

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div></div>
B	This return/report is: <div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	1b	Three-digit plan number (PN) ▶ 001
		1c	Effective date of plan 02/01/1949
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA, GA 30328	2b	Employer Identification Number (EIN) 36-1953130
		2c	Plan Sponsor's telephone number 770-418-7000
		2d	Business code (see instructions) 339900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2023	ELIZABETH MOORE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFITS ADMINISTRATION COMMITTEE NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA, GA 30328		3b Administrator's EIN 36-1953130 3c Administrator's telephone number 770-418-7000
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 19987
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.....		<div style="background-color: #cccccc; height: 20px; margin-bottom: 5px;"></div> <div style="background-color: #cccccc; height: 20px; margin-bottom: 5px;"></div> 6a(1) 1409 6a(2) 1241 6b 10366 6c 5125 6d 16732 6e 2403 6f 19135 6g 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 1I 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ 4 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

(a) Name of insurance carrier JOHN HANCOCK LIFE INSURANCE COMPANY
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(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	1346 GAC		01/01/2022	12/31/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b	Balance at the end of the previous year	7b	1972344
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	51466	
	(4) Transferred from separate account	7c(4)		
	(5) Other (specify below)	7c(5)	26576	
▶ OTHER ADJUSTMENTS				

(6) Total additions	7c(6)	78042
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	2050386
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	93726	
	7e(2)	12639	
	7e(3)		
	7e(4)		

(5) Total deductions	7e(5)	106365
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1944021
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130

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

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY
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(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	PF 169	0	01/01/2022	06/30/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year	7b	394164
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c Additions: (1) Contributions deposited during the year	7c(1)		
(2) Dividends and credits.....	7c(2)		
(3) Interest credited during the year.....	7c(3)		
(4) Transferred from separate account.....	7c(4)		
(5) Other (specify below)	7c(5)		

(6) Total additions.....	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	394164
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
(2) Administration charge made by carrier.....	7e(2)		
(3) Transferred to separate account.....	7e(3)	394164	
(4) Other (specify below)	7e(4)		

(5) Total deductions.....	7e(5)	394164
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5570651	62944	2166	0	01/01/2022	06/30/2022

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

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

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

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

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

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

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

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

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

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

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	(c) Amount	(d) Purpose	

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year	7b	91848
--	-----------	-------

c Additions: (1) Contributions deposited during the year	7c(1)		
(2) Dividends and credits	7c(2)		
(3) Interest credited during the year	7c(3)		
(4) Transferred from separate account	7c(4)		
(5) Other (specify below)	7c(5)		

(6) Total additions	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	91848
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
(2) Administration charge made by carrier	7e(2)		
(3) Transferred to separate account	7e(3)	91848	
(4) Other (specify below)	7e(4)		

(5) Total deductions	7e(5)	91848
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>► File as an attachment to Form 5500.</div> <div>► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

(a) Name of insurance carrier AETNA LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-6033492	60054	000379		01/01/2022	12/31/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b	Balance at the end of the previous year	7b	10792244
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c	Additions: (1) Contributions deposited during the year	7c(1)	10860	
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	186353	
	(4) Transferred from separate account.....	7c(4)		
	(5) Other (specify below)	7c(5)	311226	
▶ OTHER ADJUSTMENTS				

(6) Total additions.....	7c(6)	508439
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	11300683
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e Deductions:

e	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
	(2) Administration charge made by carrier.....	7e(2)	19016	
	(3) Transferred to separate account.....	7e(3)	11281667	
	(4) Other (specify below)	7e(4)		

(5) Total deductions.....	7e(5)	11300683
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

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 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

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

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2022</u>	
2 Assets:	
a Market value.....	2a <u>1132909065</u>
b Actuarial value	2b <u>1086706608</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants <u>12415</u> (2) Vested Funding Target <u>653094624</u> (3) Total Funding Target <u>653094624</u>
b For terminated vested participants.....	<u>6005</u> <u>198277431</u> <u>198277431</u>
c For active participants.....	<u>1409</u> <u>29676032</u> <u>29787877</u>
d Total	<u>19829</u> <u>881048087</u> <u>881159932</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>5.33 %</u>
6 Target normal cost	
a Present value of current plan year accruals.....	6a <u>0</u>
b Expected plan-related expenses	6b <u>3330000</u>
c Total (line 6a + line 6b)	6c <u>3330000</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>09/13/2023</u>
	Signature of actuary	Date
<u>GRACE BARBIERI</u>	Type or print name of actuary	<u>23-07481</u>
		Most recent enrollment number
<u>MERCER</u>	Firm name	<u>617-747-9579</u>
		Telephone number (including area code)
<u>99 HIGH STREET, SUITE 1500</u> <u>BOSTON, MA 02110-2320</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) 2022
v. 220413

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).....		144038675
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		3813143
9	Amount remaining (line 7 minus line 8)		140225532
10	Interest on line 9 using prior year's actual return of <u>4.68</u> %		6562555
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year).....		
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.50</u> %.....		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance.....		0
	d Portion of (c) to be added to prefunding balance.....		
12	Other reductions in balances due to elections or deemed elections		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....		146788087

Part III		Funding Percentages	
14	Funding target attainment percentage	14	106.66 %
15	Adjusted funding target attainment percentage	15	119.25 %
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	99.47 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

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

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

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

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 61
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	3330000
b Excess assets, if applicable, but not greater than line 31a		31b	3330000
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment			
b Waiver amortization installment			
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....			
36 Additional cash requirement (line 34 minus line 35)		36	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years.....		40	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
--

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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--

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

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

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

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	111394	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WELLINGTON TRUST COMPANY

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 68	NONE	38232	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AETNA LIFE INSURANCE COMPANY

06-6033492

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
23 50	NONE	19016	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)

BLACKROCK

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	135462	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	207819	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CONDUENT HR SERVICES, LLC

81-2983623

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	1038085	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)

NY LIFE INVESTMENT MANAGEMENT LLC

52-2206685

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	398714	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NISA INVESTMENT ADVISORS, LLC

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	282583	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FORVIS LLP

44-0160260

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	57707	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)

STATE ST. RESEARCH & MANAGEMENT

13-3142135

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	42611	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ATESSA BENEFITS, INC.

02-0429408

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	13800	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FISHER & PHILLIPS

58-0619559

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	72397	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)

JOHN HANCOCK LIFE INSURANCE COMPANY

01-0233346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	10715	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INCOME RESEARCH & MANAGEMENT INC.

04-2955404

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	64220	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2022</div> This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY	D Employer Identification Number (EIN) 36-1953130	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC GLOBAL EQUITY CIT			
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY			
c EIN-PN 86-6497312-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 81357424	
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF EMERGING MARKETS PORTFOLIO			
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA			
c EIN-PN 04-2767481-017	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT-TERM INV FUND			
b Name of sponsor of entity listed in (a): THE NORTHERN TRUST COMPANY			
c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13064333	
a Name of MTIA, CCT, PSA, or 103-12 IE: CF NEPC EMERGING MARKETS EQUITY CIT			
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY			
c EIN-PN 86-6497312-002	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16940161	
a Name of MTIA, CCT, PSA, or 103-12 IE: ARTISAN GLOBAL OPP T2			
b Name of sponsor of entity listed in (a): ASTISAN PARTNERS			
c EIN-PN 26-3653822-021	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: GLOBAL EQUITY LONG ONLY FUND LP			
b Name of sponsor of entity listed in (a): FIERA CAPITAL INC.			
c EIN-PN 90-0947943-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: EB DV DYNAMIC GROWTH FUND			
b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON			
c EIN-PN 25-3078093-166	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI EAFE 100 NON-LED FD		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 90-0337987-455	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3481670
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST MSCI ACWI IMI NON-LD FUND		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 90-0337987-161	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: IR&M INTERMEDIATE CORP COLLECT FD		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 37-6567224-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 61542878
a Name of MTIA, CCT, PSA, or 103-12 IE: LEGAL&GENL US LONG DUR US EQ CIT FD		
b Name of sponsor of entity listed in (a): RELIANCE TRUST COMPANY OF DELAWARE		
c EIN-PN 35-7085469-029	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. IMMED US CREDIT INDEX		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 40-0025081-148	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. S&P 500 (R) NON-LENDING		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 40-0025081-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13188237
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE ST. 3-10 YR US TREAS NON LEND		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 40-0025081-477	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 104253284
a Name of MTIA, CCT, PSA, or 103-12 IE: LNG DUR CORP CR SCREENED NONLEND FD		
b Name of sponsor of entity listed in (a): BLACKROCK INSTL TRUST COMPANY		
c EIN-PN 27-4520291-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 137024915
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC CTF SMALL CO PORTFOLIO		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA		
c EIN-PN 86-3309794-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18174651
a Name of MTIA, CCT, PSA, or 103-12 IE: FTSE RAFIUS 1000 INDX NL CTF		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 06-6556853-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17100713

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

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

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>NEWELL BRANDS CONSOLIDATED PENSION PLAN</u>		B Three-digit plan number (PN) <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>NEWELL OPERATING COMPANY</u>		D Employer Identification Number (EIN) <u>36-1953130</u>

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	3001917	48472
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)	14778832	2941339
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	316	321
(2) U.S. Government securities	1c(2)	121630483	100633775
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	6904344	5231291
(B) All other	1c(3)(B)	96859098	71322120
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	33172	38893
(5) Partnership/joint venture interests	1c(5)	13937504	9423778
(6) Real estate (other than employer real property)	1c(6)	33010	33010
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)	621706948	466128266
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	214035604	177350603
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	13250600	1944021
(15) Other	1c(15)	29718109	8785635

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	1135889937	843881524

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	369711	226381
i Acquisition indebtedness	1i		
j Other liabilities	1j	2980846	1130015
k Total liabilities (add all amounts in lines 1g through 1j)	1k	3350557	1356396

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	1132539380	842525128
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	11263	
(B) U.S. Government securities	2b(1)(B)	1804249	
(C) Corporate debt instruments	2b(1)(C)	3793126	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	997770	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6606408
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	220	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	7501708	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		7501928
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	208856377	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	220912288	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-12055911
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-47242118	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-47242118

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-106141717
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-63156639
c Other income	2c		7079
d Total income. Add all income amounts in column (b) and enter total	2d		-214480970
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	70145839	
(2) To insurance carriers for the provision of benefits	2e(2)	1154332	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		71300171
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)	883078	
(2) Contract administrator fees	2i(2)	1048204	
(3) Investment advisory and management fees	2i(3)	471822	
(4) Other	2i(4)	1830007	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		4233111
j Total expenses. Add all expense amounts in column (b) and enter total	2j		75533282
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-290014252
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: **FORVIS LLP**

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

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 485523.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan NEWELL BRANDS CONSOLIDATED PENSION PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEWELL OPERATING COMPANY		D Employer Identification Number (EIN) 36-1953130
Part I Distributions		
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-6879013		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3 32
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)		
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a 0
b Enter the amount contributed by the employer to the plan for this plan year.....		6b 0
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III Amendments		
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.		
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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
		0
17	If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐	

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

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

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

a Enter the percentage of plan assets held as:
 Stock: 32.1 % Investment-Grade Debt: 20.9 % High-Yield Debt: _____ % Real Estate: _____ % Other: 46.8 %

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

Structured Attachment <div style="text-align: center; font-size: small; margin-top: 5px;"> Department of the Treasury Internal Revenue Service </div> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <div style="text-align: center; font-size: small; margin-top: 5px;"> Department of Labor Employee Benefits Security Administration </div> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <div style="text-align: center; font-size: small; margin-top: 5px;"> Pension Benefit Guaranty Corporation </div>	Schedule SB, line 26a Schedule of Active Participant Data	2022 This Form is Open to Public Inspection
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Name of Plan	NEWELL BRANDS CONSOLIDATED PENSION PLAN						
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	36-1953130	PN	001

Attained Age	YEARS OF CREDITED SERVICE					
	Under 1			1 to 4		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	5 to 9			10 to 14		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

Name of Plan	NEWELL BRANDS CONSOLIDATED PENSION PLAN						
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	36-1953130	PN	001

Attained Age	YEARS OF CREDITED SERVICE					
	15 to 19			20 to 24		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

Attained Age	YEARS OF CREDITED SERVICE					
	25 to 29			30 to 34		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

Name of Plan	NEWELL BRANDS CONSOLIDATED PENSION PLAN						
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	36-1953130	PN	001

Attained Age	YEARS OF CREDITED SERVICE					
	35 to 39			40 & Up		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54						
55 to 59						
60 to 64						
65 to 69						
70 & Up						

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Independent Auditor's Report and Financial Statements

December 31, 2022 and 2021



201 N. Illinois Street, Suite 700 / Indianapolis, IN 46204

P 317.383.4000 / F 317.383.4200

forvis.com

Independent Auditor's Report

Plan Administrator
Newell Brands Consolidated Pension Plan
Atlanta, Georgia

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Newell Brands Consolidated Pension 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 statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Newell Brands Consolidated Pension Plan's 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 audits 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 certifications from a qualified institution as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying 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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Newell Brands Consolidated Pension Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. 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.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Newell Brands Consolidated Pension Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 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 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 Newell Brands Consolidated Pension 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 Newell Brands Consolidated Pension Plan's ability to continue as a going concern for a reasonable period of time.

Our audits 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 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 accounting principles generally accepted in the United States of America.

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 accounting principles generally accepted in the United States of America.

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 Matter - Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules 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).

FORVIS, LLP

Indianapolis, Indiana
September 27, 2023

Federal Employer Identification Number: 44-0160260

Newell Brands Consolidated Pension Plan

December 31, 2022 and 2021

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Newell Brands Consolidated Pension Plan
Statements of Net Assets Available for Benefits
December 31, 2022 and 2021

	December 31,	
	2022	2021
Assets		
Investments		
At fair value	\$ 838,947,692	\$ 1,104,858,588
At contract value	1,944,021	13,250,600
	840,891,713	1,118,109,188
Receivables		
Pending trade sales	496,522	9,890,716
Accrued investment income	2,444,817	2,074,813
Redemption receivable	—	2,813,303
	2,941,339	14,778,832
Non-Interest Bearing Cash	48,472	3,001,917
Total Assets	843,881,524	1,135,889,937
Liabilities		
Accrued expenses payable	226,381	369,711
Pending trade purchases	1,119,770	1,084,831
Other payables	10,245	1,896,015
Total Liabilities	1,356,396	3,350,557
Net Assets Available for Benefits	\$ 842,525,128	\$ 1,132,539,380

Newell Brands Consolidated Pension Plan
Statements of Changes in Net Assets Available for Benefits
Twelve months ended December 31, 2022 and 2021

	Twelve months ended December 31,	
	2022	2021
Additions		
Investment Income (Loss)		
Net appreciation (depreciation) in fair value of instruments	\$ (228,940,235)	\$ 33,531,699
Interest and dividends	14,459,265	14,449,730
Total Investment Income (Loss)	<u>(214,480,970)</u>	<u>47,981,429</u>
Deductions		
Benefits paid to participants	70,145,839	74,320,531
Purchase of annuity contracts	1,154,332	1,756,336
Administrative expenses	4,233,111	5,505,914
Total Deductions	<u>75,533,282</u>	<u>81,582,781</u>
Net Decrease	(290,014,252)	(33,601,352)
Net Assets Available for Benefits, Beginning of Year	<u>1,132,539,380</u>	<u>1,166,140,732</u>
Net Assets Available for Benefits, End of Year	<u><u>\$ 842,525,128</u></u>	<u><u>\$ 1,132,539,380</u></u>

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

Note 1: Description of the Plan

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

General

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

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

Contributions

The Company currently intends to continue to make contributions in amounts sufficient to comply with the minimum funding requirements of ERISA. The Plan has met the minimum funding requirements established by the federal government.

Pension Benefits

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

Death Benefits

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

Vesting

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

Plan Termination

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

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

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees.

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

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Valuation of Investments and Income Recognition

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

The fair value of the partnership/joint venture underlying investments is estimated using various methods. Marketable securities held by the partnerships are stated at the quoted market price in an active market, while securities not traded in active markets are valued at the general partners' estimate of fair value. The Plan values its investment in the partnership/joint venture at fair value using NAV or its equivalent as a practical expedient.

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

At December 31, 2021, the Plan held investment contracts with Aetna Life Insurance Company (Aetna), Massachusetts Mutual Life Insurance Company (Mass Mutual), John Hancock Life Insurance Company (U.S.A.) (John Hancock) and AXA Equitable Life Insurance Company (AXA), which are carried at contract value. Contract value represents contributions made under the contract plus interest credited, less funds used to pay benefits and administrative expenses. At December 31, 2021, the status of the investment contract with John Hancock and AXA were in a participating discontinued status. In 2022, the Plan updated the investment contract with Aetna and Mass Mutual to a participating discontinued status. Refer to Note 5 for further information.

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

Redemption receivables consist of proceeds from sales of securities and/or liquidation of investments that are due to the Plan at the end of the year.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

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

Accumulated Plan Benefits

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

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

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

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

Plan Tax Status

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

Subsequent Events

Subsequent events have been evaluated through September 27, 2023, which is the date the financial statements were available to be issued.

Note 3: Certification of Plan Trustees and Custodians

The Plan Administrator has elected the method of annual reporting compliance permitted by 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. Accordingly, Northern Trust Company, a qualified institution, has certified the following investment information included in the accompanying financial statements and ERISA-required supplemental schedules is complete and accurate:

- Investments, accrued investment income, pending trade sales, pending trade purchases and other payables as shown in the statements of net assets available for benefits and related disclosures as of December 31, 2022 and 2021
- Investment income (loss) in the statements of changes in net assets available for benefits for the years ended December 31, 2022 and 2021
- Investment information included in the accompanying schedule of assets (held at year end) as of December 31, 2022 and schedule of reportable transactions for the year ended December 31, 2022

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

Note 4: Disclosure About Fair Value of Plan Assets

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

Level 1 Quoted prices in active markets for identical assets or liabilities

Level 2 Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

Recurring Measurements

The following tables present the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2022 and 2021:

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

December 31, 2022				
Fair Value Measurements Using				
	Fair Value	Level 1	Level 2	Level 3
Fixed Income				
Government and municipal bonds	\$ 108,949,314	\$ 108,949,314	\$ —	\$ —
Corporate bonds	76,553,441	76,553,441	—	—
Mutual funds	177,350,603	177,350,603	—	—
	<u>362,853,358</u>	<u>362,853,358</u>	<u>—</u>	<u>—</u>
Equity	38,893	38,893	—	—
Real estate	33,010	—	—	33,010
Cash equivalents	13,064,654	13,064,654	—	—
Total assets in the fair value hierarchy	<u>375,989,915</u>	<u>\$ 375,956,905</u>	<u>\$ —</u>	<u>\$ 33,010</u>
Investments measured at NAV (A)	<u>462,957,777</u>			
Investments at fair value	<u>\$ 838,947,692</u>			
December 31, 2021				
Fair Value Measurements Using				
	Fair Value	Level 1	Level 2	Level 3
Fixed Income				
Government and municipal bonds	\$ 132,721,271	\$ 132,721,271	\$ —	\$ —
Corporate bonds	103,763,442	103,763,442	—	—
Mutual funds	214,035,604	214,035,604	—	—
	<u>450,520,317</u>	<u>450,520,317</u>	<u>—</u>	<u>—</u>
Equity	33,172	33,172	—	—
Real estate	33,010	—	—	33,010
Cash equivalents	9,731,264	9,731,264	—	—
Total assets in the fair value hierarchy	<u>460,317,763</u>	<u>\$ 460,284,753</u>	<u>\$ —</u>	<u>\$ 33,010</u>
Investments measured at NAV (A)	<u>644,540,825</u>			
Investments at fair value	<u>\$ 1,104,858,588</u>			

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

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

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

December 31, 2022. The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Investments

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

Fair value determinations for Level 3 measurements of securities are the responsibility of the Company in conjunction with a pricing specialist.

Level 3 Investments

There has been no activity in Level 3 investments during 2022 or 2021.

The following table presents quantitative information about unobservable inputs used in recurring Level 3 fair value measurements at December 31, 2022 and 2021.

	Fair Value at December 31,		Valuation	Unobservable	Range
	2022	2021	Technique	Inputs	(Weighted-Average)
Real estate	\$ 33,010	\$ 33,010	Appraisal	Comparable market sales	Not available

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following tables summarize investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2022 and 2021.

	December 31, 2022			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	\$ 254,496,140	\$ —	Daily	30 days
Fixed Income (2)	198,567,793	—	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	9,423,778	3,083,746	N/A	N/A
Hedge fund (4)	470,066	—	Monthly or Quarterly	60 days
	<u>\$ 462,957,777</u>			

	December 31, 2021			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	\$ 359,380,997	\$ —	Daily	30 days
Fixed Income (2)	252,595,003	—	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	13,937,504	3,142,991	N/A	N/A
Hedge fund (4)	18,627,321	—	Monthly or Quarterly	60 days
	<u>\$ 644,540,825</u>			

- (1) Equity investments include common/collective trust funds and assets held in separate accounts managed by investment managers. The common/collective trust funds are generally actively managed investment vehicles.

**Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021**

- (2) Fixed income investments include common/collective trust funds that primarily invest in corporate and government bonds and assets held in separate accounts managed by investment managers. The investments in fixed income funds include both actively managed, as well as index funds.
- (3) Partnership/joint venture investments are stated at the Plan's capital balance at year end as a practical expedient. The partnerships/joint venture interests objective is to achieve long-term capital appreciation by investing in a diversified portfolio of private equity investment partnerships operating in Europe and the United States. Redemptions are restricted as no partner shall have the right to demand the return of their capital contributions other than upon dissolution of the partnership. The partnerships were originally scheduled to terminate at various dates from 2017 to 2019, subject to extension by the General Partner for up to three additional one-year periods. The termination dates have been extended through 2023 and March 2024. The financial statements of these partnerships, with the exception of the Virtus International Small-Cap Opportunities LLC, are on a liquidation basis of accounting due to their existing termination dates.
- (4) Hedge funds are companies or partnerships with various investment strategies, which include trading in the internal currency, financial, commodities and securities markets with the purpose of seeking capital appreciation, investing in long-only portfolio of global equities, and employing a global and opportunistic long/short strategy for investing in distressed debt, value equities, and event equities.

Note 5: Contract with Insurance Company

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

The crediting interest rate is reset periodically. The crediting interest rate is determined based on (i) the projected market yield-to-maturity of the market value of assets net of expenses, (ii) the timing and amounts of deposits, transfers and withdrawals expected to be made during the interest crediting period, and (iii) the amortization of the difference between the fair value and the contract value of the investment contract. The crediting interest rate for the remaining investment contract for the year ended December 31, 2022 was 2.78%.

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

As of December 31, 2021, the investment contract with AXA was updated to a participating discontinued status and the amount due to the Plan amounting to \$0.9 million was recognized as "Redemption receivables" in the Statements of Net Assets Available for Benefits.

