Original Effective Date	October 1, 1985.
Eligibility for Participation	Active employees at Appendix 40 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. Retirement benefits are eligible for a cost of living adjustment each January 1 which is the lesser of 2% of the original retirement benefit or the percentage increase in the CPI multiplied by the original retirement benefit. (1) 1.30% of average earnings up to the average Social Security wage base times credited service up to 30 years. (2) 1.50% of average earnings in excess of the average Social Security wage base times credited service up to 30 years. (3) 0.25% of average compensation time credited service in excess of 30 years. (4) Prior plan offset benefit.
Early Retirement Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.25% for each of the first 36 months; 0.5833% for each of the next 60 months; and 0.25% for each of the next 24 months that benefit commencement precedes the participant's normal retirement date.

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Vested Termination Benefit

Eligibility

Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 40 are considered fully vested.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Ten years of service.

Benefit

Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement, but reduced for any other disability benefits provided by the employer. Cost of living adjustments are not applicable to disability retirements that commenced before age 55.

Preretirement Death Benefit

Eligibility

Active vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life of 50% of the participant's normal retirement benefit reduced for early commencement if the benefit commences prior to the participant's normal retirement benefit.

Eligibility

Deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in

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	event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, age 62 level income.
Definitions	
Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the three calendar years prior to the earlier of (i) the calendar year an individual terminates his or her employment with the employer, or (ii) January 31, 2020.
Credited Service	Credited service is calculated using an hours of service basis where a full year of credited service is granted for any credited service computation period in which the participant is credited with at least 1,000 hours of service. Partial years are credited by dividing the number of hours credited by 1,000. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive calendar years which yield the highest total. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated using an hours of service basis where a full year of vesting service is granted for any vesting computation period where to participant is credited with 1000 hours of vesting service.

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Former Emerson Power Transmission Corporation Bearings Division Salaried
Employees—Appendix 78

Original Effective Date	August 31, 1991.
Eligibility for Participation	Active employees at Appendix 78 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. (1) 1.00% of average earnings up to the average Social Security wage base times credited service up to 35 years. (2) 1.40% of average earnings in excess of the average Social Security wage base times credited service up to 35 years. (3) 1.00% of average compensation time credited service in excess of 35 years. (4) Prior plan offset benefit.
Early Retirement Eligibility	Age 55 and 10 years of service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.1667% for each of the first 60 months and 0.25% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.
Vested Termination Benefit Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early

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	retirement for each month that benefit commencement precedes the participant's normal retirement date.
Disability	
Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are treated as continuing employment.
Preretirement Death Benefit	
Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	6.5% interest and 84UP mortality table.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Notwithstanding the foregoing, the Average Social Security Wage Base shall be frozen as of January 31, 2020.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as highest average of the employee' total compensation for the 60

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highest consecutive months of the last 120 in which total compensation was the highest. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.

Prior Plan Offset Benefit

Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.

Vesting Service

Vesting service is calculated on an elapsed time basis.

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Former Emerson Power Transmission Corporation Bearings—Appendix 79

Original Effective Date August 31, 1991.

Eligibility for Participation Active employees at Appendix 79 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement Eligibility First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit A monthly benefit equal to the sum of (1) minus (2):

(1) Credited service times the multiplier in effect based on the table below.

Effective Date	Benefit Multiplier
01/01/1987	\$ 15.00
07/01/1987	\$ 15.50
07/01/1988	\$ 16.00
07/01/1989	\$ 16.50
01/06/1992	\$ 17.00
01/01/1997	\$ 17.50
01/01/2000	\$ 18.00
01/01/2012	\$ 18.50

(2) Prior plan offset benefit.

Early Retirement Eligibility Age 55 and 10 years of service.

Benefit For participants with less than 30 years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 60 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

For participants with 30 or more years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 24 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's age 62 date.

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For Appendix 79 participants, the service used to determine the early retirement reductions is frozen at January 31, 2015.

Vested Termination Benefit

Eligibility

Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.

Benefit

A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility

Age 40 and 20 years of service (10 years of service if hired prior to July 1, 1989).