In 2022, the Plan updated the investment contracts held with Aetna and Mass Mutual to a participating discontinued status. The proceeds from the status change for Aetna were re-invested into other investments in the Plan. For Mass Mutual, the Plan contributed \$1,154,332 to finalize the update in annuity contract status, recognized as "Purchase of annuity contracts" in the Statements of Changes in Net Assets Available for Benefits. At December 31, 2022, the Plan's remaining investment contract was with John Hancock.

Note 6: Accumulated Plan Benefits

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

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

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

	2022
Actuarial present value of accumulated plan benefits:	
Vested benefits	
Participants currently receiving payments	\$ 646,645,860
Other participants	248,962,446
	<u>895,608,306</u>
Nonvested benefits	83,675
	<u>895,691,981</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 895,691,981</u>

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

Actuarial present value of accumulated plan benefits, January 1, 2021	<u>\$ 890,563,352</u>
Increase (decrease) during the year attributable to:	
Increase for interest due to the decrease in discount period	44,591,140
Change in actuarial assumptions	41,386,167
Actuarial gain	(4,771,811)
Benefits paid	(76,076,867)
Net increase (decrease)	<u>5,128,629</u>
Actuarial present value of accumulated plan benefits, January 1, 2022	<u>\$ 895,691,981</u>

Significant assumptions underlying the actuarial computations are:

- Assumed rate of return on investments: 4.75%
- Mortality basis:
 - Male and female nonannuitants and annuitants: IRS approved substitute plan-specific mortality table using experience from the 2018 and 2019 Plan years
- Retirement: At normal retirement age (in accordance with the legacy sub plans)
- Asset valuation: Market
- Expense assumption: \$3,330,000

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

Note 7: Party-in-Interest Transactions

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

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

Newell Brands Consolidated Pension Plan
Notes to Financial Statements
December 31, 2022 and 2021

	Twelve months ended December 31,	
	2022	2021
Actuarial services	\$ 1,244,731	\$ 1,479,172
PBGC premiums	1,758,856	1,786,220
Investment manager fees	897,810	1,504,474
Trust fees	143,288	524,142
Other fees	188,426	211,906
	<u>\$ 4,233,111</u>	<u>\$ 5,505,914</u>

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

Note 8: Risks and Uncertainties

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

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

Supplemental Schedules

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2022

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Governmental and Municipal Bonds			
United States Treas Nts .625% Due 05-15-2030 Reg	11,585,000 principal amount	10,699,767	9,195,594
United States Treas Bds 1.125% 05-15-2040 Reg	13,580,000 principal amount	11,373,679	8,564,418
United States Treas Nts 2.875% 08-15-2028	8,645,000 principal amount	9,513,226	8,157,030
United States Treas Sec Stripped Int Pmt00839 08-15-2034 (Unddate) Reg	12,905,000 principal amount	9,819,285	8,027,720
United States Treas Nts Dtd 08/15/2019 1.625% Due 08-15-2029 Reg	8,810,000 principal amount	8,938,364	7,663,668
Us Treasury N/B 2.375% 05-15-2029	8,270,000 principal amount	8,874,421	7,535,391
United States Treas Bds 1.875% Due 02-15-2041 Reg	10,500,000 principal amount	10,530,762	7,475,508
United States Treas Bds Dtd 11/15/2012 2.75% Due 11-15-2042 Reg	8,960,000 principal amount	9,814,350	7,232,750
United States Treas Nts 2.625% Due 02-15-2029 Reg	6,900,000 principal amount	7,417,017	6,391,125
United States Treas Sec Stripped Int Pmt00886 05-15-2033 (Unddate) Reg	8,960,000 principal amount	7,059,763	5,905,497
United Sts Treas Nts .625% 11-30-2027	6,580,000 principal amount	6,352,270	5,597,626
United States Treas Nts 2.375% 03-31-2029	4,400,000 principal amount	4,221,250	4,010,016
United States Of Amer Treas Notes .125% Due 04-30-2023 Beo	4,000,000 principal amount	3,914,063	3,945,000
United Sts Treas Nts 1.125% Due 02-15-2031 Reg	4,025,000 principal amount	3,925,161	3,290,909
United States Treas Bds Wit 1 7/8 08/15/41 1.75% Due 08-15-2041 Reg	2,450,000 principal amount	2,322,682	1,689,064
United States Of Amer Treas Notes .125% 08-31-2023	1,590,000 principal amount	1,542,114	1,541,989
United States Of Amer Treas Notes Dtd 11/15/2022 4.125%11-15-2032	1,390,000 principal amount	1,451,176	1,423,664
United States Of Amer Treas Bonds 3% Due08-15-2052	1,175,000 principal amount	1,013,422	977,086
United States Of Amer Treas Bonds 4.0% 11-15-2042	950,000 principal amount	973,928	936,195
United States Of Amer Treas Bonds 2.75 Bds Due 08-15-2042 Usd100'Bonds 08/42'	1,000,000 principal amount	1,061,758	809,687
University Mich Univ Revs Taxable-Gen-Ser A 4.454% 04-01-2122	390,000 principal amount	390,000	316,186
Republic Of Chile 4.34% 03-07-2042	340,000 principal amount	321,416	286,705
California St 7.625% 03-01-2040 Beo Taxable	210,000 principal amount	298,389	265,205
United States Treas Nts 1.5% Due 10-31-2028 Reg	305,000 principal amount	301,913	263,837
United Mexican States 4.28% 08-14-2041	294,000 principal amount	273,842	226,156
California St Taxable-Build Amer Bds 7.35% Due 11-01-2039 Reg Taxable	185,000 principal amount	289,494	225,824
La Loc Govt Envi Facs & Taxable-La Utils Restoration 4.475% Due 08-01-2039	235,000 principal amount	235,000	218,657
Italy Rep 3.875% Due 05-06-2051 Reg	320,000 principal amount	298,874	215,201
Republic Of Panama 4.5% Due 04-01-2056 Reg	285,000 principal amount	218,416	207,466
North Tex Twy Auth Rev 6.718% 01-01-2049Beo Taxable	165,000 principal amount	276,888	195,560
Louisiana Loc Govt Environmental Fa Muni 4.275% Due 02-01-2036 Beo	205,000 principal amount	205,000	190,608
United Mexican States 12/02/2052 4.4% 02-12-2052	255,000 principal amount	237,683	186,981
Republic Of Chile 3.1% Due 05-07-2041 Reg	260,000 principal amount	207,642	186,414
Bay Area Toll Auth Calif Toll Brdg Rev 6.907% 10-01-2050 Beo Taxable	135,000 principal amount	240,385	164,874
Philippines Rep 3.2% 07-06-2046	220,000 principal amount	187,911	160,342
Panama Rep 4.5% 01-19-2063	225,000 principal amount	204,250	158,401
Maryland St Health & Higher Edl Facs Auth Rev 3.052% 07-01-2040 Beo Taxable	215,000 principal amount	214,727	153,043
Peru Rep 15/01/2072 3.6% Due 01-15-2072/11-02-2021 Beo	225,000 principal amount	203,009	146,193
New Jersey St Tpk Auth Tpk Rev 7.414% 01-01-2040 Beo Taxable	115,000 principal amount	158,204	142,558

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
New York St Dorm Auth St Pers Income Muni 3.11% 02-15-2039	180,000 principal amount	180,000	141,592
Republic Of Indonesia 4.35% 01-11-2048	160,000 principal amount	147,940	137,405
Utd Mexican Sts Tranche # Tr 00026 4.75 Due 03-08-2044	165,000 principal amount	124,534	132,994
University Va Univ Revs 6.2% 09-01-2039 Beo Taxable	110,000 principal amount	158,323	124,381
Municipal Elec Auth Ga 6.637% 04-01-2057Beo Taxable	112,000 principal amount	164,354	119,811
Univ Calif Regts Med Ctr Pooled Rev 6.583% 05-15-2049 Beo Taxable	105,000 principal amount	155,461	119,380
Massachusetts St 2.9% 09-01-2049 Beo Taxable	155,000 principal amount	159,047	107,264
Republic Of Philippines 4.2% Due 03-29-2047 Reg	125,000 principal amount	117,263	106,695
University Calif Revs 4.767% 05-15-2115 Beo Taxable	115,000 principal amount	136,760	93,819
New York St Urban Dev Corp Rev 5.77% 03-15-2039 Beo Taxable	90,000 principal amount	110,534	92,425
Los Angeles Calif Cmnty Cg Dist 1.806% 08-01-2030	110,000 principal amount	110,000	90,102
United Mexican Sts Global Nt 3.771% 05-24-2061	140,000 principal amount	84,053	88,275
California Health Facs Fing Auth Rev 4.19% 06-01-2037 Beo Taxable	95,000 principal amount	95,000	84,864
United Mexican Sts Medium Term Book Entry 09/27/04 6.75% Due 09-27-2034 Reg	80,000 principal amount	82,960	83,281
Golden St Tobacco 2.746% Mun 06/01/2034 Usd	105,000 principal amount	105,400	84,261
California St 7.6% 11-01-2040 Beo Taxable	65,000 principal amount	118,463	83,275
Jobsohio Beverage Sys Ohio Statewide Liq 2.833% Due 01-01-2038	105,000 principal amount	107,185	82,035
City Of New York 5.517 Due 10-01-2037	80,000 principal amount	95,692	82,325
Pvtpl Qatar Pete 3.125% Due 07-12-2041/07-12-2021 Beo	105,000 principal amount	73,976	80,683
Panama Rep 4.5% Due 04-16-2050 Reg	105,000 principal amount	95,967	79,185
California Health Facs Fing Auth Rev 4.353% 06-01-2041 Beo Taxable	90,000 principal amount	90,000	79,593
Indonesia Rep Bd 5.35% Due 02-11-2049	80,000 principal amount	86,898	77,608
New York St Dorm Auth St Pers Income Taxrev 3.19% 02-15-2043 Beo Taxable	105,000 principal amount	110,874	77,320
New York St Dorm Auth St Pers Income Taxrev 5.628% 03-15-2039 Beo Taxable	75,000 principal amount	94,027	76,923
United Mexican Sts 4.6% Due 01-23-2046	95,000 principal amount	70,395	73,682
Indonesia(Republic Of) 5.45% Due 09-20-2052 Reg	75,000 principal amount	67,065	73,035
Port Auth N Y & N J 3.287% Due 08-01-2069 Reg Taxable	110,000 principal amount	96,055	71,738
Republic Of Panama 3.87% 07-23-2060	110,000 principal amount	73,000	70,523
Philippines Rep Global Bd 2.95% 05-05-2045	100,000 principal amount	74,023	71,849
State Of Israel Bd 4.125% Due 01-17-2048Reg	80,000 principal amount	63,914	69,986
Maryland St Health & Higher Edl Facs Auth Rev 3.197% 07-01-2050 Beo Taxable	100,000 principal amount	100,000	65,460
Pvtpl Hungary 5.5% 06-16-2034	70,000 principal amount	68,688	65,576
Texas Transn Commn St Hwy Fd Rev 4% 10-01-2033 Beo Taxable	70,000 principal amount	86,792	63,640
Dallas Tex Area Rapid Tran Sales Tax Rev2.613% 12-01-2048 Beo Taxable	95,000 principal amount	95,000	62,543
Metropolitan Wash D C Arpts Auth Dulles Toll Rd Rev 7.462 10-01-2046 Beo Taxable	50,000 principal amount	68,016	61,430
Oklahoma Dev Fin Auth Rev 4.623% 06-01-2044 Beo Taxable	65,000 principal amount	65,000	60,254
Michigan Fin Auth Rev Muni 3.384% 12-01-2040	75,000 principal amount	75,000	60,098
New York St Twy Auth Gen Rev 2.9% 01-01-2035 Beo Taxable	70,000 principal amount	70,002	57,441
Ohio Univ Gen Rcpts Athens 5.59% 12-01-2114 Beo Taxable	65,000 principal amount	76,409	58,070
State Of Israel 4.5% Due 04-03-2120 Reg	65,000 principal amount	61,714	56,846
Sales Tax Securitization Corp Ill 3.82% 01-01-2048 Beo Taxable	70,000 principal amount	70,000	53,861
University Calif Revs 4.858% 05-15-2112 Beo Taxable	65,000 principal amount	67,143	54,793
Texas St 5.517% 04-01-2039 Beo Taxable	50,000 principal amount	57,209	52,810
Oklahoma Dev Fin Auth Rev 4.851% 02-01-2045 Beo Taxable	55,000 principal amount	55,000	52,072
Peru Rep 3.0% 01-15-2034	65,000 principal amount	52,943	51,225

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Kansas St Dev Fin Auth Rev 2.774% 05-01-2051 Beo Taxable	75,000 principal amount	75,000	50,573
Commonwealth Fing Auth Pa Rev 4.144% 06-01-2038 Beo Taxable	55,000 principal amount	61,252	49,217
Univ Calif Regts Med Ctr Pooled Rev 4.563% Due 05-15-2053 Reg	55,000 principal amount	55,000	48,115
Oklahoma Dev Fin Auth Rev Muni 4.38% Due 11-01-2045 Reg	50,000 principal amount	50,000	45,406
Republic Of Indonesia 4.3% Due 03-31-2052 Reg	50,000 principal amount	37,970	42,256
Indiana St Fin Auth Rev 3.051% 01-01-2051 Beo Taxable	55,000 principal amount	55,000	39,569
Riverside Cnty Calif Pension Oblig 3.818% 02-15-2038 Beo Taxable	45,000 principal amount	45,718	39,176
Pennsylvania St Univ 2.79% 09-01-2043	55,000 principal amount	58,186	39,226
Oklahoma Dev Fin Auth Rev 5.087% 02-01-2052 Beo Taxable	40,000 principal amount	40,000	37,622
Oklahoma Dev Fin Auth Rev Muni 4.714% Due 05-01-2052 Reg	40,000 principal amount	40,000	36,598
Bay Area Toll Auth Calif Toll Brdg Rev 3.126% 04-01-2055 Beo Taxable	55,000 principal amount	55,000	36,656
Peru Rep 3.3% 03-11-2041	50,000 principal amount	33,675	36,334
Missouri St Health & Edl Facs Auth Edl Facs Rev 3.229% 05-15-2050 Beo Taxable	50,000 principal amount	50,000	36,544
San Antonio Tex Elec & Gas Rev 2.905% 02-01-2048 Beo Taxable	50,000 principal amount	50,000	35,192
Pvtpl Pt Freeport Indonesia Nt 6.2% Due 04-14-2052/04-14-2022 Beo	40,000 principal amount	38,793	34,920
Port Auth N Y & N J 4.458% 10-01-2062 Beo Taxable	40,000 principal amount	40,750	34,710
Philippines Rep Global Bd 3.95% Due 01-20-2040	40,000 principal amount	31,200	33,822
Metropolitan Transn Auth N Y Rev 5.871% 11-15-2039 Beo Taxable	35,000 principal amount	37,577	33,697
Indonesia Rep Bds 4.45% Due 04-15-2070 Reg	40,000 principal amount	29,300	33,531
San Francisco Calif Cy & Cnty Pub Utils Commn Wtr Rev 6.95 11-01-2050 Beotaxable	25,000 principal amount	37,091	30,299
Peru Rep Global Bd 3.55% 03-10-2051	40,000 principal amount	28,510	28,410
Port Auth N Y & N J 4.81% 10-15-2065 Beotaxable	30,000 principal amount	31,509	27,800
Israel St 3.375% Due 01-15-2050 Reg	35,000 principal amount	29,750	26,879
Golden St Tob Securitization Corp Calif 3.293% Due 06-01-2042 Beo	35,000 principal amount	35,000	25,893
State Of Israel 3.875% Due 07-03-2050 Reg	30,000 principal amount	35,118	25,232
Los Angeles Cal Dept Arpts Customer Fac Charge Rev 4.242 05-15-2048 Beo Taxable	30,000 principal amount	30,000	25,100
Peru Rep Bd 6.55 Due 03-14-2037 Beo	20,000 principal amount	21,080	21,011
United Mexican Sts 3.5% Due 02-12-2034 Reg	25,000 principal amount	21,000	20,033
Texas Private Activity Bd Surface Transncorp Rev 3.922% 12-31-2049 Beo Taxable	25,000 principal amount	28,584	18,932
Louisiana St Gas & Fuels Tax Rev 2.952% 05-01-2041 Beo Taxable	25,000 principal amount	25,000	18,858
Michigan St Univ Revs 4.165% 08-15-2122	20,000 principal amount	20,000	14,739
South Carolina St Pub Svc Auth Rev 6.454% 01-01-2050 Beo Taxable	10,000 principal amount	15,719	10,388
		131,142,362	108,949,314
Corporate Bonds			
AT&T Inc 3.8% 12-01-2057	1,267,000 principal amount	1,084,995	881,100
Wells Fargo & Co Medium Term 3.068% 04-30-2041	1,160,000 principal amount	1,002,979	828,389
Bank Of America Corporation 2.676% Due 06-19-2041/06-19-2020 Reg	1,055,000 principal amount	950,129	714,544
Anheuser-Busch Cos Llc Corp 4.9% 02-01-2046	690,000 principal amount	722,364	632,409
Anheuser-Busch Cos Llc Corp 4.7% 02-01-2036	590,000 principal amount	622,542	558,826
Abbvie Inc 4.05% Due 11-21-2039 Reg	565,000 principal amount	572,369	486,408
Microsoft Corp 2.525% Due 06-01-2050 Beo	640,000 principal amount	617,505	426,163
Morgan Stanley 6.342% 10-18-2033	395,000 principal amount	396,112	414,798
Goldman Sachs Group Inc 3.21% Due 04-22-2042 Beo	565,000 principal amount	512,206	409,469
Unitedhealth Group 6.05% Due 02-15-2063	335,000 principal amount	349,008	366,130
Qualcomm Inc 6% 05-20-2053	340,000 principal amount	351,720	363,498
Wells Fargo & Co Var Rt 4.611% Due 04-25-2053	425,000 principal amount	410,540	361,902

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Jpmorgan Chase & Co. 5.717% Due 09-14-2033 Beo	365,000 principal amount	363,975	358,919
Unitedhealth Group Inc 3.05% Due 05-15-2041 Beo	440,000 principal amount	380,652	332,662
Apple Inc 4.1% Due 08-08-2062 Beo	360,000 principal amount	341,875	301,575
Rtx Corporation 4.35% Due 04-15-2047	350,000 principal amount	401,534	299,624
Kraft Heinz Foods 4.375% Due 06-01-2046	360,000 principal amount	316,704	294,680
Energy Transfer 5.15% Due 02-01-2043	345,000 principal amount	332,173	286,751
Pvtpl Magallanes Inc 5.391% Due 03-15-2062 Beo	395,000 principal amount	362,711	287,472
At&T Inc 3.55% Due 09-15-2055	426,000 principal amount	365,639	285,524
Comcast Corp New 3.25% 11-01-2039	365,000 principal amount	407,094	285,844
Pvtpl Magallanes Inc 5.05% 03-15-2042 Beo	365,000 principal amount	321,244	280,619
Apple Inc 3.75% Due 09-12-2047	330,000 principal amount	378,354	275,642
Microsoft Corp 3.7% Due 08-08-2046	320,000 principal amount	346,852	273,989
Corebridge Finl Inc Sr Nt 144A 4.4% 04-05-2052	340,000 principal amount	331,395	271,545
Verizon Communications Inc 2.987% 10-30-2056 Usd	434,000 principal amount	408,499	266,550
Barrick Pd 5.95% Due 10-15-2039	240,000 principal amount	304,729	246,674
Cdn Nat Res Ltd 6.25% Due 03-15-2038	245,000 principal amount	290,276	243,607
Time Warner Cable 5.875% Due 11-15-2040	280,000 principal amount	350,772	245,162
Pvtpl Broadcom Inc Avgo 3.187 11/15/36 3.187% Due 11-15-2036/09-30-2021 Beo	340,000 principal amount	247,756	244,991
Intel Corp 5.05% Due 08-05-2062 Beo	265,000 principal amount	264,915	234,326
Hsbc Hldgs Plc Fixed 4.762% Due 03-29-2033	270,000 principal amount	271,331	234,765
Jpmorgan Chase & Fltg Rt 2.525% Due 11-19-2041	355,000 principal amount	317,041	231,517
Honeywell International 5% 02-15-2033 Beo	220,000 principal amount	217,840	223,737
Cvs Health Corp 5.125% Due 07-20-2045	240,000 principal amount	265,803	217,771
Pvtpl Broadcom Inc 3.469% Due 04-15-2034Beo	275,000 principal amount	242,113	220,360
At&T Inc 3.5% Due 06-01-2041	295,000 principal amount	224,564	221,494
Home Depot Inc 3.125% Due 12-15-2049	305,000 principal amount	313,377	217,694
Apple Inc 2.65% Due 05-11-2050 Reg	325,000 principal amount	320,527	216,826
Comcast Corp New 2.8% Due 01-15-2051/05-28-2020 Reg	335,000 principal amount	311,789	213,047
Intel Corp 3.25% Due 11-15-2049	315,000 principal amount	289,206	215,136
Williams Partners 5.8 Due 11-15-2043	220,000 principal amount	234,031	210,367
Southn Copper Corp 7.5% Due 07-27-2035	175,000 principal amount	236,720	203,264
Abbvie Inc 4.75% 03-15-2045	225,000 principal amount	256,007	203,458
Berkshire Hathaway Fin Corp 2.85% Due 10-15-2050	295,000 principal amount	264,014	198,550
Goldman Sachs Group Inc 4.017% 10-31-2038	240,000 principal amount	244,767	198,271
Hca Inc 3.5% Due 07-15-2051 Beo	300,000 principal amount	215,435	193,921
Shell Intl Fin B V 4% Due 05-10-2046	240,000 principal amount	211,494	196,993
Pacificorp 4.15% 02-15-2050	235,000 principal amount	269,426	193,924
Newmont Mng Corp 6.25% Due 10-01-2039	185,000 principal amount	259,498	194,085
Altria Group Inc 2.45% Due 02-04-2032	255,000 principal amount	192,265	193,048
Kinder Morgan 6.375% Due 03-01-2041	190,000 principal amount	224,289	189,013
Meta Platforms Inc 4.65% 08-15-2062	235,000 principal amount	231,679	188,192
Nisource Fin Corp 5.65% Due 02-01-2045	190,000 principal amount	227,860	186,616
Oracle Corp Fixed 4.1% Due 03-25-2061	265,000 principal amount	282,724	185,137
Morgan Stanley 2.239% 07-21-2032	240,000 principal amount	221,736	184,098
Disney Walt Co 3.5% Due 05-13-2040 Reg	230,000 principal amount	236,982	185,074
Wyeth Nt 5.95 Due 04-01-2037/03-27-2007 Beo	170,000 principal amount	204,805	183,477
Oracle Corp 3.6% Due 04-01-2040 Reg	245,000 principal amount	251,623	182,108
Pvtpl Siemens Financieringsmat 2.875% 03-11-2041	245,000 principal amount	244,389	181,674
Dow Chemical Co 6.9% Due 05-15-2053 Beo	165,000 principal amount	168,800	180,343

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Amgen Inc 4.95% Due 10-01-2041	195,000 principal amount	200,155	179,104
Westpac Bkg Corp Nt 3.02% 11-18-2036	240,000 principal amount	240,000	179,434
Amazon Com Inc 4.05% 08-22-2047	200,000 principal amount	229,835	172,269
Verizon 4.862% Due 08-21-2046	190,000 principal amount	159,475	171,509
Petro-Cda 6.8% Due 05-15-2038	165,000 principal amount	222,056	173,163
Halliburton Co 5% Due 11-15-2045	195,000 principal amount	197,707	173,330
Capital One Finl Corp Sr Nt Fixed / Fltg5.268% 05-10-2033	185,000 principal amount	185,000	172,413
Jpmorgan Chase & Co 3.109% Due 04-22-2041/10-22-2020 Reg	235,000 principal amount	233,018	171,801
Disney Walt Co 2.75% Due 09-01-2049	255,000 principal amount	251,125	170,267
Johnson & Johnson 2.1% Due 09-01-2040 Reg	245,000 principal amount	221,165	169,775
Southn Cal Edison 5.55% Due 01-15-2037	170,000 principal amount	201,711	166,936
Cisco Sys Inc Sr Nt 5.9 Due 02-15-2039 Reg	155,000 principal amount	209,450	167,225
Bristol Myers Fixed 4.35% Due 11-15-2047	190,000 principal amount	212,182	167,925
Amer Movil Sab De Cv 6.125% 03-30-2040	160,000 principal amount	210,368	165,894
Southwestn Elec 3.85% Due 02-01-2048	220,000 principal amount	247,017	163,400
Cvs Health Corp 4.78% Due 03-25-2038	180,000 principal amount	180,701	164,552
Johnson & Johnson 3.625% Due 03-03-2037	185,000 principal amount	211,366	164,010
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 4.966% Due 02-01-2042 Beo	170,000 principal amount	169,984	161,584
Gen Elec Cap Corp Medium Term Nts Bo Tranche # Tr 00818 6.875 Due 01-10-2039	145,000 principal amount	190,710	160,225
Enterprise Prods Oper Llc Gtd Sr Nt 4.85Due 08-15-2042	180,000 principal amount	181,855	159,908
Oracle Corp 4% 11-15-2047	220,000 principal amount	247,498	161,977
Prudential Finl Inc 5.125% 03-01-2052	175,000 principal amount	175,150	159,250
Aetna Inc New 4.75% Due 03-15-2044	180,000 principal amount	211,064	159,476
Bp Cap Mkts Amer Inc 3.0% Due 02-24-2050	235,000 principal amount	185,380	158,119
Exxon Mobil Corp 2.995% Due 08-16-2039	205,000 principal amount	201,836	158,153
Time Warner Cable 6.55% Due 05-01-2037	165,000 principal amount	192,423	157,724
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.212% 12-01-2049	160,000 principal amount	159,998	155,470
Fomento Economico Mexicano S A B De C V 3.5% Due 01-16-2050	220,000 principal amount	196,039	154,288
Transcanada 4.75% Due 05-15-2038	175,000 principal amount	176,610	156,668
Shell Intl Fin B V 2.875% Due 11-26-2041	215,000 principal amount	192,645	157,092
Pac Gas & Elec Co Fixed 4.95% Due 07-01-2050	195,000 principal amount	220,620	152,011
Goldman Sachs 6.75% Due 10-01-2037	145,000 principal amount	207,676	154,259
Truist Financial Corporation 6.123% 10-28-2033	145,000 principal amount	145,000	153,101
Gilead Sciences 5.65% Due 12-01-2041	150,000 principal amount	177,884	153,894
Unitedhealth Group 3.5% Due 08-15-2039	185,000 principal amount	193,157	151,992
Novant Health Inc 3.168% Due 11-01-2051	220,000 principal amount	220,000	153,207
General Mtrs Co 5.15% Due 04-01-2038	175,000 principal amount	201,441	151,640
Abbott Labs 4.9% Due 11-30-2046	155,000 principal amount	213,334	151,115
Bank Amer Corp Fixed 4.078% 04-23-2040	180,000 principal amount	191,338	150,111
Exxon Mobil Corp 4.227% Due 03-19-2040	165,000 principal amount	154,937	148,937
Amazon Com Inc 4.84% 12-01-2032	150,000 principal amount	153,041	148,981
International Business Machs Corp 4.15% Due 05-15-2039	170,000 principal amount	193,251	147,391
Amgen Inc 6.4% Due 02-01-2039	135,000 principal amount	150,211	142,939
Telefonica Emisiones S A U Corp Bond 5.52% 03-01-2049	170,000 principal amount	209,723	143,170
Mplx Lp 5.5% Due 02-15-2049	160,000 principal amount	160,366	141,641
Pvtpl Broadcom Inc 3.137% Due 11-15-2035 Beo	195,000 principal amount	171,777	144,037
Medtronic Inc 4.375% Due 03-15-2035	150,000 principal amount	161,922	142,323

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Oracle Corp Fixed 3.85% Due 04-01-2060	210,000 principal amount	200,720	140,632
El Paso Nat Gas Co 8.375% Due 06-15-2032	125,000 principal amount	162,118	141,786
At&T Inc 4.5% Due 05-15-2035	155,000 principal amount	159,812	141,144
Abbott Labs 4.75% 04-15-2043	145,000 principal amount	175,586	139,536
Microsoft Corp 2.675% Due 06-01-2060 Beo	217,000 principal amount	213,937	138,963
Intercontinental Exchange Inc 5.2% 06-15-2062	145,000 principal amount	142,869	138,270
Pfizer Inc 4.1% 09-15-2038	150,000 principal amount	187,817	136,386
Bell Cda Fixed 4.3% 07-29-2049	165,000 principal amount	191,820	134,865
Mitsubishi Ufj 2.309% Due 07-20-2032	175,000 principal amount	161,438	135,138
Verizon Communications Inc 2.875% Due 11-20-2050 Beo	215,000 principal amount	173,159	135,115
Pg&E Wildfire Fixed 4.451% Due 12-01-2047	155,000 principal amount	154,995	135,217
Pvtpl Broadcom Inc Sr Nt 3.5% 02-15-2041/01-19-2021	185,000 principal amount	148,445	132,990
Kla Corp 5.25% 07-15-2062	135,000 principal amount	132,046	130,606
Comcast Corp New 2.987% 11-01-2063	218,000 principal amount	200,333	133,134
Pvtpl Magallanes Inc 5.141% 03-15-2052	180,000 principal amount	141,112	131,493
Alexandria Real Estate Equities 3.55% 03-15-2052	185,000 principal amount	175,853	131,903
Prudential Finl Inc 3.935% Due 12-07-2049	170,000 principal amount	151,485	133,382
Norfolk Southn Corp 3.155% Due 05-15-2055	200,000 principal amount	152,046	132,237
Discovery Fixed 4.65% Due 05-15-2050	190,000 principal amount	210,898	131,027
Comcast Corp New 3.9% Due 03-01-2038	150,000 principal amount	162,128	129,892
Energy Transfer 6% Due 06-15-2048	145,000 principal amount	148,112	131,006
Coca Cola Co 2.875% Due 05-05-2041	170,000 principal amount	168,445	130,414
Merck & Co Inc New 2.35% Due 06-24-2040	185,000 principal amount	163,131	129,479
Pacificorp 5.75% Due 04-01-2037	125,000 principal amount	131,829	127,625
Appalachian Power Co 4.5% Due 08-01-2032Beo	135,000 principal amount	134,903	126,309
Conocophillips Co Fixed 3.758% Due 03-15-2042	150,000 principal amount	127,818	125,843
Cigna Corp New Fixed 3.2% Due 03-15-2040	165,000 principal amount	171,057	125,201
United Technologies Corp 4.15% 05-15-2045	150,000 principal amount	174,007	125,839
At&T Inc 4.55% Due 03-09-2049	150,000 principal amount	177,094	123,929
Charter Fixed 5.75% Due 04-01-2048	150,000 principal amount	172,032	123,658
Enbridge Energy 7.375% Due 10-15-2045	110,000 principal amount	129,103	123,559
Pac Gas & Elec Co Fixed 4.5% Due 07-01-2040	155,000 principal amount	164,082	121,744
Reynolds Amern Inc Fixed 5.7% Due 08-15-2035	135,000 principal amount	161,235	122,117
Jpmorgan Chase & Co 3.157% 04-22-2042	170,000 principal amount	123,388	123,963
Pvtpl Ge Healthcare Holding 6.377% 11-22-2052	115,000 principal amount	119,415	123,797
Washington Univ 3.524% Due 04-15-2054	155,000 principal amount	155,000	122,833
Total Cap Intl 3.127% Due 05-29-2050 Reg	170,000 principal amount	161,656	121,208
Waste Connections Fixed 2.95% Due 01-15-2052	180,000 principal amount	177,457	119,140
#Reorg/Cr Suisse Group Mandatory Exchange Ubs Group 4Y1Laws 06-12-2023	175,000 principal amount	211,193	120,342
Southern Co 4.25% Due 07-01-2036	135,000 principal amount	144,715	118,565
Pnc Finl Svcs Group Inc 6.037% 10-28-2033	115,000 principal amount	115,000	120,130
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.099% 06-01-2054	125,000 principal amount	124,988	118,378
Union Pac Corp 4.05% Due 11-15-2045	145,000 principal amount	166,385	120,457
International Business Machs Corp 4 Nts Due 06-20-2042 Usd1000	145,000 principal amount	132,770	120,858
Case Westn Resv 5.405% Due 06-01-2122	130,000 principal amount	129,882	120,129
Comwlth Edison Co 4.6% Due 08-15-2043	130,000 principal amount	146,579	118,234
Lowes Cos Inc 5.125% Due 04-15-2050 Beo	130,000 principal amount	177,078	118,926
Devon Energy Corp 4.75% Due 05-15-2042	140,000 principal amount	151,338	119,271

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Bank Amer Corp 3.311% Due 04-22-2042	160,000 principal amount	111,841	118,145
Cvs Health Corp 5.05% Due 03-25-2048	130,000 principal amount	129,795	117,272
Berkshire Hathaway Finance Corp 3.85% 03-15-2052	145,000 principal amount	124,083	117,243
Duke Energy 4.375% Due 03-30-2044	135,000 principal amount	174,051	116,810
Amgen Inc Sr Nt 3% 01-15-2052	180,000 principal amount	119,520	115,705
Duke Energy Corp New Sr Nt 3.3% 06-15-2041	160,000 principal amount	160,988	117,832
Amgen Inc 3.375% 02-21-2050	165,000 principal amount	149,483	115,582
Wells Fargo & Co Medium Term 5.013% 04-04-2051	130,000 principal amount	114,525	115,322
Comcast Corp New Fixed 2.937% Due 11-01-2056	186,000 principal amount	158,383	115,911
S Carolina Elec & 4.6% Due 06-15-2043	130,000 principal amount	161,912	116,414
At&T Inc 3.5% Due 09-15-2053 Reg	170,000 principal amount	120,456	114,643
Fedex Corp 4.55% Due 04-01-2046	140,000 principal amount	161,284	114,269
Southn Cal Gas 3.75 Due 09-15-2042	145,000 principal amount	161,728	114,111
Barclays Plc 2.894% Due 11-24-2032 Beo	150,000 principal amount	149,991	114,684
Enterprise Prods Oper Llc 4.25% 02-15-2048	140,000 principal amount	153,942	112,512
Verizon Communications 3.4% Due 03-22-2041 Beo	150,000 principal amount	108,134	113,275
Citigroup Inc 6.675% Due 09-13-2043	105,000 principal amount	160,349	112,453
Pvtpl Ubs Group Ag 9.016% 11-15-2033	110,000 principal amount	114,612	112,959
Comcast Corp New 2.887% 11-01-2051 Beo	175,000 principal amount	123,211	113,051
Jpmorgan Chase & Co 4.032% 07-24-2048	140,000 principal amount	163,024	111,218
Puget Sound Energy 4.3% Due 05-20-2045	135,000 principal amount	168,229	112,610
Charter Communications Oper Llc 4.4% Due 12-01-2061 Beo	175,000 principal amount	150,909	112,606
Northrop Grumman 5.15% Due 05-01-2040	115,000 principal amount	147,489	112,094
Vodafone Group Plc 4.25% Due 09-17-2050 Reg	145,000 principal amount	158,329	111,230
Abbvie Inc Fixed 4.7% Due 05-14-2045	125,000 principal amount	133,007	111,996
Norfolk Southn Corp Sr Nt 4.1% 05-15-2121	160,000 principal amount	124,251	111,623
Union Pac Corp Fixed 4% Due 04-15-2047	135,000 principal amount	161,734	111,138
Charter Communications Entmt I L P 3.5% 03-01-2042	170,000 principal amount	168,730	110,213
Takeda Pharmaceutical Co Ltd Sr Nt 3.175% 07-09-2050	160,000 principal amount	132,692	109,393
Simon Ppty Group L Fixed 3.25% 09-13-2049	165,000 principal amount	139,170	110,063
Nucor Corp Nt 3.85% 04-01-2052	145,000 principal amount	120,773	110,276
Intl Paper Co 4.8% Due 06-15-2044	128,000 principal amount	144,369	111,171
Morgan Stanley 4.457% 04-22-2039	125,000 principal amount	148,783	110,299
Lowes Cos Inc 4.45% 04-01-2062	140,000 principal amount	118,859	109,740
Lloyds Bkg Group 3.369% Due 12-14-2046	170,000 principal amount	155,162	110,897
Shell Intl Fin B V 3.625% Due 08-21-2042	135,000 principal amount	148,831	109,278
Umass Mem Hlth 5.363% Due 07-01-2052	115,000 principal amount	115,000	106,708
Amazon Com Inc 2.7% Due 06-03-2060	180,000 principal amount	176,565	109,504
Commonspirit Hlth 3.91% Due 10-01-2050	145,000 principal amount	149,576	108,122
Duke Energy Corp 5% Due 08-15-2052	120,000 principal amount	115,899	107,178
T-Mobile Usa Inc Fixed 5.8% Due 09-15-2062	110,000 principal amount	109,316	107,604
Alibaba Group Hldg Ltd 4.0% 12-06-2037	130,000 principal amount	145,500	108,974
Oracle Corp 5.375 Due 07-15-2040	115,000 principal amount	145,484	106,458
Utd Technologies 4.5% Due 06-01-2042	120,000 principal amount	119,218	108,778
Apple Inc 2.85% Due 08-05-2061 Beo	165,000 principal amount	154,938	107,147
Union Elec Co 3.9 Due 09-15-2042	130,000 principal amount	141,906	107,049
Citigroup Inc 2.904% 11-03-2042	155,000 principal amount	121,545	107,647
Hoag Mem Hosp 3.803% Due 07-15-2052	135,000 principal amount	135,000	105,940
Aercap Ireland Capital Dac Gtd Sr Nt 3.4% 10-29-2033	140,000 principal amount	139,838	106,589

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Gilead Sciences 4.8% Due 04-01-2044	115,000 principal amount	134,968	106,020
Progressive Corp 4.2% Due 03-15-2048	125,000 principal amount	154,046	105,531
Pacific Gas & Elec Co 4.75% Due 02-15-2044	135,000 principal amount	112,221	103,884
Charter Communications Oper Llc Cap 5.125% Due 07-01-2049 Beo	135,000 principal amount	158,089	102,670
Charter 5.375% Due 04-01-2038	125,000 principal amount	145,441	104,233
Astrazeneca Plc 4% Due 09-18-2042	120,000 principal amount	131,770	104,494
Visa Inc 4.3% Due 12-14-2045	115,000 principal amount	147,843	105,588
Canadian Pac Ry Co New 3.1% 12-02-2051	155,000 principal amount	112,601	104,879
Burl Northn Santa 7.29% Due 06-01-2036	90,000 principal amount	103,567	104,358
Intel Corp 4.9% 08-05-2052	115,000 principal amount	114,493	102,322
Midamerican Energy Co 3.95% 08-01-2047	125,000 principal amount	123,823	102,507
B A T Cap Corp Fixed 3.734% Due 09-25-2040	150,000 principal amount	136,311	102,616
Ameren Ill Co 3.7% 12-01-2047	130,000 principal amount	127,071	103,679
Mitsubishi Ufj Fixed 4.153% Due 03-07-2039	120,000 principal amount	93,333	101,828
Union Pac Corp 3.5% 02-14-2053	135,000 principal amount	115,590	101,270
Pvtpl Cameron Lng Llc 3.302% Due 01-15-2035	125,000 principal amount	125,000	101,149
Morgan Stanley 1.794% 02-13-2032	135,000 principal amount	103,949	101,797
Mastercard Inc 3.65% Due 06-01-2049	125,000 principal amount	138,805	102,047
Duke Energy Ind Llc 3.25% Due 10-01-2049	145,000 principal amount	161,526	101,124
Intel Corp 3.734% 12-08-2047 Beo	135,000 principal amount	140,172	101,948
Pg&E Wildfire 4.722% Due 06-01-2039	105,000 principal amount	104,993	100,027
Philip Morris Intl Inc 4.875 Due 11-15-2043	115,000 principal amount	140,498	101,223
Everest Reinsurance Holdings Inc Sr Nt 3.125% 10-15-2052	160,000 principal amount	156,687	100,580
Takeda Pharmaceutical Co Ltd Sr Nt 3.025% 07-09-2040	135,000 principal amount	134,089	99,652
Metlife Inc Step Cpn 4.721% Due 12-15-2044	110,000 principal amount	135,476	101,215
S Carolina Elec & 5.45% Due 02-01-2041	100,000 principal amount	111,792	98,662
Kaiser Fndtn Hosps 3.002% Due 06-01-2051Reg	145,000 principal amount	145,380	99,587
Amazon Com Inc Fixed 3.875% Due 08-22-2037	110,000 principal amount	117,426	98,126
Csx Corp Fixed 4.65% Due 03-01-2068	115,000 principal amount	120,031	97,732
Lyb Intl Fin Iii 3.625% Due 04-01-2051	145,000 principal amount	125,689	97,774
Unitedhealth Group Inc 2.75% Due 05-15-2040/05-18-2020 Reg	135,000 principal amount	130,399	98,598
Cvs Caremark Corp 5.3 Due 12-05-2043	105,000 principal amount	135,231	98,635
Target Corp Sr Nt 2.95% 01-15-2052	140,000 principal amount	110,441	96,906
Salesforce.Com Inc 2.7% Due 07-15-2041 Beo	135,000 principal amount	126,226	96,976
Texas Elec Mkt Stabilization Fdg N Llc 5.167% Due 02-01-2050 Beo	100,000 principal amount	99,990	95,688
Lyb Intl Fin Iii 3.375% Due 10-01-2040	135,000 principal amount	136,672	96,592
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 5.057% Due 08-01-2048 Beo	100,000 principal amount	99,990	94,643
Philip Morris International Inc 3.875 Bds Due 08-21-2042 Usd1000	125,000 principal amount	116,388	95,471
Fox Corp 5.576% Due 01-25-2049	105,000 principal amount	132,862	94,275
Dow Chemical Co 4.375% Due 11-15-2042	115,000 principal amount	124,619	95,777
Conagra Brands Inc Fixed 5.3% 11-01-2038	100,000 principal amount	119,561	95,266
Peco Energy Co Fixed 3.7% 09-15-2047	120,000 principal amount	116,042	94,764
Gilead Sciences Inc 2.6% Due 10-01-2040	135,000 principal amount	130,808	94,800
Fred Hutchinson 4.966% Due 01-01-2052	100,000 principal amount	100,000	93,178
Stanley Black & Decker Inc 2.75% 11-15-2050	155,000 principal amount	147,759	94,922
Unitedhealth Group 6.5% Due 06-15-2037	85,000 principal amount	102,472	95,186
Johns Hopkins Univ Taxable Bd 2022 Ser A4.705% 07-01-2032	95,000 principal amount	95,000	94,279
Boeing Co Fixed 3.55% Due 03-01-2038	125,000 principal amount	125,858	92,548
Boeing Co Sr Nt 5.875 Due 02-15-2040	95,000 principal amount	117,543	91,742

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pvtpl New England Power Co 5.936% Due 11-25-2052 Beo	90,000 principal amount	90,000	93,202
Alabama Pwr Co 3.85% Due 12-01-2042	115,000 principal amount	114,655	93,163
Jpmorgan Chase & Co 3.109% 04-22-2051	140,000 principal amount	97,019	92,461
Provid St Joseph 2.7% Due 10-01-2051	155,000 principal amount	155,000	92,238
Philip Morris Intl 4.125% Due 03-04-2043	115,000 principal amount	133,023	91,462
Citigroup Inc 4.65% Due 07-30-2045	105,000 principal amount	130,662	90,625
American International Group Inc Bnds 4.8% Due 07-10-2045 Reg	100,000 principal amount	87,297	90,326
Burlington Northn Santa 4.55 09-01-2044	100,000 principal amount	122,607	90,948
Halliburton Co 4.75% Due 08-01-2043	105,000 principal amount	118,833	90,118
Charter 3.5% Due 06-01-2041	140,000 principal amount	114,857	91,727
Commonwealth Edison Co 1St Mtg Bd Ser 130 3.125% 03-15-2051	130,000 principal amount	121,302	90,861
Hewlett Packard Step Cpn 6.35% Due 10-15-2045	90,000 principal amount	116,282	89,947
Dell Intl L L C/Emc Corp 8.1% 07-15-2036 Usd	78,000 principal amount	95,012	87,738
Southn Cal Edison 6% Due 01-15-2034	85,000 principal amount	118,410	88,275
Jpmorgan Chase & Co 3.964% 11-15-2048	115,000 principal amount	124,984	89,907
Csx Corp 4.1 Due 03-15-2044	105,000 principal amount	114,040	88,621
Duke Energy Ind 3.75% Due 05-15-2046	115,000 principal amount	126,037	89,177
Amer Movil S A B De C V Formerly Ame Gtdsr Nt 6.125 Due 11-01-2037 Reg	85,000 principal amount	102,782	88,610
Entergy Tex Inc 4.5% 03-30-2039	100,000 principal amount	99,313	87,858
Novartis Cap Corp 4% Due 11-20-2045	100,000 principal amount	122,696	88,335
Pvtpl Motiva Enterprises Llc Sr Nt 144A 6.85% Due 01-15-2040/01-11-2010 Beo	85,000 principal amount	103,829	85,751
Nasdaq Inc 2.5% Due 12-21-2040	135,000 principal amount	100,710	88,069
Morgan Stanley 5.297% 04-20-2037	95,000 principal amount	95,000	87,146
Viacom Inc New 4.375% Due 03-15-2043	125,000 principal amount	101,848	86,493
Bank Amer Corp Fltg Rt 4.083% Due 03-20-2051	110,000 principal amount	89,215	86,811
Pvtpl Dell Intl L L C / Emc Corp 3.375% 12-15-2041	130,000 principal amount	129,923	87,657
Equinor Asa 3.625% Due 04-06-2040	105,000 principal amount	108,885	86,868
Shell International Fin 4.55 Due 08-12-2043 Reg	95,000 principal amount	117,185	86,091
Kinder Morgan Inc 5.45% Due 08-01-2052	95,000 principal amount	93,148	85,543
Bristol-Myers Squibb Co 3.9% 03-15-2062	110,000 principal amount	110,889	85,734
Jpm Chase 2.963% 01-25-2033	105,000 principal amount	90,752	85,632
Cigna Corp New Fixed 3.4% Due 03-15-2050	120,000 principal amount	99,242	85,712
Amazon Com Inc Nt 3.25% 05-12-2061	125,000 principal amount	129,151	86,355
Citigroup Inc 5.3 Due 05-06-2044	95,000 principal amount	122,780	86,059
Elevance Hlth Inc Fixed 6.1% Due 10-15-2052	80,000 principal amount	90,828	85,937
Burlington Northn Santa Fe Llc 4.9 Due 04-01-2044 Reg	90,000 principal amount	89,421	85,505
Moody'S Corporation 4.875% 12-17-2048 Beo	95,000 principal amount	110,277	86,365
Kroger Co 4.45% Due 02-01-2047	100,000 principal amount	113,987	84,555
Norfolk Southn Fixed 4.05% Due 08-15-2052	105,000 principal amount	117,932	84,774
Johnson Ctls Intl Plc Sr Nt Step Up 07-02-2064 12-28-2016	100,000 principal amount	122,579	83,578
Anthem Inc Fixed 3.7% 09-15-2049	110,000 principal amount	105,862	84,115
Intst Pwr & Lt Co 3.7% Due 09-15-2046	115,000 principal amount	120,000	83,967
Burl Northn Deb 5.05 Due 03-01-2041	85,000 principal amount	116,930	83,389
Consumers Energy 3.25% Due 08-15-2046	115,000 principal amount	115,645	83,368
Aon Corp Fixed 2.9% Due 08-23-2051	130,000 principal amount	118,448	83,374
Union Pac Corp 3.95% Due 08-15-2059	105,000 principal amount	109,805	82,530
Verizon 4.812% Due 03-15-2039	90,000 principal amount	79,089	82,732
Viatis Inc 4.0% 06-22-2050	135,000 principal amount	134,682	83,646