Benefit

Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement but reduced for any other disability benefits provided by the employer.

Preretirement Death Benefit

Eligibility

Active vested and deferred vested participants.

Benefit

A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

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Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	6.5% interest and 84UP mortality table.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Prior Plan Offset Benefit	The benefit payable under Appendix 79 of the Emerson Electric Co. Retirement Plan.
Vesting Service	Vesting service is calculated on an elapsed time basis.

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Former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc.

Original Effective Date August 1, 1968. Most recently restated October 1, 2010, and most recently amended December 20, 2016.

Eligibility for Participation Hourly paid employees of the employer at the Bearings Division, Valparaiso Plant.

Eligible employees commence participation immediately.

Effective July 2, 2016 this plan was closed to new participants. Rehired and transferred employees on or after July 2, 2016 will not be eligible to participate in the plan.

Normal Retirement Eligibility First day of the month coincident with or next following the later of age 65 or the date the participant completes five years of vesting service.

Benefit Credited service times the benefit multiplier as referenced in the tables below.

For participants hired prior to July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1985—06/30/1987	\$ 15.00
07/01/1987—06/30/1988	\$ 15.50
07/01/1988—06/30/1989	\$ 16.00
07/01/1989—02/29/1992	\$ 16.50
03/01/1992—06/30/1992	\$ 17.50
07/01/1992—06/30/1998	\$ 18.50
07/01/1998—07/02/2000	\$ 19.00
07/03/2000—06/30/2001	\$ 19.50
07/01/2001—06/30/2005	\$ 20.50
07/01/2005—06/30/2006	\$ 21.00
07/01/2006—06/30/2008	\$ 21.50
07/01/2008—06/30/2010	\$ 22.00
07/01/2010—06/30/2011	\$ 22.50
07/01/2011—06/30/2013	\$ 23.00
07/01/2013—06/30/2015	\$ 23.50
07/01/2015 –	\$ 24.00

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For participants hired on or after July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1993—06/30/1998	\$ 14.00
07/01/1998—07/02/2000	\$ 14.50
07/03/2000—06/30/2001	\$ 15.00
07/01/2001—06/30/2005	\$ 16.00
07/01/2005—06/30/2006	\$ 16.50
07/01/2006—06/30/2008	\$ 17.00
07/01/2008—06/30/2010	\$ 17.50
07/01/2010—06/30/2011	\$ 18.00
07/01/2011—06/30/2013	\$ 18.50
07/01/2013—06/30/2015	\$ 19.00
07/01/2015—	\$ 19.50

Unreduced Early Retirement
 Eligibility

Age 59 and 30 years of credited service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately. Participants with 30 years of service may retire as early as age 55 with a benefit reduced 3% per year for commencement prior to age 59.

Early Retirement
 Eligibility

Age 55 and 10 years of credited service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Vested Termination Benefit
 Eligibility

Five years of vesting service. All active participants as of December 31, 2016 shall be immediately vested in their accrued benefit.

Benefit

For participants with less than 10 years of service at termination, a monthly benefit payable at the participant's normal retirement date. For participants who terminate with 10 or more years of service, a monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

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Disability Eligibility	Age 40 and 20 years of credited service (10 years of credited service for those hired prior to July 1, 1990).
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.
Preretirement Death Benefit Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit Active Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's normal retirement age, equal to 50% of the amount payable if the participant had retired on the normal retirement age with a joint and 50% survivor benefit.
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, 10-year certain and life.
Definitions Service	Vesting and credited service are calculated under the elapsed time method in years and fractional months of employment. Effective December 31, 2016, credited service shall not include any periods of service after December 31, 2016.

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Plan Changes Since the Prior Years

The funding valuation reflects the following plan change:

- The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

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

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

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2021 minimum funding interest rates that are adjusted for ARPA. Via this filing, Regal Beloit America, Inc. will irrevocably commit the Regal Beloit America, Inc. Pension Plan to use of those rates for the 2021 plan year.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the unlimited expected rate of return on plan assets from 7.00% to 6.25%.

This change was made to better reflect the anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.