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Sherwin-Williams Fixed 3.8% 08-15-2049	110,000 principal amount	99,591	82,086
Eastman Chem Co 4.65% Due 10-15-2044	100,000 principal amount	116,977	82,541
Nevada Pwr Co 6.65% Due 04-01-2036	75,000 principal amount	102,946	82,059
Utd Technologies 4.05% Due 05-04-2047	100,000 principal amount	106,970	82,602
Union Pac Corp 3.2% Due 05-20-2041	105,000 principal amount	86,600	82,692
Cenovus Energy Inc Nt 3.75% 02-15-2052	115,000 principal amount	101,017	81,344
Mcdonalds Corp 6.3% Due 10-15-2037	75,000 principal amount	98,707	81,902
Cigna Corp New 3.875% Due 10-15-2047 Reg	105,000 principal amount	107,270	81,997
Dowdupont Inc 5.319% Due 11-15-2038	85,000 principal amount	101,818	81,958
Telefonica Emisiones S A U 5.213% 03-08-2047 Reg	100,000 principal amount	107,257	80,803
Reynolds Amern Inc 7.25% Due 06-15-2037	80,000 principal amount	74,878	82,132
Pacific Gas & Elec Co 3.95% 12-01-2047	120,000 principal amount	124,078	81,858
Charter Communications Oper Llc/Charte 4.8% Due 03-01-2050	110,000 principal amount	109,005	80,076
Duke Energy Fixed 3.7% Due 12-01-2047	105,000 principal amount	79,865	80,973
Oncor Elec Fixed 4.1% Due 11-15-2048	95,000 principal amount	89,878	80,780
Marsh & McLennan Cos Inc 5.875 8/1/33	75,000 principal amount	107,010	79,325
Enterprise Prods 4.2% Due 01-31-2050	100,000 principal amount	103,621	79,163
Magellan Midstream Partners Lp 4.85%02-01-2049 Reg	95,000 principal amount	80,598	78,997
Yale Univ 2.402% Due 04-15-2050	125,000 principal amount	124,925	80,056
Pg&E Wildfire 4.674% Due 12-01-2053	90,000 principal amount	89,997	80,270
Thermo Fisher 4.1% Due 08-15-2047	90,000 principal amount	91,365	78,869
Goldman Sachs Group Inc 2.908% Due 07-21-2042 Beo	115,000 principal amount	90,520	78,750
Glaxosmithkline 6.375% Due 05-15-2038	70,000 principal amount	104,994	79,193
B A T Cap Corp 4.39% 08-15-2037	100,000 principal amount	96,986	78,096
Duke Energy Corp 3.75% Due 09-01-2046	105,000 principal amount	104,255	78,424
Vale Overseas Ltd 6.875% Due 11-10-2039	75,000 principal amount	74,205	78,996
Berkshire Hathaway Fixed 4.45% Due 01-15-2049	90,000 principal amount	71,309	77,857
Crown Castle Intl Corp New 2.9% Due 04-01-2041 Reg	115,000 principal amount	101,210	78,641
Johnson & Johnson 4.375 Due 12-05-2033	80,000 principal amount	100,384	78,814
Pg&E Wildfire 5.081% Due 06-01-2043	80,000 principal amount	79,996	77,137
Bristol Myers Squibb Co Corp 4.625% 05-15-2044	85,000 principal amount	115,973	78,417
Corning Inc 5.45% Due 11-15-2079	90,000 principal amount	101,916	78,227
Pfizer Inc 4.3% Due 06-15-2043	85,000 principal amount	100,917	78,260
Abbvie Inc 4.45% Due 05-14-2046	90,000 principal amount	92,472	77,839
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.25% 05-11-2041	110,000 principal amount	109,090	77,192
Southn Cal Gas Co Fixed 6.35% Due 11-15-2052	70,000 principal amount	69,739	76,986
Suncor Energy Inc 6.5% Due 06-15-2038	75,000 principal amount	95,948	77,280
Pvtpl Hca Inc Sr Seed Nt 4.375% 03-15-2042	95,000 principal amount	95,508	76,071
Carrier Global Corp 3.37% Due 04-05-2040	100,000 principal amount	100,639	76,343
Rio Tinto Fin Usa Ltd 2.75% 11-02-2051	115,000 principal amount	113,745	76,414
Pub Svc Elec & Gas 3.6% Due 12-01-2047	100,000 principal amount	108,605	76,510
Pg&E Wildfire 4.377% Due 06-03-2041	85,000 principal amount	84,997	76,049
Cvs Health Corp 4.125% Due 04-01-2040 Reg	90,000 principal amount	85,430	75,274
Unilever Cap Corp 2.625% Due 08-12-2051 Beo	115,000 principal amount	113,514	74,798
Amazon.Com Inc 3.95% 04-13-2052	90,000 principal amount	77,229	75,186
Pacificorp 4.125% Due 01-15-2049	90,000 principal amount	72,104	74,175
Home Depot Inc 4.2% Due 04-01-2043	85,000 principal amount	92,661	74,820
Oracle Corp 4% Due 07-15-2046	100,000 principal amount	76,826	73,425
Tsmc Arizona Corp New Issue 20Yr 3.125% 10-25-2041	95,000 principal amount	97,002	74,333

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Anthem Inc 4.65% Due 01-15-2043	80,000 principal amount	82,978	72,939
Charter 6.384% Due 10-23-2035	75,000 principal amount	98,627	73,410
Oncor Elec Fixed 3.8% Due 09-30-2047	90,000 principal amount	102,485	73,403
Cons Edison Co N Y 5.5% Due 12-01-2039	75,000 principal amount	84,144	73,582
Pacificorp 6.1% Due 08-01-2036	70,000 principal amount	92,489	71,770
Anthem Inc 4.375% 12-01-2047	85,000 principal amount	94,901	73,220
Morgan Stanley 3.971% 07-22-2038	85,000 principal amount	96,244	71,771
Oncor Elec Delivery Co Llc Corp 3.8% 06-01-2049	90,000 principal amount	113,247	72,902
Viacomcbs Inc Fixed 4.95% Due 01-15-2031	80,000 principal amount	71,254	71,296
Bank Amer Corp 5.015% Due 07-22-2033/01-22-2023 Beo	75,000 principal amount	74,989	71,446
Cons Edison Co N Y 4.3% Due 12-01-2056	90,000 principal amount	94,076	72,770
Va Elec & Pwr Co Sr Nt 2008 Ser B 8.875 Due 11-15-2038	55,000 principal amount	68,958	72,277
Lowe'S Companies Inc 2.8% 09-15-2041	105,000 principal amount	104,199	71,936
Public Service Co Of Colorado 3.6 Due 09-15-2042	90,000 principal amount	104,743	71,552
Berkshire Hathaway Fin Corp 4.2% Due 08-15-2048 Reg	80,000 principal amount	95,309	71,106
Midamerican Energy Co 2.7% 08-01-2052	110,000 principal amount	109,220	71,011
El Paso Pipeln 7.5% Due 11-15-2040	65,000 principal amount	84,324	71,231
Public Svc Colorado 3.8% 06-15-2047	90,000 principal amount	91,919	71,586
Puget Sound Energy 5.795% Due 03-15-2040	70,000 principal amount	90,036	70,486
Lowes Cos Inc 4.05% Due 05-03-2047	90,000 principal amount	97,592	70,901
Lincoln Natl Corp Fixed 4.375% Due 06-15-2050	95,000 principal amount	105,791	71,171
Methodist Hosp Houston Tex 2.705% Due 12-01-2050/08-27-2020 Reg	110,000 principal amount	108,991	70,597
Dominion Energy 4.85% Due 08-15-2052	80,000 principal amount	77,638	69,393
Fox Corp 5.476% Due 01-25-2039	75,000 principal amount	86,297	68,583
Alleghany Corp Del 3.625% Due 05-15-2030	75,000 principal amount	75,415	69,758
Cons Edison Co N Y 3.875% Due 06-15-2047	90,000 principal amount	99,056	69,863
Boeing Co Fixed 3.5% Due 03-01-2039	95,000 principal amount	94,502	68,780
Boeing Co 3.85% Due 11-01-2048	100,000 principal amount	87,807	69,128
Pvtpl American Transmission Sys Inc Sr Nt 5% Due 09-01-2044	75,000 principal amount	77,631	68,516
Transcontinental Gas Pipe Line Co Llc 4.45 Due 08-01-2042 Reg	80,000 principal amount	85,926	68,253
Duke Energy 4.25% Due 12-15-2041	80,000 principal amount	83,422	69,475
Essential Utils Fixed 3.351% Due 04-15-2020	100,000 principal amount	105,185	68,826
Comwlth Edison Co 4.35% Due 11-15-2045	80,000 principal amount	103,749	68,794
Pvtpl Edf S A Nt 6 Due 01-22-2114 Beo	75,000 principal amount	87,554	66,990
Willis N Amer Inc 3.875% Due 09-15-2049	95,000 principal amount	107,035	67,871
Oneok Inc New 5.2% Due 07-15-2048	80,000 principal amount	67,967	66,940
Dh Europe Fin Li S Fixed 3.25% 11-15-2039	85,000 principal amount	95,163	68,341
Discovery Communications Llc 5.2% 09-20-2047	90,000 principal amount	89,618	67,262
Comcast Corp New Fixed 3.969% Due 11-01-2047	85,000 principal amount	76,698	67,952
Goldman Sachs Group Inc 6 45 05 01 6.45 Due 05-01-2036 Beo	65,000 principal amount	89,634	67,725
T-Mobile Usa Inc 3.4% 10-15-2052	100,000 principal amount	96,458	67,649
Lowe'S Companies Fixed 3.5% Due 04-01-2051	95,000 principal amount	99,664	67,124
Gilead Sciences 4.5% Due 02-01-2045	75,000 principal amount	92,436	66,472
Statoil Asa 3.95 Due 05-15-2043	80,000 principal amount	88,254	67,318
Trustees Bstn Univ 4.061% Due 10-01-2048	80,000 principal amount	89,685	66,697
Ma Inst Tech Fixed 2.989% Due 07-01-2050	90,000 principal amount	92,132	65,983
Alexandria Real Estate Equities Inc 3.0% 05-18-2051	105,000 principal amount	75,064	66,938
Bp Cap Mkts Amer Inc 3.001% Due 03-17-2052 Beo	100,000 principal amount	83,247	66,367
Westar Energy Inc Fixed 3.25% 09-01-2049	95,000 principal amount	92,833	66,181

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cardinal Hlth Inc 4.368% Due 06-15-2047	85,000 principal amount	95,242	67,033
Fiserv Inc 4.4% Due 07-01-2049	80,000 principal amount	95,397	65,398
Amern Intl Group 4.5% Due 07-16-2044	75,000 principal amount	69,002	65,443
Phillips 66 3.3% Due 03-15-2052	95,000 principal amount	92,712	65,983
Consumers Energy 4.05% Due 05-15-2048	80,000 principal amount	98,281	66,459
Cons Edison Co N Y 3.85% Due 06-15-2046	85,000 principal amount	92,630	66,388
Church & Dwight Co Inc Sr Nt 5% 06-15-2052	70,000 principal amount	69,966	66,281
Zoetis Inc Fixed 4.45% Due 08-20-2048	75,000 principal amount	80,498	65,020
Cenovus Energy Inc 6.75% Due 11-15-2039	63,000 principal amount	85,183	65,590
Unitedhealth Group 4.25% Due 04-15-2047	75,000 principal amount	63,986	65,011
Southwestern Public Service Co 3.75% 06-15-2049	85,000 principal amount	100,272	65,535
Apple Inc 3.45% Due 02-09-2045	80,000 principal amount	80,262	64,538
Lockheed Martin 4.07% Due 12-15-2042	75,000 principal amount	95,012	65,274
Koninklijke 6.875% Due 03-11-2038	60,000 principal amount	80,800	63,995
Transcanada 5.85% Due 03-15-2036	65,000 principal amount	81,499	64,127
Emerson Elec Co 2.8% Due 12-21-2051/12-21-2021 Beo	100,000 principal amount	99,778	64,862
Bank Of America Corp 4.571% 04-27-2033	70,000 principal amount	64,823	64,291
Keurig Dr Pepper Inc 3.8% Due 05-01-2050Beo	85,000 principal amount	91,351	64,315
Kinder Morgan 5.8% Due 03-15-2035	65,000 principal amount	84,343	63,742
Merck & Co Inc New 4.0% 03-07-2049	75,000 principal amount	94,276	63,721
Shell Intl Fin B V 3.75% Due 09-12-2046	80,000 principal amount	71,632	63,545
Altria Group Inc 3.4% Due 02-04-2041	95,000 principal amount	90,320	63,069
Conocophillips Co 3.99% 03-15-2052	80,000 principal amount	73,691	63,479
Exxon Mobil Corp 3.567% Due 03-06-2045	80,000 principal amount	84,141	63,377
Fedex Corp 4.75% Due 11-15-2045	75,000 principal amount	86,647	63,661
Washington Univ 4.349% Due 04-15-2122	80,000 principal amount	80,000	63,238
Tsmc Arizona Corp New Issue 10Yr 4.25% 04-22-2032	65,000 principal amount	64,832	63,254
Entergy La Llc Fixed 3.1% Due 06-15-2041	85,000 principal amount	84,459	63,573
Gallagher Arthur J & Co Sr Nt 3.5% 05-20-2051	90,000 principal amount	76,499	63,285
Metlife Inc 5.875% Due 02-06-2041	60,000 principal amount	82,894	61,979
Pvtpl Rogers Communications Inc 4.55% 03-15-2052	80,000 principal amount	74,017	62,062
Molson Coors 5 Due 05-01-2042	70,000 principal amount	68,097	62,442
Enterprise Prods 4.85% Due 03-15-2044	70,000 principal amount	80,745	62,002
Wellpoint Inc 5.95% Due 12-15-2034	60,000 principal amount	67,918	62,812
Axa Equitable Hldgs Inc Fixed 5% 04-20-2048 Beo	70,000 principal amount	69,970	61,692
Becton Dickinson & 4.669% Due 06-06-2047	70,000 principal amount	81,547	62,005
Jbs Usa Lux S A / Jbs Usa Food Co / Sr Nt 144A 6.5% 12-01-2052	65,000 principal amount	63,175	61,852
Aep Transmission Co Llc Sr Nt Ser O 4.5%06-15-2052	70,000 principal amount	69,638	62,042
Shell International Fin 4.375% Due 05-11-2045	70,000 principal amount	86,311	61,584
Anheuser Busch Inbev Worldwide Inc 5.45% 01-23-2039	60,000 principal amount	58,786	60,186
Aep Transmission Co Llc 2.75% 08-15-2051	95,000 principal amount	88,688	60,614
Union Elec Co 3.25% Due 10-01-2049	85,000 principal amount	95,716	60,625
Simon Pty Group L Fixed 6.75% Due 02-01-2040	55,000 principal amount	62,257	59,676
Childrens Hlth Sys 2.511% Due 08-15-2050	100,000 principal amount	96,719	60,104
Erp Oper Ltd 4.5% Due 07-01-2044	70,000 principal amount	87,643	59,468
Mplx Lp Fixed 5.2% Due 03-01-2047	70,000 principal amount	85,207	59,741
Burl Northn Santa 4.15% Due 04-01-2045	70,000 principal amount	68,017	60,098
Valero Energy Corp New 3.65% 12-01-2051	85,000 principal amount	77,335	60,459
Intl Business 4.9% Due 07-27-2052	65,000 principal amount	63,292	59,348

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Verizon Communications Inc 3.0% Due 11-20-2060 Reg	100,000 principal amount	95,939	59,951
Disney Walt Co Sr Nt 6.2% 12-15-2034	55,000 principal amount	70,124	60,015
Kansas City Southn Corp 4.2% 11-15-2069	80,000 principal amount	70,048	59,571
Enterprise Prods 5.7% Due 02-15-2042	60,000 principal amount	63,832	58,446
Altria Group Inc 5.95% Due 02-14-2049	65,000 principal amount	67,679	57,974
Marathon Pete Corp 5.85% Due 12-15-2045	65,000 principal amount	72,134	59,165
Dell Intl L L C/Emc Corp 8.35% 07-15-2046	50,000 principal amount	59,197	57,277
Pvtpl Roche Holdings Inc 2.607% 12-13-2051	90,000 principal amount	64,638	58,522
Johnson & Johnson 3.5% 01-15-2048	70,000 principal amount	83,720	57,450
Citigroup Inc 5.316% 09-26-2020 Reg	60,000 principal amount	77,313	57,448
Aep Tex Inc 5.25% Due 05-15-2052	60,000 principal amount	59,902	57,822
At&T Inc 4.5% Due 03-09-2048	70,000 principal amount	82,776	57,216
Ecolab Inc 2.75% 08-18-2055 Beo	95,000 principal amount	93,718	57,212
Marathon Pete Corp 6.5% Due 03-01-2041	55,000 principal amount	62,865	56,835
Alibaba Group Hldg 4.4% Due 12-06-2057	75,000 principal amount	86,627	57,736
U S Bancorp 5.85% 10-21-2033	55,000 principal amount	55,000	57,291
Apple Inc 4.65% Due 02-23-2046	60,000 principal amount	60,733	56,878
Cmnty Hlth Network Fixed 3.099% Due 05-01-2050	90,000 principal amount	86,478	56,971
Markel Corp 5.0% 05-20-2049	65,000 principal amount	53,078	57,047
Enterprise Prods Fixed 4.9% Due 05-15-2046	65,000 principal amount	66,996	56,915
Oracle Corp 4.125% Due 05-15-2045	75,000 principal amount	75,971	56,900
Altria Group Inc 4.25% Due 08-09-2042	75,000 principal amount	72,746	55,902
3M Co 3.25% Due 08-26-2049	80,000 principal amount	71,369	56,021
Brookfield Fin Inc Nt 3.625% 02-15-2052	85,000 principal amount	80,374	55,631
Fl Pwr & Lt Co 3.7% 12-01-2047	70,000 principal amount	67,094	56,573
Oglethorpe Pwr Corp 5.05% Due 10-01-2048	65,000 principal amount	72,264	55,904
Fmc Corp 4.5% Due 10-01-2049	70,000 principal amount	76,151	55,812
Biogen Inc Corp 3.15% 05-01-2050	85,000 principal amount	79,400	56,126
Diamondback Energy Inc 4.25% Due 03-15-2052 Beo	75,000 principal amount	70,307	55,487
Target Corp 6.5% Due 10-15-2037	50,000 principal amount	75,873	55,651
Apple Inc 3.95% 08-08-2052	65,000 principal amount	63,872	55,235
Verizon Communications Inc Nt 2.355% 03-15-2032	70,000 principal amount	54,514	55,567
Philip Morris Intl 4.5% Due 03-20-2042	65,000 principal amount	64,644	55,143
Ky Utils Co 4.65 Due 11-14-2043	65,000 principal amount	71,555	55,419
Haleon Us Capital Llc 4.0% 03-24-2052	70,000 principal amount	57,568	55,019
Eaton Corp Ohio 4.7% 08-23-2052	60,000 principal amount	59,675	54,703
Cargill Inc 2.125% 11-10-2031	70,000 principal amount	69,687	55,456
Progressive Corp Oh 4.125% Due 04-15-2047 Reg	65,000 principal amount	80,583	54,777
Aflac Inc 4% Due 10-15-2046	70,000 principal amount	60,379	54,522
Keurig Dr Pepper Inc Sr Nt 4.5% 04-15-2052	65,000 principal amount	63,459	54,469
Kinder Morgan 6.95% Due 01-15-2038	50,000 principal amount	63,168	53,336
Duke Energy Fla 3.4% Due 10-01-2046	75,000 principal amount	86,105	54,277
Vodafone Group Plc New 4.875% Due 06-19-2049 Reg	65,000 principal amount	82,167	54,794
Utd Technologies 3.75% Due 11-01-2046	70,000 principal amount	69,846	54,367
Peco Energy Co Fixed 4.6% Due 05-15-2052	60,000 principal amount	63,621	54,435
Home Depot Inc 4.4 Due 03-15-2045 Reg	60,000 principal amount	63,593	53,965
Jpmorgan Chase & Co Formerly J P Morgan Nt 6.4 Due 05-15-2038 Beo	50,000 principal amount	54,221	54,305
Nnn Reit Inc Sr Nt 3% 04-15-2052	90,000 principal amount	77,741	53,989
Fedex Corp 4.05% Due 02-15-2048	70,000 principal amount	75,748	53,445

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
National Retail Properties Inc Nt 3.5% 04-15-2051	80,000 principal amount	53,501	53,843
Fl Pwr & Lt Co 4.95% Due 06-01-2035	55,000 principal amount	72,722	54,153
Westar Energy Inc 4.1% Due 04-01-2043	65,000 principal amount	68,829	53,648
Corebridge Finl Inc Sr Nt 144A 4.35% 04-05-2042	65,000 principal amount	58,349	53,636
Johnson & Johnson 3.55% Due 03-01-2036	60,000 principal amount	62,946	53,411
Bristol-Myers Squibb Co 3.55% 03-15-2042	65,000 principal amount	52,912	53,062
Target Corp Fixed 3.9% Due 11-15-2047	65,000 principal amount	79,252	53,339
T-Mobile Usa Inc 3.6% 11-15-2060	80,000 principal amount	80,118	53,266
Burl Northn Santa 4.95% Due 09-15-2041	55,000 principal amount	69,370	52,758
At&T Inc 3.65% Due 06-01-2051	75,000 principal amount	67,583	53,190
Kentucky Utilities Co 3.3% Due 06-01-2050 Beo	75,000 principal amount	80,850	53,136
Activision 2.5% Due 09-15-2050	85,000 principal amount	81,913	52,612
Anheuser-Busch 4.95% Due 01-15-2042	55,000 principal amount	67,487	51,908
Amgen Inc 5.15% Due 11-15-2041	56,000 principal amount	73,608	52,615
Georgia Pwr Co Sr Nt Ser 2021A 3.25% 03-15-2051	75,000 principal amount	52,191	52,014
Air Prods & Chems Fixed 2.7% Due 05-15-2040	70,000 principal amount	69,971	52,387
Home Depot Inc 3.35% Due 04-15-2050 Reg	70,000 principal amount	68,641	52,127
Csx Corp 4.5% Due 08-01-2054	60,000 principal amount	72,294	51,491
Discovery Communications Llc 4.0% Due 09-15-2055	85,000 principal amount	83,052	51,314
Cigna Corp New Corp 4.8% 08-15-2038	55,000 principal amount	60,928	51,203
Commonwealth Edison Co 3.75% 08-15-2047	65,000 principal amount	64,138	51,134
Texas Health Res Fixed 2.328% Due 11-15-2050	90,000 principal amount	85,382	51,745
Astrazeneca Plc 6.45% Due 09-15-2037	45,000 principal amount	53,154	51,122
Cleco Securitization I Llc 4.64% Due 09-01-2042	55,000 principal amount	54,992	50,521
Phillips 66 4.65% Due 11-15-2034	55,000 principal amount	62,605	51,523
Alabama Pwr Co 3.75% Due 03-01-2045	65,000 principal amount	69,159	50,897
Telus Corp Tcn 3.4% 05-13-2032	60,000 principal amount	59,828	51,403
Deere John Cap 3.9% Due 06-07-2032	55,000 principal amount	54,865	51,512
Indiana Mich Pwr Co 3.25% Due 05-01-2051Beo	75,000 principal amount	74,417	51,214
Anheuser-Busch Inbev Wor 8.2 Due 01-15-2039	40,000 principal amount	63,016	49,919
Oracle Corp 6.125% Due 07-08-2039	50,000 principal amount	68,554	49,915
Lockheed Martin Corp Sr Nt 4.15% 06-15-2053	60,000 principal amount	54,968	51,249
Pg&E Wildfire 4.263% Due 06-01-2038	55,000 principal amount	54,998	51,153
Unitedhealth Group 4.625% Due 11-15-2041	55,000 principal amount	72,321	50,982
Intl Business Fixed 2.85% Due 05-15-2040	70,000 principal amount	65,726	50,987
Alabama Pwr Co 4.15% Due 08-15-2044	60,000 principal amount	67,458	50,255
Transcanada 4.625% Due 03-01-2034	55,000 principal amount	48,058	50,322
Pepsico Inc Sr Nt 4.875 Due 11-01-2040	50,000 principal amount	53,338	50,721
Centerpoint Energy Houston Electric 3.6%Due 03-01-2052 Beo	65,000 principal amount	64,279	50,316
Exelon Corp 5.625% Due 06-15-2035	50,000 principal amount	61,683	50,923
Bristol-Myers Squibb Co 3.7% 03-15-2052	65,000 principal amount	55,823	50,301
Amgen Inc 4.4% 05-01-2045	60,000 principal amount	57,547	50,458
Global Payments Inc 5.95% Due 08-15-2052Beo	55,000 principal amount	54,757	49,712
Louisville Gas & Elec Co 4.25% 04-01-2049	60,000 principal amount	68,517	50,114
Spectra Energy 4.5% Due 03-15-2045	60,000 principal amount	52,769	49,788
Novant Health Inc 3.318% Due 11-01-2061	75,000 principal amount	75,000	49,964
Entergy Miss Llc 3.85% Due 06-01-2049	65,000 principal amount	68,945	50,076
Charter Fixed 3.85% Due 04-01-2061	85,000 principal amount	55,119	49,366
New England Pwr Co 3.8% Due 12-05-2047	65,000 principal amount	71,407	49,706

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cenovus Energy Inc 5.4% 06-15-2047	55,000 principal amount	67,860	49,655
Commonwealth Edison 4.0% Due 03-01-2049 Beo	60,000 principal amount	58,496	48,952
Pvtpl Texas Eastn Transmission Lp Sr Nt 4.15% 01-15-2048	60,000 principal amount	61,394	48,460
Altria Group Inc 4.5% Due 05-02-2043	65,000 principal amount	68,855	49,089
Pvtpl Lbj Infrastructure Group Llc Sr Secd Nt 144A 3.797% 12-31-2057	75,000 principal amount	75,000	48,019
Nike Inc Fixed 3.25% Due 03-27-2040	60,000 principal amount	65,879	48,888
Wyeth 6% Due 02-15-2036	45,000 principal amount	52,519	48,272
Royalty Pharma Plc Sr Nt 3.55% 09-02-2050	75,000 principal amount	51,878	48,285
Bhp Billiton Fin Usa Ltd 4.125 Due 02-24-2042 Reg	55,000 principal amount	45,470	48,044
Csx Corp 4.4 Due 03-01-2043 Reg	55,000 principal amount	69,392	48,016
Pacific Lifecorp Sr Nt 144A 5.4% 09-15-2052	50,000 principal amount	50,088	47,951
Pvtpl Halliburton Co Deb 144A 7.6% Due 08-15-2096 Beo	50,000 principal amount	68,916	47,077
Puget Sound Energy 5.483% Due 06-01-2035	50,000 principal amount	56,178	48,234
Lam Resh Corp 4.875% Due 03-15-2049	50,000 principal amount	63,003	47,712
Thermo Fisher Scientific Inc 2.8% 10-15-2041	65,000 principal amount	65,801	48,012
Duke Energy Oh Inc 3.7% Due 06-15-2046	65,000 principal amount	76,247	48,204
Nyu Langone Hosps 3.38% Due 07-01-2055	70,000 principal amount	55,207	47,098
Dominion Res Inc 4.05% Due 09-15-2042	60,000 principal amount	65,848	47,408
Caterpillar Ins 4.75% Due 05-15-2064	50,000 principal amount	71,057	47,749
Cdn Nat Res Ltd 6.75% Due 02-01-2039	45,000 principal amount	62,628	46,756
At&T Inc 3.65% Due 09-15-2059	70,000 principal amount	60,634	47,091
Grupo Televisa S A 6.625% Due 01-15-2040	45,000 principal amount	44,222	46,424
Cdn Pac Ry Ltd 4.8% Due 09-15-2035	50,000 principal amount	55,713	46,929
Pfizer Inc 2.55% Due 05-28-2040	65,000 principal amount	58,781	47,426
Ameren Illinois Co 3.25% Due 03-15-2050	65,000 principal amount	65,423	46,902
Burl Northn Santa Fixed 3.55% Due 02-15-2050	60,000 principal amount	61,809	46,553
Coca Cola Co 2.6% Due 06-01-2050	70,000 principal amount	54,663	47,123
Sunoco Logistics 6.1% Due 02-15-2042	50,000 principal amount	52,565	46,086
Fid Natl 5.625% Due 07-15-2052	50,000 principal amount	49,978	45,922
Carrier Global Corp 3.577% Due 04-05-2050	65,000 principal amount	69,237	46,673
Unitedhealth Group Inc 3.25% Due 05-15-2051 Beo	65,000 principal amount	50,563	46,880
Thomas Jeffsn Univ 3.847% Due 11-01-2057	65,000 principal amount	65,000	46,725
Viacom Inc New 5.25% Due 04-01-2044	60,000 principal amount	62,561	46,331
Cigna Corp New 6.125% Due 11-15-2041 Beo	45,000 principal amount	49,360	46,640
Pvtpl Jbs Usa Lux S A/Jbs Usa Food Co/Jbs Sr Nt 4.375% 02-02-2052	65,000 principal amount	48,527	45,815
Boeing Co Fixed 3.625% Due 03-01-2048	70,000 principal amount	68,832	46,124
Anheuser-Busch 5.875% Due 06-15-2035	45,000 principal amount	60,373	46,802
Udr Inc Fixed 1.9% Due 03-15-2033	65,000 principal amount	59,396	46,463
Ameren Ill Co 4.5% 03-15-2049	50,000 principal amount	55,335	45,866
Sysco Corporation 3.15% 12-14-2051	70,000 principal amount	58,807	46,392
Pvtpl Sabal Trail Transm 4.832% Due 05-01-2048	55,000 principal amount	59,579	46,044
Diamondback Energy Inc 6.25% 03-15-2033	45,000 principal amount	44,807	45,768
Public Svc Co Colo 4.05% 09-15-2049	55,000 principal amount	50,090	45,495
Duke Energy Progress Llc 3.6% 09-15-2047	60,000 principal amount	63,282	45,304
United Technologies Corp 4.45% 11-16-2038	50,000 principal amount	60,832	45,656
Enbridge Inc Fixed 4.5% Due 06-10-2044	55,000 principal amount	46,877	45,754
Oneok Inc New Fixed 4.5% Due 03-15-2050	60,000 principal amount	45,230	44,986
Union Elec Co 8.45% Due 03-15-2039	35,000 principal amount	48,309	44,564

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
University Miami Fla 4.063% 04-01-2052	55,000 principal amount	55,000	44,753
Pvtpl Phillips 66 Co 4.9% 10-01-2046 Beo	50,000 principal amount	52,584	44,553
Goldman Sachs Group Inc 3.436% 02-24-2043	60,000 principal amount	42,522	44,375
Constellation 4.1% 02-15-2048	55,000 principal amount	62,802	44,113
Pvtpl Lsega Financing Plc 3.2% 04-06-2041	60,000 principal amount	59,956	44,304
Sysco Corp 5.375% Due 09-21-2035	45,000 principal amount	58,912	44,019
Metlife Inc 6.375% Due 06-15-2034	40,000 principal amount	55,615	44,495
Univ Pa Trustees 2.396% Due 10-01-2050	70,000 principal amount	70,000	44,144
Ci Financial Co 4.1% 06-15-2051	75,000 principal amount	74,961	44,390
Verizon 2.65% Due 11-20-2040	65,000 principal amount	56,973	44,171
Duke Energy Ind 6.35% Due 08-15-2038	40,000 principal amount	56,688	43,358
Stanford Hlth Care 3.795% Due 11-15-2048	55,000 principal amount	59,454	43,998
Hartford Finl Svcs 3.6% Due 08-19-2049	60,000 principal amount	66,144	43,416
Sempra 4% Due 02-01-2048	55,000 principal amount	44,916	43,276
Union Pac Corp 3.55% Due 05-20-2061	60,000 principal amount	60,607	43,928
Molson Coors 4.2% Due 07-15-2046	55,000 principal amount	45,987	42,933
Applied Matls Inc 5.85% Due 06-15-2041	40,000 principal amount	53,523	43,735
Viatrix Inc Sr Nt 3.85% 06-22-2040	65,000 principal amount	59,628	43,774
Shell Intl Fin B V 3.25% Due 04-06-2050	60,000 principal amount	45,067	43,359
Cooperatieve Centrale Raiffeisen Boerenl5.75 Due 12-01-2043 Reg	45,000 principal amount	61,635	43,246
Public Svc Co N H 3.6% Due 07-01-2049	55,000 principal amount	52,660	42,449
Apple Inc Fixed 2.95% 09-11-2049	60,000 principal amount	66,378	42,842
Mcdonalds Corp 4.7% Due 12-09-2035	45,000 principal amount	54,717	43,209
Ohio Power Co Sr Nt 2.9% 10-01-2051	65,000 principal amount	64,689	42,679
Sunoco Logistics 5.3% Due 04-01-2044	50,000 principal amount	44,532	42,462
Ohiohealth Corp 2.834% 11-15-2041	60,000 principal amount	60,000	42,900
Nestle Hldgs Inc 4% Due 09-24-2048	50,000 principal amount	42,321	42,407
Florida Pwr & Lt Co Fixed 3.99% 03-01-2049	50,000 principal amount	46,799	42,233
Chubb Corp 6% Due 05-11-2037	40,000 principal amount	57,292	42,511
Boeing Co 3.9% 05-01-2049	60,000 principal amount	53,833	42,451
Rogers Communications Inc 4.35% 05-01-2049 Reg	55,000 principal amount	55,954	42,368
Westlake Chem Corp Sr Nt 3.375% 08-15-2061	70,000 principal amount	67,845	41,718
Lockheed Martin Corp Sr Nt 4.3% 06-15-2062	50,000 principal amount	38,171	42,441
Weyerhaeuser Co Sr Nt 4% 03-09-2052	55,000 principal amount	53,992	41,824
Duke Energy Ind 4.9 Due 07-15-2043	45,000 principal amount	44,609	41,388
Visa Inc 2.7% Due 04-15-2040	55,000 principal amount	54,595	41,945
Appalachian Pwr Co Fixed 4.5% 03-01-2049	50,000 principal amount	50,323	41,491
Lockheed Martin 4.7% Due 05-15-2046	45,000 principal amount	58,926	41,863
Northrop Grumman 4.03% Due 10-15-2047	50,000 principal amount	52,250	41,649
Williams Partners 5.4% Due 03-04-2044	45,000 principal amount	49,761	41,041
Northern Sts Pwr Co Minn 2.6% Due 06-01-2051 Reg	65,000 principal amount	64,775	41,622
Hartford Finl Svcs Group Inc Del Sr Nt 2.9% 09-15-2051	65,000 principal amount	64,451	41,200
Appalachian Pwr Co 4.4% Due 05-15-2044	50,000 principal amount	61,331	41,424
Alibaba Group Hldg Ltd 3.15% Due 02-09-2051	65,000 principal amount	64,804	40,869
Appalachian Pwr Co 4.45% Due 06-01-2045	50,000 principal amount	44,686	41,361
Entergy La Llc 4.75% 09-15-2052	45,000 principal amount	44,756	40,748
Amern Tower Corp 2.95% Due 01-15-2051	65,000 principal amount	46,192	40,605
Transcanada 6.2% Due 10-15-2037	40,000 principal amount	51,088	40,955
Oracle Corp Fixed 3.65% Due 03-25-2041	55,000 principal amount	56,822	40,788

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Charter 6.484% Due 10-23-2045	45,000 principal amount	43,697	40,753
Piedmont Nat Gas Co Inc Sr Nt 5.05% 05-15-2052	45,000 principal amount	44,608	40,900
Canadian Natl Ry Co 3.65% 02-03-2048	50,000 principal amount	60,308	40,169
Banner Health 2.907% Due 01-01-2042	55,000 principal amount	55,000	40,112
Anheuser-Busch 4.375% Due 04-15-2038	45,000 principal amount	54,360	40,424
Alibaba Group Hldg 4.5% Due 11-28-2034	45,000 principal amount	51,791	40,574
Verizon 4.125% Due 08-15-2046	50,000 principal amount	38,761	39,971
Florida Pwr Corp 3.85% Due 11-15-2042	50,000 principal amount	60,104	40,314
Allstate Corp 4.5% Due 06-15-2043	45,000 principal amount	39,203	40,394
Southern Cal Edison 3.6% 02-01-2045	55,000 principal amount	47,424	39,637
Pfizer Inc Fixed 3.9% 03-15-2039	45,000 principal amount	44,359	39,921
Evergy Kans Cent 3.45% Due 04-15-2050	55,000 principal amount	42,567	39,840
Pvtpl Polar Tankers Inc Nt 144A 5.951% Due 05-10-2037/05-10-2007 Beo	39,156 principal amount	50,012	39,745
Pvtpl Phillips 66 Co 4.68% Due 02-15-2045 Beo	45,000 principal amount	38,227	39,245
Arizona Pub Svc Co 4.35% Due 11-15-2045	50,000 principal amount	39,602	39,581
Amern Tower Corp 3.7% Due 10-15-2049	55,000 principal amount	56,691	39,304
Dell Inc 6.5% Due 04-15-2038	40,000 principal amount	47,623	38,800
New York & 3.954% Due 08-01-2119	55,000 principal amount	34,950	38,321
Packaging Corp Fixed 3.05% Due 10-01-2051	60,000 principal amount	59,382	38,579
Cvs Health Corp 4.875% Due 07-20-2035	40,000 principal amount	40,947	38,061
Northn Sts Pwr Co 6.2% Due 07-01-2037	35,000 principal amount	40,084	37,840
Consumers Energy 3.5% Due 08-01-2051	50,000 principal amount	51,435	38,182
Memorial Sloan-Kettering Cancer Ctr Taxable Bd Ser 2012A 4.125 7- 1-52	45,000 principal amount	57,232	37,960
Potomac Elec Pwr 4.15% Due 03-15-2043	45,000 principal amount	52,236	38,261
Intel Corp Sr Nt 3.2% 08-12-2061	60,000 principal amount	55,871	37,968
Sysco Corp 4.5% Due 04-01-2046	45,000 principal amount	52,251	37,968
International Paper Co 4.35% Due 08-15-2048	45,000 principal amount	39,185	37,632
Lockheed Martin 5.9% Due 11-15-2063	35,000 principal amount	34,699	37,900
Pvtpl Nestle Hldgs Inc 4.7% Due 01-15-2053	40,000 principal amount	39,548	37,677
Merck & Co Inc New Fixed 2.45% Due 06-24-2050	60,000 principal amount	41,269	38,201
Travelers Cos Inc 6.25% Due 06-15-2037	35,000 principal amount	38,631	37,956
Halliburton Co 4.5 Due 11-15-2041	45,000 principal amount	48,565	37,748
America Movil S A De C V Sr Nt 6.375% Due 03-01-2035 Reg	35,000 principal amount	50,400	37,248
Lyb Intl Fin Iii Llc 4.2% Due 10-15-2049	50,000 principal amount	53,512	37,445
Nvidia Corp Fixed 3.7% Due 04-01-2060	50,000 principal amount	43,223	37,212
Amerisourcebergen 4.3% 12-15-2047	45,000 principal amount	52,499	37,581
Nasdaq Inc 3.25% Due 04-28-2050 Reg	55,000 principal amount	47,460	37,284
Total Cap Intl 2.986% Due 06-29-2041 Reg	50,000 principal amount	48,088	37,537
Marsh & McLennan Cos Inc 4.75% 03-15-2039	40,000 principal amount	51,328	36,950
Anheuser Busch 8% Due 11-15-2039	30,000 principal amount	48,387	37,024
Mississippi Pwr Co 4.25 Due 03-15-2042	45,000 principal amount	51,266	36,675
Pfizer Inc Nt 7.2 Due 03-15-2039	30,000 principal amount	48,451	36,466
Consolidated Edison Co N Y Inc 4.125% 05-15-2049 Reg	45,000 principal amount	39,249	36,857
Pvtpl Dell Intl L L C/Emc Corp 3.45% 12-15-2051	60,000 principal amount	59,978	36,997
Boeing Co 5.93% Due 05-01-2060	40,000 principal amount	50,541	36,672
Enterprise Prods 5.1% Due 02-15-2045	40,000 principal amount	34,512	36,173
Danaher Corp Sr Nt 2.8% 12-10-2051	55,000 principal amount	51,979	36,719
Dicks Sporting Goods Inc 4.1% 01-15-2052	55,000 principal amount	54,868	35,679

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Home Depot Inc Sr Nt 2.75% 09-15-2051	55,000 principal amount	47,334	36,230
Southern Calif Edison Co Sr Nt 3.45% 02-01-2052	50,000 principal amount	49,832	35,948
Home Depot Inc 4.5% Due 12-06-2048	40,000 principal amount	52,369	36,523
Mitsubishi Ufj Finl Group Inc 2.852% 01-19-2033	45,000 principal amount	45,000	35,946
Consolidated Edison Co N Y Inc 3.7% Due 11-15-2059	50,000 principal amount	56,068	36,252
Wachovia Bk Natl Assn Mtn Sub Bktranche # Sb 00007 5.85 Due 02-01-2037 Beo	35,000 principal amount	49,610	35,444
Newmont Goldcorp Corp 5.875% 04-01-2035	35,000 principal amount	45,673	35,754
Wells Fargo & Co 4.4% Due 06-14-2046	45,000 principal amount	33,524	36,175
Black Hills Corp 3.875% Due 10-15-2049	50,000 principal amount	38,442	35,509
Owens Corning New 4.4% Due 01-30-2048	45,000 principal amount	52,961	35,056
Kraft Heinz Foods Co Gtd Sr Nt 4.625% 10-01-2039	40,000 principal amount	38,383	35,265
Pacific Gas & Elec Co 4.5% 12-15-2041	50,000 principal amount	33,742	35,475
Barrick N Amer Fin 5.7% Due 05-30-2041	35,000 principal amount	49,603	35,339
Merrill Lynch & Co 7.75% Due 05-14-2038	30,000 principal amount	35,923	35,032
Home Depot Inc 4.25% Due 04-01-2046	40,000 principal amount	49,811	34,854
Massachusetts Mut Life Ins Co 5.672% 12-01-2052	35,000 principal amount	35,000	34,904
Aep Transm Co Llc Fixed 3.65% Due 04-01-2050	45,000 principal amount	38,004	34,575
Midamerican Energy Co 4.25% 07-15-2049	40,000 principal amount	51,599	34,186
Peco Energy Co 3% Due 09-15-2049	50,000 principal amount	54,671	34,458
Micron Technology Inc Sr Nt 3.477% 11-01-2051	55,000 principal amount	51,454	34,408
Intl Flavors & 5% Due 09-26-2048	40,000 principal amount	53,403	34,191
Cons Edison Co N Y 4.5% Due 12-01-2045	40,000 principal amount	51,214	34,560
Mt Nittany Med Ctr Fixed 3.799% Due 11-15-2052	45,000 principal amount	45,000	34,208
Dominion Energy 4.6% Due 03-15-2049	40,000 principal amount	31,619	33,877
Kentucky Utils Co 4.375% Due 10-01-2045	40,000 principal amount	40,738	33,953
Sunoco Logistics Partners 5.4% 10-01-2047	40,000 principal amount	36,065	33,814
Mitsubishi Ufj 5.133% Due 07-20-2033	35,000 principal amount	35,000	33,531
Metlife Inc Fixed 10.75% Due 08-01-2069	25,000 principal amount	39,038	33,164
Johnson & Johnson 4.5 Due 09-01-2040 Reg	35,000 principal amount	38,879	33,743
Keyspan Gas East Corp Sr Nt 144A 3.586% 01-18-2052	50,000 principal amount	50,000	33,368
Southwestn Pub Svc Fixed 4.4% 11-15-2048	40,000 principal amount	50,550	33,806
Kla Corp 4.95% 07-15-2052	35,000 principal amount	34,679	32,745
Ma Inst Tech 3.885% Due 07-01-2116	45,000 principal amount	53,761	32,658
Mplx Lp Sr Nt 4.95% 03-14-2052	40,000 principal amount	39,648	32,901
Microsoft Corp Fixed 4.25% Due 02-06-2047	35,000 principal amount	44,929	32,887
Burlington Northn Santa Fe Llc 3.3% 09-15-2051	45,000 principal amount	48,272	33,025
Hsbc Holdings Plc 5.402% Due 08-11-2033	35,000 principal amount	34,910	32,518
Aetna Inc 4.125% Due 11-15-2042	40,000 principal amount	42,310	32,835
Nvidia Corp 3.5% Due 04-01-2040	40,000 principal amount	39,920	32,598
Kaiser Fndtn Hosps 2.81% Due 06-01-2041	45,000 principal amount	45,370	32,815
Peacehealth 3.218% Due 11-15-2050	50,000 principal amount	53,196	32,714
Anheuser-Busch 4.9% Due 02-01-2046	35,000 principal amount	38,233	32,079
Union Electric Co 3.9% Due 04-01-2052	40,000 principal amount	39,902	32,353
Nature Conservancy 3.957% Due 03-01-2052	40,000 principal amount	40,342	32,215
Philip Morris Intl 4.25% Due 11-10-2044	40,000 principal amount	33,398	32,292
Comcast Corp New 4% Due 03-01-2048	40,000 principal amount	48,307	31,973
Cvs Health Corp 4.25% Due 04-01-2050	40,000 principal amount	30,354	32,068
Pub Svc Elec Gas 3.8% Due 03-01-2046	40,000 principal amount	45,967	31,894
Hershey Co 3.125% Due 11-15-2049	45,000 principal amount	32,291	32,217

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Unitedhealth Group 3.75% 10-15-2047	40,000 principal amount	45,164	32,049
Alcan Inc 6.125% Due 12-15-2033	30,000 principal amount	41,675	32,257
Abbvie Inc 4.85% Due 06-15-2044 Reg	35,000 principal amount	38,369	32,263
Wellpoint Inc 6.375% Due 06-15-2037	30,000 principal amount	31,480	32,226
Pacificorp 6% Due 01-15-2039	30,000 principal amount	41,379	31,430
Csx Corp 4.75% Due 05-30-2042	35,000 principal amount	42,882	32,115
Anthem Inc Fixed 4.625% Due 05-15-2042	35,000 principal amount	38,704	32,019
Prudential Finl 3.905% Due 12-07-2047	40,000 principal amount	34,468	32,103
Paypal Hlds Inc 5.25% 06-01-2062	35,000 principal amount	35,022	32,044
Merck & Co Inc 2.9% Due 12-10-2061	50,000 principal amount	35,571	32,111
Bstn Scientific 4.55% Due 03-01-2039	35,000 principal amount	38,950	31,569
Pfizer Inc 5.6% Due 09-15-2040	30,000 principal amount	35,418	31,558
Consumers Energy Fixed 3.75% 02-15-2050	40,000 principal amount	42,953	31,413
Dominion Resources Inc 4.9% 08-01-2041	35,000 principal amount	39,437	31,079
Pvtpl S&P Global Inc 3.9% Due 03-01-2062Beo	40,000 principal amount	39,284	31,216
Public Service Co Of Colorado 4.5% 06-01-2052	35,000 principal amount	34,847	31,598
Citigroup Inc 6.875% Due 02-15-2098	30,000 principal amount	40,084	30,921
Abbvie Inc 4.625% Due 10-01-2042 Reg	35,000 principal amount	38,891	31,246
Entergy Ar Llc Fixed 3.35% Due 06-15-2052	45,000 principal amount	45,186	31,520
Metlife Inc 5.7% Due 06-15-2035	30,000 principal amount	41,461	31,501
Bristol Myers Squibb Co 2.35% Due 11-13-2040	45,000 principal amount	33,361	31,152
Cons Edison Co N Y 3% Due 12-01-2060	50,000 principal amount	35,624	31,148
Kinder Morgan 6.5% Due 02-01-2037	30,000 principal amount	33,206	30,353
Lab Corp Amer 4.7% Due 02-01-2045	35,000 principal amount	39,954	30,245
Anheuser Busch Cos 6.5% Due 05-01-2042	30,000 principal amount	31,795	30,512
Zoetis Inc Fixed 3% Due 05-15-2050	45,000 principal amount	33,016	30,656
Kinder Morgan 6.55% Due 09-15-2040	30,000 principal amount	31,609	30,218
Disney Walt Co Sr Nt 5.4% 10-01-2043	30,000 principal amount	41,685	30,111
Travelers Cos Inc 4.3% 08-25-2045	35,000 principal amount	36,116	29,963
T-Mobile Usa Inc 3.5% Due 04-15-2031 Reg	35,000 principal amount	30,721	30,212
Ameren Ill Co 1St Mtg Bd 2.9% 06-15-2051	45,000 principal amount	44,812	30,173
Travelers Cos Inc 5.35% Due 11-01-2040	30,000 principal amount	40,974	29,875
Lowes Cos Inc 3.7% Due 04-15-2046	40,000 principal amount	38,116	29,827
Hca Inc 5.25% Due 06-15-2049	35,000 principal amount	30,461	29,973
Pvtpl Boston Gas Co Sr Nt 144A 4.487% Due 02-15-2042 Beo	35,000 principal amount	42,720	29,407
Provid St Joseph 2.532% Due 10-01-2029	35,000 principal amount	35,000	29,700
Cons Edison Co N Y 4.2% Due 03-15-2042	35,000 principal amount	31,336	29,467
Charter Communications Oper Llc / Sr Secd Nt 3.95% 06-30-2062	50,000 principal amount	31,067	29,718
Westar Energy Inc 4.125 Due 03-01-2042	35,000 principal amount	32,541	29,234
Target Corp 4.5% Due 09-15-2032 Beo	30,000 principal amount	29,123	29,259
Southwestn Pub Svc 3.4% Due 08-15-2046	40,000 principal amount	43,534	29,036
Marsh & McLennan Cos Inc 4.2% 03-01-2048	35,000 principal amount	41,663	29,033
Burlingt N Santa Fixed 4.05% Due 06-15-2048	35,000 principal amount	42,531	29,454
Baptist Healthcare Sys Ky 3.54% 08-15-2050	40,000 principal amount	40,000	28,935
Duke Energy 4.15% Due 12-01-2044	35,000 principal amount	31,319	29,330
Sysco Corp Fixed 4.45% Due 03-15-2048	35,000 principal amount	30,421	28,897
Entergy Louisiana Llc 4.2% 09-01-2048	35,000 principal amount	43,847	28,789
Aptiv Plc/Aptiv Corp 4.15% 05-01-2052	40,000 principal amount	39,913	28,987
Philip Morris Intl 4.375% Due 11-15-2041	35,000 principal amount	32,641	29,011

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Wellpoint Inc 5.1% Due 01-15-2044	30,000 principal amount	27,260	28,456
Equinix Inc 3.0% Due 07-15-2050/06-22-2020 Reg	45,000 principal amount	33,540	28,502
Merck & Co Inc New 6.55% Due 09-15-2037	25,000 principal amount	37,457	28,581
Kimberly-Clark 3.9% Due 05-04-2047	35,000 principal amount	41,625	28,840
Unitedhealth Group 4.75% Due 07-15-2045	30,000 principal amount	26,997	28,356
Morgan Stanley 4.889% 07-20-2033	30,000 principal amount	27,135	28,277
Commonwealth Edison Co 1St Mtg Bd Ser 113 3.8 Due 10-01-2042	35,000 principal amount	34,916	28,600
Mississippi Pwr Co 4.75% Due 10-15-2041	35,000 principal amount	37,223	28,578
Halliburton Co 7.45% Due 09-15-2039	25,000 principal amount	33,963	28,266
Fedex Corp 4.4% Due 01-15-2047	35,000 principal amount	39,284	28,102
Enbridge Energy 5.5% Due 09-15-2040	30,000 principal amount	32,905	28,186
Meta Platforms Inc Fixed 4.45% Due 08-15-2052	35,000 principal amount	32,642	28,019
Travelers Cos Inc 4% Due 05-30-2047	35,000 principal amount	43,244	28,513
Midamerican Energy 4.8% Due 09-15-2043	30,000 principal amount	39,914	28,136
Wi Pub Svc Corp 3.3% Due 09-01-2049	40,000 principal amount	44,071	28,105
Pub Svc Elec Gas Fixed 2.05% Due 08-01-2050	50,000 principal amount	44,406	28,116
Constellation 5.25% Due 11-15-2048	30,000 principal amount	40,065	28,299
Essential Utils Inc Sr Nt 5.3% 05-01-2052	30,000 principal amount	29,738	28,235
Dcp Midstream Oper 5.6% Due 04-01-2044	30,000 principal amount	30,450	27,988
Tyson Foods Inc 5.1% 09-28-2048	30,000 principal amount	28,588	27,871
Travelers Fixed 2.55% Due 04-27-2050	45,000 principal amount	43,586	28,049
Pepsico Inc 3.45% Due 10-06-2046	35,000 principal amount	26,803	27,949
Nucor Corp Fixed 2.979% Due 12-15-2055	45,000 principal amount	43,474	28,079
Mplx Lp 4.7% 04-15-2048	35,000 principal amount	31,536	27,788
Unitedhealth Group 3.7% Due 08-15-2049	35,000 principal amount	26,507	27,631
Comcast Corp New Fixed 3.999% Due 11-01-2049	35,000 principal amount	30,187	27,785
Arch Cap Group Ltd Fixed 3.635% Due 06-30-2050	40,000 principal amount	26,067	27,803
Morgan Stanley 6.375% Due 07-24-2042	25,000 principal amount	29,357	27,033
Berkshire Hathaway Energy Co 3.8% 07-15-2048	35,000 principal amount	28,736	27,036
Jpmorgan Chase & Co 3.328% 04-22-2052	40,000 principal amount	28,276	27,373
At&T Inc 4.85% Due 03-01-2039	30,000 principal amount	26,106	27,049
Athene Holding Ltd 3.95% 05-25-2051	40,000 principal amount	30,693	27,186
University Chicago 2.547% Due 04-01-2050	40,000 principal amount	40,000	26,841
Aetna Inc New 6.75% Due 12-15-2037	25,000 principal amount	28,019	26,932
Bae Sys Hldgs Inc 4.75% Due 10-07-2044	30,000 principal amount	37,955	26,645
Sysco Corp 4.85% Due 10-01-2045	30,000 principal amount	29,156	26,602
Northwestern Univ 3.662% Due 12-01-2057	35,000 principal amount	35,410	26,849
Aptiv Plc Sr Nt 3.1% 12-01-2051	45,000 principal amount	44,016	26,830
Centerpoint Energy Houston Elec Llc 4.25% 02-01-2049	30,000 principal amount	30,140	26,227
Anthem Inc 3.6% Due 03-15-2051	35,000 principal amount	29,725	26,363
Transcanada 4.875% Due 05-15-2048	30,000 principal amount	24,750	26,333
Suncor Energy Inc 6.85% Due 06-01-2039	25,000 principal amount	30,571	26,359
Citigroup Inc 6.625 Due 06-15-2032 Beo	25,000 principal amount	32,654	26,416
Electronic Arts Inc 2.95% 02-15-2051	40,000 principal amount	39,786	26,007
Baylor Scott & White Hldgs 2.839% 11-15-2050	40,000 principal amount	40,218	26,290
3M Co Fixed 3.625% 10-15-2047	35,000 principal amount	40,943	26,166
Unitedhealth Group 5.7% Due 10-15-2040	25,000 principal amount	30,354	26,098
Comcast Corp New 5.65% Due 06-15-2035	25,000 principal amount	33,314	26,302
Comcast Corp New 3.4% Due 07-15-2046	35,000 principal amount	29,111	25,753

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Union Pac Corp 4.3% 03-01-2049	30,000 principal amount	28,387	25,764
Wells Fargo & Co 4.9% Due 11-17-2045	30,000 principal amount	29,087	25,990
Baxter International Inc 3.132% 12-01-2051	40,000 principal amount	40,000	26,057
Pepsico Inc Fixed 2.625% 10-21-2041	35,000 principal amount	26,119	25,957
Bell Canada 4.464% 04-01-2048	30,000 principal amount	27,582	25,718
Merrill Lynch & Co 6.11% Due 01-29-2037	25,000 principal amount	34,566	25,352
Prudential Finl Inc Medium Term Nts Booktranche # Tr 00015 5.7 Due 121436	25,000 principal amount	34,800	25,930
Kimco Rlty Corp 4.125% Due 12-01-2046	35,000 principal amount	39,964	25,813
Duke Energy Fla 4.2% Due 07-15-2048	30,000 principal amount	31,938	25,329
Enterprise Prods 4.45 Due 02-15-2043	30,000 principal amount	33,099	25,350
Johnson & Johnson 3.75% Due 03-03-2047	30,000 principal amount	30,185	25,460
Southern Co 4.4% Due 07-01-2046	30,000 principal amount	26,573	25,166
Prologis L P 4.375% Due 09-15-2048	30,000 principal amount	36,255	25,437
Raymond James Finl Inc 3.75% 04-01-2051	35,000 principal amount	36,202	25,464
Csx Corp 3.35% 09-15-2049	35,000 principal amount	29,176	25,377
Willis North America Inc 5.05% 09-15-2048	30,000 principal amount	39,515	25,173
Encana Corp 6.5% Due 02-01-2038	25,000 principal amount	31,476	24,893
Energy Transfer 5.15% Due 03-15-2045	30,000 principal amount	26,376	25,029
B A T Cap Corp Nt 5.65% 03-16-2052	30,000 principal amount	30,714	24,901
Charter Comm Opt Llc/Cap 3.9% Due 06-01-2052 Reg	40,000 principal amount	27,485	25,249
Energy Transfer Fixed 5.3% Due 04-15-2047	30,000 principal amount	30,779	25,030
Chevron U S A Inc 5.25% 11-15-2043	25,000 principal amount	28,051	25,109
Alleghany Corp Del 3.25% 08-15-2051 Beo	35,000 principal amount	22,630	24,829
Intl Paper Co 6 Due 11-15-2041	25,000 principal amount	30,985	25,040
Fomento Economico 4.375% Due 05-10-2043	30,000 principal amount	35,407	24,997
Centerpoint Energy 3.95% 03-01-2048	30,000 principal amount	29,855	24,740
Consumers Energy Co 3.95 Due 05-15-2043 Beo	30,000 principal amount	28,076	24,939
Visa Inc 3.65% 09-15-2047	30,000 principal amount	35,477	24,765
Aep Tex Inc Sr Nt Ser J 3.45% 05-15-2051	35,000 principal amount	36,464	24,877
Verizon Communications 3.7% Due 03-22-2061 Beo	35,000 principal amount	23,628	24,625
Diageo Cap Plc 3.875% Due 04-29-2043	30,000 principal amount	33,776	24,759
Enable Midstream 5% Due 05-15-2044	30,000 principal amount	33,000	24,601
Ida Pwr Co Secd 4.2% Due 03-01-2048	30,000 principal amount	34,129	24,290
Intel Corp 4.1% Due 05-11-2047	30,000 principal amount	37,347	24,383
Amgen Inc 4.4% Due 02-22-2062 Beo	30,000 principal amount	26,391	24,069
Norfolk Southn Fixed 4.1% 05-15-2049	30,000 principal amount	34,623	24,378
At&T Inc 5.35% Due 09-01-2040	25,000 principal amount	24,686	23,949
Kimco Rlty Corp 3.7% Due 10-01-2049	35,000 principal amount	28,638	24,068
Pvtpl Cameron Lng Llc 144A 3.701% 01-15-2039	30,000 principal amount	30,384	23,865
Energy Transfer Oper L P 5.0% 05-15-2050	30,000 principal amount	26,019	24,133
Oglethorpe Pwr Corp Sr Secd 1St Mtg Bd 144A 4.5% 04-01-2047	30,000 principal amount	29,867	23,980
Pvtpl Monongahela Pwr 5.4 Due 12-15-2043 Beo	25,000 principal amount	30,595	24,253
Pepsico Inc 3.375% Due 07-29-2049	30,000 principal amount	32,576	23,827
Essex Portfolio L P 4.5% 03-15-2048	30,000 principal amount	28,165	23,821
Telefonica Emisiones S A U 4.665% 03-06-2038	30,000 principal amount	32,722	23,733
Boeing Co Fixed 5.705% Due 05-01-2040	25,000 principal amount	24,770	23,840
Nisource Fin Corp 5.8% Due 02-01-2042	25,000 principal amount	34,483	23,472
At&T Inc 5.45% Due 03-01-2047	25,000 principal amount	24,582	23,565
Intel Corp 4.9% 07-29-2045	25,000 principal amount	24,677	23,476

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Mplx Lp Fixed 4.9% Due 04-15-2058	30,000 principal amount	32,898	23,671
Medtronic Inc 4.625% Due 03-15-2045	25,000 principal amount	23,232	23,431
Dte Elec Co 3.65% Due 03-01-2052 Beo	30,000 principal amount	29,816	23,386
Pvtpl S&P Global Inc 3.7% Due 03-01-2052Beo	30,000 principal amount	29,519	23,319
Eaton Corp Ohio 4.15% 03-15-2033	25,000 principal amount	24,982	23,294
Ford Fndtn 2.815% Due 06-01-2070	40,000 principal amount	36,744	23,563
Dow Chem Co 5.25% Due 11-15-2041	25,000 principal amount	32,175	23,435
Nutrien Ltd Fixed 5.25% Due 01-15-2045	25,000 principal amount	29,778	22,983
Bon Secours Mercy 3.205% Due 06-01-2050	35,000 principal amount	35,000	23,456
Progressive Corp Oh 3.7% Due 03-15-2052 Beo	30,000 principal amount	20,970	23,133
Charter Communications Oper Llc / Sr Seed Nt 5.5% 04-01-2063	30,000 principal amount	29,369	23,011
Moodys Corp 3.75% 02-25-2052	30,000 principal amount	29,485	23,025
Northn Sts Pwr Co 3.6% Due 05-15-2046	30,000 principal amount	26,235	23,253
Southwestern Elec Pwr Co Sr Nt Ser O 3.25% 11-01-2051	35,000 principal amount	34,874	23,198
Black Hills Corp 4.2% Due 09-15-2046	30,000 principal amount	22,608	22,957
Archer-Daniels 4.5% Due 03-15-2049	25,000 principal amount	32,562	22,917
Alabama Power Co 3.7% 12-01-2047	30,000 principal amount	26,620	23,040
Packaging Corp Of America 4.05% Due 12-15-2049	30,000 principal amount	33,468	23,040
Zoetis Inc 4.7 02-01-2043	25,000 principal amount	32,430	22,594
Kinder Morgan Inc 5.55% Due 06-01-2045	25,000 principal amount	23,663	22,892
Southn Co Gas Cap 3.95% Due 10-01-2046	30,000 principal amount	29,947	22,637
Pacific Gas & Elec Co 4.6% 06-15-2043	30,000 principal amount	20,990	22,790
Unitedhealth Group Inc 4.375 Due 03-15-2042 Reg	25,000 principal amount	27,231	22,486
Mid-America Apts Fixed 2.875% Due 09-15-2051	35,000 principal amount	34,506	22,495
Burl Northn Santa 4.375% Due 09-01-2042	25,000 principal amount	30,468	22,415
Praxair Inc Nt 2% 08-10-2050	40,000 principal amount	31,994	22,348
Nationwide Childrens Hosp Taxable Bd Ser2022A 3/A4 4.556% 11-01-2052	25,000 principal amount	25,000	22,352
Adventhealth Obl 2.795% 11-15-2051	35,000 principal amount	35,000	22,399
Ahs Hosp Corp 2.78% Due 07-01-2051	35,000 principal amount	35,000	21,987
Bell Cda 3.65% 08-15-2052	30,000 principal amount	28,403	21,995
Sysco Corp Fixed 6.6% Due 04-01-2050	20,000 principal amount	26,241	21,942
Advanced Micro Devices Inc 4.393% Due 06-01-2052	25,000 principal amount	25,000	22,126
Appalachian Pwr Co Fixed 3.7% Due 05-01-2050	30,000 principal amount	25,075	22,014
Magellan Midstream 5.15% Due 10-15-2043	25,000 principal amount	25,412	21,925
Anheuser-Busch Fixed 4.35% Due 06-01-2040	25,000 principal amount	27,726	22,075
Viacomebs Inc Fixed 4.95% Due 05-19-2050	30,000 principal amount	37,384	21,965
Bristol Myers Fixed 4.55% Due 02-20-2048	24,000 principal amount	29,709	21,726
Pvtpl Cargill Inc 4.375% 04-22-2052	25,000 principal amount	24,892	21,838
Abbvie Inc 4.4% Due 11-06-2042	25,000 principal amount	21,905	21,797
Cdn Nat Res Ltd Fixed 4.95% Due 06-01-2047	25,000 principal amount	26,328	21,838
Republic N Y Corp 7.2% Due 07-15-2097	20,000 principal amount	30,241	21,173
Arch Cap Fin Llc 5.031% Due 12-15-2046	25,000 principal amount	23,551	21,648
Sherwin-Williams 4.55% Due 08-01-2045	25,000 principal amount	29,864	21,181
Midamerican Energy Co Medium Term Nts Book Entry Mtn 5.8% Due 10-15-2036	20,000 principal amount	28,517	21,038
Appalachian Pwr Co 6.7% Due 08-15-2037	20,000 principal amount	22,935	20,885
Ohiohealth Corp Fixed 3.042% Due 11-15-2050	30,000 principal amount	30,853	21,173
Southern Calif Gas Co 4.3% 01-15-2049	25,000 principal amount	21,724	20,731
Intercontinental Exchange Inc 2.65% 09-15-2040	30,000 principal amount	28,227	20,976

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Aep Transm Co Llc 3.15% Due 09-15-2049	30,000 principal amount	30,005	20,892
American Elec Pwr Co Inc Sr Nt 5.95% 11-01-2032	20,000 principal amount	21,302	20,927
Berkshire Hathaway Energy Co 4.25% Due 10-15-2050	25,000 principal amount	19,098	20,865
Merck & Co Inc New 3.7% Due 02-10-2045	25,000 principal amount	19,721	20,692
Entergy Arkansas Llc 4.2% 04-01-2049	25,000 principal amount	26,469	20,702
Puget Sound Energy Fixed 3.25% Due 09-15-2049	30,000 principal amount	21,187	20,664
Merck & Co Inc 3.6 Due 09-15-2042	25,000 principal amount	28,202	20,669
Pub Svc Elec Gas Co Secd Medium Tranche # Tr 00055 3% 03-01-2051	30,000 principal amount	23,605	20,588
Boeing Co Fixed 3.95% Due 08-01-2059	30,000 principal amount	25,529	20,304
Ks Cy Pwr & Lt Co 4.2% Due 06-15-2047	25,000 principal amount	22,790	20,419
Pub Svc Co Of Ok Fixed 3.15% Due 08-15-2051	30,000 principal amount	29,873	20,048
Marathon Pete Corp Fixed 4.5% Due 04-01-2048	25,000 principal amount	29,268	20,103
\$ Gen Corp New Fixed 4.125% Due 04-03-2050	25,000 principal amount	27,636	20,089
Norfolk Southn Fixed 3.942% Due 11-01-2047	25,000 principal amount	25,083	20,159
Union Pacific Corp 3.375% 02-14-2042	25,000 principal amount	23,671	19,938
Union Pac Corp 3.875% Due 02-01-2055	25,000 principal amount	23,730	19,854
Hartford Finl Svcs 5.95% Due 10-15-2036	20,000 principal amount	27,887	19,998
Csx Corp 4.25% Due 11-01-2066	25,000 principal amount	25,632	19,774
Citigroup Inc 2.561% Due 05-01-2032 Beo	25,000 principal amount	20,681	19,802
Rtx Corporation 2.82% 09-01-2051	30,000 principal amount	26,177	19,610
Norfolk Southn Corp Sr Nt 2.9% 08-25-2051	30,000 principal amount	19,038	19,545
Owens Corning New 4.3% Due 07-15-2047	25,000 principal amount	28,951	19,327
Moodys Corp 5.25% Due 07-15-2044	20,000 principal amount	20,544	19,328
At&T Inc 5.25% Due 03-01-2037	20,000 principal amount	21,104	19,415
Pvtpl Erac Usa Finance Llc 4.2% 11-01-2046	25,000 principal amount	18,251	19,545
In Univ Hlth Inc 2.852% Due 11-01-2051	30,000 principal amount	30,000	19,412
Bristol Myers 3.25% Due 08-01-2042	25,000 principal amount	24,015	19,207
Avalonbay Cmnty 3.9% Due 10-15-2046	25,000 principal amount	18,061	19,278
Metlife Inc 6.4% 12-15-2066	20,000 principal amount	23,825	19,342
Amern Intl Group 4.375% Due 01-15-2055	25,000 principal amount	21,297	18,845
American Homes 4 Rent L P 3.375% Due 07-15-2051 Beo	30,000 principal amount	29,648	18,812
Hess Corp 5.6% Due 02-15-2041	20,000 principal amount	23,948	18,847
Berkshire Hathaway Fin Corp 2.5% Due 01-15-2051 Reg	30,000 principal amount	17,601	18,893
Amazon Com Inc 2.5% Due 06-03-2050	30,000 principal amount	20,889	19,130
Starbucks Corp 3.75% 12-01-2047	25,000 principal amount	19,802	19,079
Nvidia Corp 3.5% Due 04-01-2050	25,000 principal amount	27,955	18,933
Magellan Midstream 4.2% Due 10-03-2047	25,000 principal amount	28,149	18,866
Mylan N V Fixed 5.25% Due 06-15-2046	25,000 principal amount	16,797	19,014
Energy Transfer 6.25% Due 04-15-2049	20,000 principal amount	17,666	18,714
Rtx Corp 4.875% 10-15-2040	20,000 principal amount	26,254	18,762
Disney Walt Co Sr Nt 7.75% 12-01-2045	15,000 principal amount	20,249	18,843
Energy Transfer 5.95 Due 10-01-2043	20,000 principal amount	20,709	18,572
Royalty Pharma Plc 3.35% 09-02-2051	30,000 principal amount	20,330	18,536
Burl North Santa Fixed 4.7% Due 09-01-2045	20,000 principal amount	24,737	18,488
Conagra Brands Inc 5.4% 11-01-2048	20,000 principal amount	25,411	18,602
Athene Hldg Ltd 3.45% 05-15-2052	30,000 principal amount	29,043	18,555
Unitedhealth Group Inc 4.75% 05-15-2052	20,000 principal amount	18,463	18,566
Ma Inst Tech 3.067% Due 04-01-2052	25,000 principal amount	25,000	18,465
Deere John Cap Corp 3.35% 04-18-2029	20,000 principal amount	18,702	18,519

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
At&T Inc Fixed 5.15% Due 02-15-2050	20,000 principal amount	20,400	18,231
Duke Energy Carolinas Llc 3.45% Due 04-15-2051 Beo	25,000 principal amount	20,837	18,425
Pvtpl Oncor Elec Delivery Co Llc 4.6% 06-01-2052	20,000 principal amount	18,047	18,462
Amern Intl Group 4.75% Due 04-01-2048	20,000 principal amount	18,834	17,960
Gatx Corp 3.1% Due 06-01-2051	30,000 principal amount	29,285	18,084
Amgen Inc 4.875% 03-01-2053	20,000 principal amount	18,356	17,799
Cbs Corp New 4.6% Due 01-15-2045	25,000 principal amount	27,832	17,561
Unitedhealth Group 6.875% Due 02-15-2038	15,000 principal amount	16,104	17,677
Becton Dickinson & 4.685% Due 12-15-2044	20,000 principal amount	17,875	17,947
Intl Business 3.43% Due 02-09-2052	25,000 principal amount	24,811	17,648
Microsoft Corp 3.75% Due 02-12-2045	20,000 principal amount	23,209	17,587
Arizona Pub Svc Co 3.75% Due 05-15-2046	25,000 principal amount	28,651	17,750
Pg&E Recovery Fdg Llc Sr Secd Nt Cl A-3 2.822% 07-15-2048	25,000 principal amount	24,999	17,544
Ppl Cap Fdg Inc 4% Due 09-15-2047	25,000 principal amount	24,920	17,444
Fedex Corp 4.95% 10-17-2048	20,000 principal amount	23,937	17,532
Cons Edison Co N Y 4.65% Due 12-01-2048	20,000 principal amount	20,197	17,543
Ga Pwr Co Sr Nt Ser 2012A 4.3 Due 03-15-2042	20,000 principal amount	16,672	17,274
Dte Elec Co 2.95% Due 03-01-2050	25,000 principal amount	17,558	17,094
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.125% 02-15-2042	25,000 principal amount	24,727	17,033
Travelers Cos Inc Fixed 3.05% Due 06-08-2051	25,000 principal amount	24,927	17,161
Prin Finl Group 4.625% Due 09-15-2042	20,000 principal amount	20,982	16,925
Novartis Cap Corp 3.7% Due 09-21-2042	20,000 principal amount	23,866	16,985
Wellpoint Inc 4.85% Due 08-15-2054	20,000 principal amount	22,560	16,813
At&T Inc 4.75% Due 05-15-2046	20,000 principal amount	17,514	17,019
Archer-Daniels 4.016% Due 04-16-2043	20,000 principal amount	21,790	16,971
Cms Energy Corp Sr Nt 4.7 03-31-2043	20,000 principal amount	23,950	16,867
Prologis L P Sr Nt 3.05% 03-01-2050	25,000 principal amount	23,569	16,781
Microsoft Corp 3.5% Due 11-15-2042	20,000 principal amount	22,152	16,856
Micron Technology Inc 3.366% 11-01-2041	25,000 principal amount	19,238	16,793
Mastercard Inc 3.8% Due 11-21-2046	20,000 principal amount	18,772	16,834
Lockheed Martin 3.8% Due 03-01-2045	20,000 principal amount	18,637	16,447
Discovery Communications Llc 5.0% Due 09-20-2037/09-21-2017	20,000 principal amount	16,785	16,172
Midamerican Energy Co 3.65% 08-01-2048	20,000 principal amount	19,825	15,815
3M Co 4.0% 09-14-2048	20,000 principal amount	17,005	15,843
Northn Sts Pwr Co 3.4 Due 08-15-2042	20,000 principal amount	21,323	15,689
Bristol Myers 2.55% Due 11-13-2050	25,000 principal amount	17,190	15,812
Union Electric Company 3.65% Due 04-15-2045	20,000 principal amount	23,950	15,431
Kroger Co 3.875% Due 10-15-2046	20,000 principal amount	18,628	15,374
Amgen Inc 2.77% 09-01-2053	25,000 principal amount	14,603	15,174
Duke Energy 3.7% Due 10-15-2046	20,000 principal amount	14,245	15,249
Discover Financial Services 6.7% Due 11-29-2032 Beo	15,000 principal amount	15,020	15,300
Mt Sinai Hosp New 3.737% Due 07-01-2049	20,000 principal amount	16,544	14,863
Lyb Intl Fin Iii Llc 4.2% Due 05-01-2050Reg	20,000 principal amount	14,707	14,890
American Homes 4 Rent 4.3% 04-15-2052	20,000 principal amount	19,447	14,696
Kla Corp 3.3% 03-01-2050	20,000 principal amount	20,126	14,612
Realty Income Corp 1.8% Due 03-15-2033	20,000 principal amount	19,333	14,404
Altria Group Inc 4.45% Due 05-06-2050/05-06-2020 Reg	20,000 principal amount	20,904	14,252
Kla Corp 5% Due 03-15-2049	15,000 principal amount	20,248	14,079
Cottage Hlth Cr 3.304% Due 11-01-2049	20,000 principal amount	15,881	14,140

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Westlake Chem Corp Sr Nt 2.875% 08-15-2041	20,000 principal amount	14,929	13,300
Archer Daniels Midland Co Nt 2.7% 09-15-2051	20,000 principal amount	13,648	13,353
Salesforce.Com Inc 2.9% Due 07-15-2051 Beo	20,000 principal amount	14,375	13,207
Nextera Energy Cap Hldgs Inc Gtd Deb 3% 01-15-2052	20,000 principal amount	13,692	13,167
Intel Corp Sr Nt 3.05% 08-12-2051	20,000 principal amount	13,106	13,057
Mississippi Pwr Co Ser 2021B Sr Nt 3.1% 07-30-2051	20,000 principal amount	19,787	12,838
Willis-Knighton Med Ctr 3.065% Due 03-01-2051/02-10-2021 Reg	20,000 principal amount	14,797	12,673
Alabama Pwr Co 4.3% 07-15-2048	15,000 principal amount	12,438	12,578
Entergy Ark Llc 2.65% Due 06-15-2051	20,000 principal amount	19,911	12,213
Markel Corp 4.15% Due 09-17-2050 Reg	15,000 principal amount	12,715	11,490
Baptist Hlth S Fla 3.115% Due 11-15-2071	20,000 principal amount	20,000	11,481
Prologis L P Fixed 2.125% Due 10-15-2050	20,000 principal amount	18,376	11,187
Entergy Tex Inc 3.55% Due 09-30-2049	15,000 principal amount	15,936	10,845
Sutter Health 3.361% Due 08-15-2050	15,000 principal amount	15,052	10,246
Bstn Scientific 4.7% Due 03-01-2049	9,000 principal amount	11,778	8,100
California Institute Of Technology 3.65%09-01-2119	10,000 principal amount	10,460	6,426
Barclays Plc Resetting Sr Nt Call Nt Fxd3.33% 11-24-2042	5,000 principal amount	4,922	3,455
Highlands Energy Corp Part Deb Ser 1 0.00001 Bd Due 09-30-2010 Filed 11	138,432 principal amount	138,432	—
		95,487,577	76,553,441
Mutual Fund			
Mfo Vanguard Fxd Inc Long Term Corp Admiral Sh	21,237,014 shares	223,673,229	165,648,708
Mfc Vanguard Scottsdale Fds Vanguard Short-Term Corporate	155,631 shares	12,020,344	11,701,895
		235,693,573	177,350,603
Common Stock and Registered Funds			
Rtx Corporation Comstk	385 shares	19,223	38,854
Enbridge Inc Com	1 share	31	39
Colorep Inc Com Stk	134,650 shares	269,300	—
		288,554	38,893
Real Estate			
1701 Broadview Boulevard, Natrona Hts Alleghany County, Pennsylvania	19,609 principal amount	19,609	19,609
1701 Broadview Heights Natrona, Pa 15065	1 principal amount	—	13,400
1245 Firestone Parkway, Akron Summit Co, Ohio 20% Interest In Leasebk	1 principal amount	1	1
		19,610	33,010
Cash Equivalents			
NT Collective Short Term Invt Fd	13,064,333 principal amount	13,064,333	13,064,333
CF Blackrock Money Market Fd	321 principal amount	321	321
		13,064,654	13,064,654
Partnerships			
Virtus International Small-Cap Opportunities LLC	6,500,000 partnership units	6,500,000	7,712,210
Pantheon Europe Fund V-B	2,224,851 partnership units	2,991,545	1,163,659
Pantheon Usa Fund Vi, LP	5,919,715 partnership units	5,919,715	237,397

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pantheon Global Secondary Fund Iii B, LP	1 partnership units	1	166,153
Pantheon Europe Fund Iv LP	1,738,788 partnership units	2,316,741	144,359
		17,728,002	9,423,778
Common Collective Trusts			
Lng Dur Corp Cr Screen Nonlend Fnd	8,235,715 shares	185,354,315	137,024,915
CF State Street 3-10 Year U.S Treas Index NL Fd	5,985,720 shares	117,256,162	104,253,284
CF NEPC Global Equity CIT	9,609,107 shares	96,091,068	81,357,424
CF IR+M Intermediate Corporate Collective Fd-CI ND	6,889,617 shares	68,896,166	61,542,878
CF WTC CTF Small Companies Portfolio	2,014,928 shares	20,133,411	18,174,651
FTSE RAFI U.S.1000 Indx NL CTF (CM9M)	487,561 shares	17,298,998	17,100,713
CF NEPC Emerging Markets Equity CIT	2,260,768 shares	22,431,531	16,940,161
CF SSGA S&P 500 (R) Flagship NL (CM13) Fund	13,050 shares	10,299,160	13,188,237
CF SSGA MSCI EAFE 100% Hedged Usd Index NL Erisa	214,719 shares	2,456,054	3,481,670
		540,216,865	453,063,933
Hedge Fund			
CF SGOF Liquidating Feeder Ltd Liquidating CI Liquidating Interest	350 principal amount	349,970	470,066
Insurance Contract			
GAC John Hancock Cntrct # 1346 Other Contracts		1,868,741	1,944,021
		\$ 1,035,859,908	\$ 840,891,713

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2022

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/(Loss)
Issuer	COLTV Short Term INVT FD					
	Purchases	84,158,926		84,158,926	84,158,926	
	Sales		93,889,874	93,889,874	93,889,874	—
Issuer	NT Collective Short Term INVT FD					
	Purchases	63,807,487		63,807,487	63,807,487	
	Sales		50,743,154	50,743,154	50,743,154	—

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2022

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Governmental and Municipal Bonds			
United States Treas Nts .625% Due 05-15-2030 Reg	11,585,000 principal amount	10,699,767	9,195,594
United States Treas Bds 1.125% 05-15-2040 Reg	13,580,000 principal amount	11,373,679	8,564,418
United States Treas Nts 2.875% 08-15-2028	8,645,000 principal amount	9,513,226	8,157,030
United States Treas Sec Stripped Int Pmt00839 08-15-2034 (Unddate) Reg	12,905,000 principal amount	9,819,285	8,027,720
United States Treas Nts Dtd 08/15/2019 1.625% Due 08-15-2029 Reg	8,810,000 principal amount	8,938,364	7,663,668
Us Treasury N/B 2.375% 05-15-2029	8,270,000 principal amount	8,874,421	7,535,391
United States Treas Bds 1.875% Due 02-15-2041 Reg	10,500,000 principal amount	10,530,762	7,475,508
United States Treas Bds Dtd 11/15/2012 2.75% Due 11-15-2042 Reg	8,960,000 principal amount	9,814,350	7,232,750
United States Treas Nts 2.625% Due 02-15-2029 Reg	6,900,000 principal amount	7,417,017	6,391,125
United States Treas Sec Stripped Int Pmt00886 05-15-2033 (Unddate) Reg	8,960,000 principal amount	7,059,763	5,905,497
United Sts Treas Nts .625% 11-30-2027	6,580,000 principal amount	6,352,270	5,597,626
United States Treas Nts 2.375% 03-31-2029	4,400,000 principal amount	4,221,250	4,010,016
United States Of Amer Treas Notes .125% Due 04-30-2023 Beo	4,000,000 principal amount	3,914,063	3,945,000
United Sts Treas Nts 1.125% Due 02-15-2031 Reg	4,025,000 principal amount	3,925,161	3,290,909
United States Treas Bds Wit 1 7/8 08/15/41 1.75% Due 08-15-2041 Reg	2,450,000 principal amount	2,322,682	1,689,064
United States Of Amer Treas Notes .125% 08-31-2023	1,590,000 principal amount	1,542,114	1,541,989
United States Of Amer Treas Notes Dtd 11/15/2022 4.125%11-15-2032	1,390,000 principal amount	1,451,176	1,423,664
United States Of Amer Treas Bonds 3% Due08-15-2052	1,175,000 principal amount	1,013,422	977,086
United States Of Amer Treas Bonds 4.0% 11-15-2042	950,000 principal amount	973,928	936,195
United States Of Amer Treas Bonds 2.75 Bds Due 08-15-2042 Usd100'Bonds 08/42'	1,000,000 principal amount	1,061,758	809,687
University Mich Univ Revs Taxable-Gen-Ser A 4.454% 04-01-2122	390,000 principal amount	390,000	316,186
Republic Of Chile 4.34% 03-07-2042	340,000 principal amount	321,416	286,705
California St 7.625% 03-01-2040 Beo Taxable	210,000 principal amount	298,389	265,205
United States Treas Nts 1.5% Due 10-31-2028 Reg	305,000 principal amount	301,913	263,837
United Mexican States 4.28% 08-14-2041	294,000 principal amount	273,842	226,156
California St Taxable-Build Amer Bds 7.35% Due 11-01-2039 Reg Taxable	185,000 principal amount	289,494	225,824
La Loc Govt Envi Facs & Taxable-La Utils Restoration 4.475% Due 08-01-2039	235,000 principal amount	235,000	218,657
Italy Rep 3.875% Due 05-06-2051 Reg	320,000 principal amount	298,874	215,201
Republic Of Panama 4.5% Due 04-01-2056 Reg	285,000 principal amount	218,416	207,466
North Tex Twy Auth Rev 6.718% 01-01-2049Beo Taxable	165,000 principal amount	276,888	195,560
Louisiana Loc Govt Environmental Fa Muni 4.275% Due 02-01-2036 Beo	205,000 principal amount	205,000	190,608
United Mexican States 12/02/2052 4.4% 02-12-2052	255,000 principal amount	237,683	186,981
Republic Of Chile 3.1% Due 05-07-2041 Reg	260,000 principal amount	207,642	186,414
Bay Area Toll Auth Calif Toll Brdg Rev 6.907% 10-01-2050 Beo Taxable	135,000 principal amount	240,385	164,874
Philippines Rep 3.2% 07-06-2046	220,000 principal amount	187,911	160,342
Panama Rep 4.5% 01-19-2063	225,000 principal amount	204,250	158,401
Maryland St Health & Higher Edl Facs Auth Rev 3.052% 07-01-2040 Beo Taxable	215,000 principal amount	214,727	153,043
Peru Rep 15/01/2072 3.6% Due 01-15-2072/11-02-2021 Beo	225,000 principal amount	203,009	146,193
New Jersey St Tpk Auth Tpk Rev 7.414% 01-01-2040 Beo Taxable	115,000 principal amount	158,204	142,558

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
New York St Dorm Auth St Pers Income Muni 3.11% 02-15-2039	180,000 principal amount	180,000	141,592
Republic Of Indonesia 4.35% 01-11-2048	160,000 principal amount	147,940	137,405
Utd Mexican Sts Tranche # Tr 00026 4.75 Due 03-08-2044	165,000 principal amount	124,534	132,994
University Va Univ Revs 6.2% 09-01-2039 Beo Taxable	110,000 principal amount	158,323	124,381
Municipal Elec Auth Ga 6.637% 04-01-2057Beo Taxable	112,000 principal amount	164,354	119,811
Univ Calif Regts Med Ctr Pooled Rev 6.583% 05-15-2049 Beo Taxable	105,000 principal amount	155,461	119,380
Massachusetts St 2.9% 09-01-2049 Beo Taxable	155,000 principal amount	159,047	107,264
Republic Of Philippines 4.2% Due 03-29-2047 Reg	125,000 principal amount	117,263	106,695
University Calif Revs 4.767% 05-15-2115 Beo Taxable	115,000 principal amount	136,760	93,819
New York St Urban Dev Corp Rev 5.77% 03-15-2039 Beo Taxable	90,000 principal amount	110,534	92,425
Los Angeles Calif Cmnty Cg Dist 1.806% 08-01-2030	110,000 principal amount	110,000	90,102
United Mexican Sts Global Nt 3.771% 05-24-2061	140,000 principal amount	84,053	88,275
California Health Facs Fing Auth Rev 4.19% 06-01-2037 Beo Taxable	95,000 principal amount	95,000	84,864
United Mexican Sts Medium Term Book Entry 09/27/04 6.75% Due 09-27-2034 Reg	80,000 principal amount	82,960	83,281
Golden St Tobacco 2.746% Mun 06/01/2034 Usd	105,000 principal amount	105,400	84,261
California St 7.6% 11-01-2040 Beo Taxable	65,000 principal amount	118,463	83,275
Jobsohio Beverage Sys Ohio Statewide Liq 2.833% Due 01-01-2038	105,000 principal amount	107,185	82,035
City Of New York 5.517 Due 10-01-2037	80,000 principal amount	95,692	82,325
Pvtpl Qatar Pete 3.125% Due 07-12-2041/07-12-2021 Beo	105,000 principal amount	73,976	80,683
Panama Rep 4.5% Due 04-16-2050 Reg	105,000 principal amount	95,967	79,185
California Health Facs Fing Auth Rev 4.353% 06-01-2041 Beo Taxable	90,000 principal amount	90,000	79,593
Indonesia Rep Bd 5.35% Due 02-11-2049	80,000 principal amount	86,898	77,608
New York St Dorm Auth St Pers Income Taxrev 3.19% 02-15-2043 Beo Taxable	105,000 principal amount	110,874	77,320
New York St Dorm Auth St Pers Income Taxrev 5.628% 03-15-2039 Beo Taxable	75,000 principal amount	94,027	76,923
United Mexican Sts 4.6% Due 01-23-2046	95,000 principal amount	70,395	73,682
Indonesia(Republic Of) 5.45% Due 09-20-2052 Reg	75,000 principal amount	67,065	73,035
Port Auth N Y & N J 3.287% Due 08-01-2069 Reg Taxable	110,000 principal amount	96,055	71,738
Republic Of Panama 3.87% 07-23-2060	110,000 principal amount	73,000	70,523
Philippines Rep Global Bd 2.95% 05-05-2045	100,000 principal amount	74,023	71,849
State Of Israel Bd 4.125% Due 01-17-2048Reg	80,000 principal amount	63,914	69,986
Maryland St Health & Higher Edl Facs Auth Rev 3.197% 07-01-2050 Beo Taxable	100,000 principal amount	100,000	65,460
Pvtpl Hungary 5.5% 06-16-2034	70,000 principal amount	68,688	65,576
Texas Transn Commn St Hwy Fd Rev 4% 10-01-2033 Beo Taxable	70,000 principal amount	86,792	63,640
Dallas Tex Area Rapid Tran Sales Tax Rev2.613% 12-01-2048 Beo Taxable	95,000 principal amount	95,000	62,543
Metropolitan Wash D C Arpts Auth Dulles Toll Rd Rev 7.462 10-01-2046 Beo Taxable	50,000 principal amount	68,016	61,430
Oklahoma Dev Fin Auth Rev 4.623% 06-01-2044 Beo Taxable	65,000 principal amount	65,000	60,254
Michigan Fin Auth Rev Muni 3.384% 12-01-2040	75,000 principal amount	75,000	60,098
New York St Twy Auth Gen Rev 2.9% 01-01-2035 Beo Taxable	70,000 principal amount	70,002	57,441
Ohio Univ Gen Rcpts Athens 5.59% 12-01-2114 Beo Taxable	65,000 principal amount	76,409	58,070
State Of Israel 4.5% Due 04-03-2120 Reg	65,000 principal amount	61,714	56,846
Sales Tax Securitization Corp Ill 3.82% 01-01-2048 Beo Taxable	70,000 principal amount	70,000	53,861
University Calif Revs 4.858% 05-15-2112 Beo Taxable	65,000 principal amount	67,143	54,793
Texas St 5.517% 04-01-2039 Beo Taxable	50,000 principal amount	57,209	52,810
Oklahoma Dev Fin Auth Rev 4.851% 02-01-2045 Beo Taxable	55,000 principal amount	55,000	52,072
Peru Rep 3.0% 01-15-2034	65,000 principal amount	52,943	51,225

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Kansas St Dev Fin Auth Rev 2.774% 05-01-2051 Beo Taxable	75,000 principal amount	75,000	50,573
Commonwealth Fing Auth Pa Rev 4.144% 06-01-2038 Beo Taxable	55,000 principal amount	61,252	49,217
Univ Calif Regts Med Ctr Pooled Rev 4.563% Due 05-15-2053 Reg	55,000 principal amount	55,000	48,115
Oklahoma Dev Fin Auth Rev Muni 4.38% Due 11-01-2045 Reg	50,000 principal amount	50,000	45,406
Republic Of Indonesia 4.3% Due 03-31-2052 Reg	50,000 principal amount	37,970	42,256
Indiana St Fin Auth Rev 3.051% 01-01-2051 Beo Taxable	55,000 principal amount	55,000	39,569
Riverside Cnty Calif Pension Oblig 3.818% 02-15-2038 Beo Taxable	45,000 principal amount	45,718	39,176
Pennsylvania St Univ 2.79% 09-01-2043	55,000 principal amount	58,186	39,226
Oklahoma Dev Fin Auth Rev 5.087% 02-01-2052 Beo Taxable	40,000 principal amount	40,000	37,622
Oklahoma Dev Fin Auth Rev Muni 4.714% Due 05-01-2052 Reg	40,000 principal amount	40,000	36,598
Bay Area Toll Auth Calif Toll Brdg Rev 3.126% 04-01-2055 Beo Taxable	55,000 principal amount	55,000	36,656
Peru Rep 3.3% 03-11-2041	50,000 principal amount	33,675	36,334
Missouri St Health & Edl Facs Auth Edl Facs Rev 3.229% 05-15-2050 Beo Taxable	50,000 principal amount	50,000	36,544
San Antonio Tex Elec & Gas Rev 2.905% 02-01-2048 Beo Taxable	50,000 principal amount	50,000	35,192
Pvtpl Pt Freeport Indonesia Nt 6.2% Due 04-14-2052/04-14-2022 Beo	40,000 principal amount	38,793	34,920
Port Auth N Y & N J 4.458% 10-01-2062 Beo Taxable	40,000 principal amount	40,750	34,710
Philippines Rep Global Bd 3.95% Due 01-20-2040	40,000 principal amount	31,200	33,822
Metropolitan Transn Auth N Y Rev 5.871% 11-15-2039 Beo Taxable	35,000 principal amount	37,577	33,697
Indonesia Rep Bds 4.45% Due 04-15-2070 Reg	40,000 principal amount	29,300	33,531
San Francisco Calif Cy & Cnty Pub Utils Commn Wtr Rev 6.95 11-01-2050 Beotaxable	25,000 principal amount	37,091	30,299
Peru Rep Global Bd 3.55% 03-10-2051	40,000 principal amount	28,510	28,410
Port Auth N Y & N J 4.81% 10-15-2065 Beotaxable	30,000 principal amount	31,509	27,800
Israel St 3.375% Due 01-15-2050 Reg	35,000 principal amount	29,750	26,879
Golden St Tob Securitization Corp Calif 3.293% Due 06-01-2042 Beo	35,000 principal amount	35,000	25,893
State Of Israel 3.875% Due 07-03-2050 Reg	30,000 principal amount	35,118	25,232
Los Angeles Cal Dept Arpts Customer Fac Charge Rev 4.242 05-15-2048 Beo Taxable	30,000 principal amount	30,000	25,100
Peru Rep Bd 6.55 Due 03-14-2037 Beo	20,000 principal amount	21,080	21,011
United Mexican Sts 3.5% Due 02-12-2034 Reg	25,000 principal amount	21,000	20,033
Texas Private Activity Bd Surface Transncorp Rev 3.922% 12-31-2049 Beo Taxable	25,000 principal amount	28,584	18,932
Louisiana St Gas & Fuels Tax Rev 2.952% 05-01-2041 Beo Taxable	25,000 principal amount	25,000	18,858
Michigan St Univ Revs 4.165% 08-15-2122	20,000 principal amount	20,000	14,739
South Carolina St Pub Svc Auth Rev 6.454% 01-01-2050 Beo Taxable	10,000 principal amount	15,719	10,388
		131,142,362	108,949,314
Corporate Bonds			
AT&T Inc 3.8% 12-01-2057	1,267,000 principal amount	1,084,995	881,100
Wells Fargo & Co Medium Term 3.068% 04-30-2041	1,160,000 principal amount	1,002,979	828,389
Bank Of America Corporation 2.676% Due 06-19-2041/06-19-2020 Reg	1,055,000 principal amount	950,129	714,544
Anheuser-Busch Cos Llc Corp 4.9% 02-01-2046	690,000 principal amount	722,364	632,409
Anheuser-Busch Cos Llc Corp 4.7% 02-01-2036	590,000 principal amount	622,542	558,826
Abbvie Inc 4.05% Due 11-21-2039 Reg	565,000 principal amount	572,369	486,408
Microsoft Corp 2.525% Due 06-01-2050 Beo	640,000 principal amount	617,505	426,163
Morgan Stanley 6.342% 10-18-2033	395,000 principal amount	396,112	414,798
Goldman Sachs Group Inc 3.21% Due 04-22-2042 Beo	565,000 principal amount	512,206	409,469
Unitedhealth Group 6.05% Due 02-15-2063	335,000 principal amount	349,008	366,130
Qualcomm Inc 6% 05-20-2053	340,000 principal amount	351,720	363,498
Wells Fargo & Co Var Rt 4.611% Due 04-25-2053	425,000 principal amount	410,540	361,902

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Jpmorgan Chase & Co. 5.717% Due 09-14-2033 Beo	365,000 principal amount	363,975	358,919
Unitedhealth Group Inc 3.05% Due 05-15-2041 Beo	440,000 principal amount	380,652	332,662
Apple Inc 4.1% Due 08-08-2062 Beo	360,000 principal amount	341,875	301,575
Rtx Corporation 4.35% Due 04-15-2047	350,000 principal amount	401,534	299,624
Kraft Heinz Foods 4.375% Due 06-01-2046	360,000 principal amount	316,704	294,680
Energy Transfer 5.15% Due 02-01-2043	345,000 principal amount	332,173	286,751
Pvtpl Magallanes Inc 5.391% Due 03-15-2062 Beo	395,000 principal amount	362,711	287,472
At&T Inc 3.55% Due 09-15-2055	426,000 principal amount	365,639	285,524
Comcast Corp New 3.25% 11-01-2039	365,000 principal amount	407,094	285,844
Pvtpl Magallanes Inc 5.05% 03-15-2042 Beo	365,000 principal amount	321,244	280,619
Apple Inc 3.75% Due 09-12-2047	330,000 principal amount	378,354	275,642
Microsoft Corp 3.7% Due 08-08-2046	320,000 principal amount	346,852	273,989
Corebridge Finl Inc Sr Nt 144A 4.4% 04-05-2052	340,000 principal amount	331,395	271,545
Verizon Communications Inc 2.987% 10-30-2056 Usd	434,000 principal amount	408,499	266,550
Barrick Pd 5.95% Due 10-15-2039	240,000 principal amount	304,729	246,674
Cdn Nat Res Ltd 6.25% Due 03-15-2038	245,000 principal amount	290,276	243,607
Time Warner Cable 5.875% Due 11-15-2040	280,000 principal amount	350,772	245,162
Pvtpl Broadcom Inc Avgo 3.187 11/15/36 3.187% Due 11-15-2036/09-30-2021 Beo	340,000 principal amount	247,756	244,991
Intel Corp 5.05% Due 08-05-2062 Beo	265,000 principal amount	264,915	234,326
Hsbc Hldgs Plc Fixed 4.762% Due 03-29-2033	270,000 principal amount	271,331	234,765
Jpmorgan Chase & Fltg Rt 2.525% Due 11-19-2041	355,000 principal amount	317,041	231,517
Honeywell International 5% 02-15-2033 Beo	220,000 principal amount	217,840	223,737
Cvs Health Corp 5.125% Due 07-20-2045	240,000 principal amount	265,803	217,771
Pvtpl Broadcom Inc 3.469% Due 04-15-2034Beo	275,000 principal amount	242,113	220,360
At&T Inc 3.5% Due 06-01-2041	295,000 principal amount	224,564	221,494
Home Depot Inc 3.125% Due 12-15-2049	305,000 principal amount	313,377	217,694
Apple Inc 2.65% Due 05-11-2050 Reg	325,000 principal amount	320,527	216,826
Comcast Corp New 2.8% Due 01-15-2051/05-28-2020 Reg	335,000 principal amount	311,789	213,047
Intel Corp 3.25% Due 11-15-2049	315,000 principal amount	289,206	215,136
Williams Partners 5.8 Due 11-15-2043	220,000 principal amount	234,031	210,367
Southn Copper Corp 7.5% Due 07-27-2035	175,000 principal amount	236,720	203,264
Abbvie Inc 4.75% 03-15-2045	225,000 principal amount	256,007	203,458
Berkshire Hathaway Fin Corp 2.85% Due 10-15-2050	295,000 principal amount	264,014	198,550
Goldman Sachs Group Inc 4.017% 10-31-2038	240,000 principal amount	244,767	198,271
Hca Inc 3.5% Due 07-15-2051 Beo	300,000 principal amount	215,435	193,921
Shell Intl Fin B V 4% Due 05-10-2046	240,000 principal amount	211,494	196,993
Pacificorp 4.15% 02-15-2050	235,000 principal amount	269,426	193,924
Newmont Mng Corp 6.25% Due 10-01-2039	185,000 principal amount	259,498	194,085
Altria Group Inc 2.45% Due 02-04-2032	255,000 principal amount	192,265	193,048
Kinder Morgan 6.375% Due 03-01-2041	190,000 principal amount	224,289	189,013
Meta Platforms Inc 4.65% 08-15-2062	235,000 principal amount	231,679	188,192
Nisource Fin Corp 5.65% Due 02-01-2045	190,000 principal amount	227,860	186,616
Oracle Corp Fixed 4.1% Due 03-25-2061	265,000 principal amount	282,724	185,137
Morgan Stanley 2.239% 07-21-2032	240,000 principal amount	221,736	184,098
Disney Walt Co 3.5% Due 05-13-2040 Reg	230,000 principal amount	236,982	185,074
Wyeth Nt 5.95 Due 04-01-2037/03-27-2007 Beo	170,000 principal amount	204,805	183,477
Oracle Corp 3.6% Due 04-01-2040 Reg	245,000 principal amount	251,623	182,108
Pvtpl Siemens Financieringsmat 2.875% 03-11-2041	245,000 principal amount	244,389	181,674
Dow Chemical Co 6.9% Due 05-15-2053 Beo	165,000 principal amount	168,800	180,343

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Amgen Inc 4.95% Due 10-01-2041	195,000 principal amount	200,155	179,104
Westpac Bkg Corp Nt 3.02% 11-18-2036	240,000 principal amount	240,000	179,434
Amazon Com Inc 4.05% 08-22-2047	200,000 principal amount	229,835	172,269
Verizon 4.862% Due 08-21-2046	190,000 principal amount	159,475	171,509
Petro-Cda 6.8% Due 05-15-2038	165,000 principal amount	222,056	173,163
Halliburton Co 5% Due 11-15-2045	195,000 principal amount	197,707	173,330
Capital One Finl Corp Sr Nt Fixed / Fltg5.268% 05-10-2033	185,000 principal amount	185,000	172,413
Jpmorgan Chase & Co 3.109% Due 04-22-2041/10-22-2020 Reg	235,000 principal amount	233,018	171,801
Disney Walt Co 2.75% Due 09-01-2049	255,000 principal amount	251,125	170,267
Johnson & Johnson 2.1% Due 09-01-2040 Reg	245,000 principal amount	221,165	169,775
Southn Cal Edison 5.55% Due 01-15-2037	170,000 principal amount	201,711	166,936
Cisco Sys Inc Sr Nt 5.9 Due 02-15-2039 Reg	155,000 principal amount	209,450	167,225
Bristol Myers Fixed 4.35% Due 11-15-2047	190,000 principal amount	212,182	167,925
Amer Movil Sab De Cv 6.125% 03-30-2040	160,000 principal amount	210,368	165,894
Southwestn Elec 3.85% Due 02-01-2048	220,000 principal amount	247,017	163,400
Cvs Health Corp 4.78% Due 03-25-2038	180,000 principal amount	180,701	164,552
Johnson & Johnson 3.625% Due 03-03-2037	185,000 principal amount	211,366	164,010
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 4.966% Due 02-01-2042 Beo	170,000 principal amount	169,984	161,584
Gen Elec Cap Corp Medium Term Nts Bo Tranche # Tr 00818 6.875 Due 01-10-2039	145,000 principal amount	190,710	160,225
Enterprise Prods Oper Llc Gtd Sr Nt 4.85Due 08-15-2042	180,000 principal amount	181,855	159,908
Oracle Corp 4% 11-15-2047	220,000 principal amount	247,498	161,977
Prudential Finl Inc 5.125% 03-01-2052	175,000 principal amount	175,150	159,250
Aetna Inc New 4.75% Due 03-15-2044	180,000 principal amount	211,064	159,476
Bp Cap Mkts Amer Inc 3.0% Due 02-24-2050	235,000 principal amount	185,380	158,119
Exxon Mobil Corp 2.995% Due 08-16-2039	205,000 principal amount	201,836	158,153
Time Warner Cable 6.55% Due 05-01-2037	165,000 principal amount	192,423	157,724
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.212% 12-01-2049	160,000 principal amount	159,998	155,470
Fomento Economico Mexicano S A B De C V 3.5% Due 01-16-2050	220,000 principal amount	196,039	154,288
Transcanada 4.75% Due 05-15-2038	175,000 principal amount	176,610	156,668
Shell Intl Fin B V 2.875% Due 11-26-2041	215,000 principal amount	192,645	157,092
Pac Gas & Elec Co Fixed 4.95% Due 07-01-2050	195,000 principal amount	220,620	152,011
Goldman Sachs 6.75% Due 10-01-2037	145,000 principal amount	207,676	154,259
Truist Financial Corporation 6.123% 10-28-2033	145,000 principal amount	145,000	153,101
Gilead Sciences 5.65% Due 12-01-2041	150,000 principal amount	177,884	153,894
Unitedhealth Group 3.5% Due 08-15-2039	185,000 principal amount	193,157	151,992
Novant Health Inc 3.168% Due 11-01-2051	220,000 principal amount	220,000	153,207
General Mtrs Co 5.15% Due 04-01-2038	175,000 principal amount	201,441	151,640
Abbott Labs 4.9% Due 11-30-2046	155,000 principal amount	213,334	151,115
Bank Amer Corp Fixed 4.078% 04-23-2040	180,000 principal amount	191,338	150,111
Exxon Mobil Corp 4.227% Due 03-19-2040	165,000 principal amount	154,937	148,937
Amazon Com Inc 4.84% 12-01-2032	150,000 principal amount	153,041	148,981
International Business Machs Corp 4.15% Due 05-15-2039	170,000 principal amount	193,251	147,391
Amgen Inc 6.4% Due 02-01-2039	135,000 principal amount	150,211	142,939
Telefonica Emisiones S A U Corp Bond 5.52% 03-01-2049	170,000 principal amount	209,723	143,170
Mplx Lp 5.5% Due 02-15-2049	160,000 principal amount	160,366	141,641
Pvtpl Broadcom Inc 3.137% Due 11-15-2035 Beo	195,000 principal amount	171,777	144,037
Medtronic Inc 4.375% Due 03-15-2035	150,000 principal amount	161,922	142,323

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Oracle Corp Fixed 3.85% Due 04-01-2060	210,000 principal amount	200,720	140,632
El Paso Nat Gas Co 8.375% Due 06-15-2032	125,000 principal amount	162,118	141,786
At&T Inc 4.5% Due 05-15-2035	155,000 principal amount	159,812	141,144
Abbott Labs 4.75% 04-15-2043	145,000 principal amount	175,586	139,536
Microsoft Corp 2.675% Due 06-01-2060 Beo	217,000 principal amount	213,937	138,963
Intercontinental Exchange Inc 5.2% 06-15-2062	145,000 principal amount	142,869	138,270
Pfizer Inc 4.1% 09-15-2038	150,000 principal amount	187,817	136,386
Bell Cda Fixed 4.3% 07-29-2049	165,000 principal amount	191,820	134,865
Mitsubishi Ufj 2.309% Due 07-20-2032	175,000 principal amount	161,438	135,138
Verizon Communications Inc 2.875% Due 11-20-2050 Beo	215,000 principal amount	173,159	135,115
Pg&E Wildfire Fixed 4.451% Due 12-01-2047	155,000 principal amount	154,995	135,217
Pvtpl Broadcom Inc Sr Nt 3.5% 02-15-2041/01-19-2021	185,000 principal amount	148,445	132,990
Kla Corp 5.25% 07-15-2062	135,000 principal amount	132,046	130,606
Comcast Corp New 2.987% 11-01-2063	218,000 principal amount	200,333	133,134
Pvtpl Magallanes Inc 5.141% 03-15-2052	180,000 principal amount	141,112	131,493
Alexandria Real Estate Equities 3.55% 03-15-2052	185,000 principal amount	175,853	131,903
Prudential Finl Inc 3.935% Due 12-07-2049	170,000 principal amount	151,485	133,382
Norfolk Southn Corp 3.155% Due 05-15-2055	200,000 principal amount	152,046	132,237
Discovery Fixed 4.65% Due 05-15-2050	190,000 principal amount	210,898	131,027
Comcast Corp New 3.9% Due 03-01-2038	150,000 principal amount	162,128	129,892
Energy Transfer 6% Due 06-15-2048	145,000 principal amount	148,112	131,006
Coca Cola Co 2.875% Due 05-05-2041	170,000 principal amount	168,445	130,414
Merck & Co Inc New 2.35% Due 06-24-2040	185,000 principal amount	163,131	129,479
Pacificorp 5.75% Due 04-01-2037	125,000 principal amount	131,829	127,625
Appalachian Power Co 4.5% Due 08-01-2032Beo	135,000 principal amount	134,903	126,309
Conocophillips Co Fixed 3.758% Due 03-15-2042	150,000 principal amount	127,818	125,843
Cigna Corp New Fixed 3.2% Due 03-15-2040	165,000 principal amount	171,057	125,201
United Technologies Corp 4.15% 05-15-2045	150,000 principal amount	174,007	125,839
At&T Inc 4.55% Due 03-09-2049	150,000 principal amount	177,094	123,929
Charter Fixed 5.75% Due 04-01-2048	150,000 principal amount	172,032	123,658
Enbridge Energy 7.375% Due 10-15-2045	110,000 principal amount	129,103	123,559
Pac Gas & Elec Co Fixed 4.5% Due 07-01-2040	155,000 principal amount	164,082	121,744
Reynolds Amern Inc Fixed 5.7% Due 08-15-2035	135,000 principal amount	161,235	122,117
Jpmorgan Chase & Co 3.157% 04-22-2042	170,000 principal amount	123,388	123,963
Pvtpl Ge Healthcare Holding 6.377% 11-22-2052	115,000 principal amount	119,415	123,797
Washington Univ 3.524% Due 04-15-2054	155,000 principal amount	155,000	122,833
Total Cap Intl 3.127% Due 05-29-2050 Reg	170,000 principal amount	161,656	121,208
Waste Connections Fixed 2.95% Due 01-15-2052	180,000 principal amount	177,457	119,140
#Reorg/Cr Suisse Group Mandatory Exchange Ubs Group 4Y1Laws 06-12-2023	175,000 principal amount	211,193	120,342
Southern Co 4.25% Due 07-01-2036	135,000 principal amount	144,715	118,565
Pnc Finl Svcs Group Inc 6.037% 10-28-2033	115,000 principal amount	115,000	120,130
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.099% 06-01-2054	125,000 principal amount	124,988	118,378
Union Pac Corp 4.05% Due 11-15-2045	145,000 principal amount	166,385	120,457
International Business Machs Corp 4 Nts Due 06-20-2042 Usd1000	145,000 principal amount	132,770	120,858
Case Westn Resv 5.405% Due 06-01-2122	130,000 principal amount	129,882	120,129
Comwlth Edison Co 4.6% Due 08-15-2043	130,000 principal amount	146,579	118,234
Lowes Cos Inc 5.125% Due 04-15-2050 Beo	130,000 principal amount	177,078	118,926
Devon Energy Corp 4.75% Due 05-15-2042	140,000 principal amount	151,338	119,271

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Bank Amer Corp 3.311% Due 04-22-2042	160,000 principal amount	111,841	118,145
Cvs Health Corp 5.05% Due 03-25-2048	130,000 principal amount	129,795	117,272
Berkshire Hathaway Finance Corp 3.85% 03-15-2052	145,000 principal amount	124,083	117,243
Duke Energy 4.375% Due 03-30-2044	135,000 principal amount	174,051	116,810
Amgen Inc Sr Nt 3% 01-15-2052	180,000 principal amount	119,520	115,705
Duke Energy Corp New Sr Nt 3.3% 06-15-2041	160,000 principal amount	160,988	117,832
Amgen Inc 3.375% 02-21-2050	165,000 principal amount	149,483	115,582
Wells Fargo & Co Medium Term 5.013% 04-04-2051	130,000 principal amount	114,525	115,322
Comcast Corp New Fixed 2.937% Due 11-01-2056	186,000 principal amount	158,383	115,911
S Carolina Elec & 4.6% Due 06-15-2043	130,000 principal amount	161,912	116,414
At&T Inc 3.5% Due 09-15-2053 Reg	170,000 principal amount	120,456	114,643
Fedex Corp 4.55% Due 04-01-2046	140,000 principal amount	161,284	114,269
Southn Cal Gas 3.75 Due 09-15-2042	145,000 principal amount	161,728	114,111
Barclays Plc 2.894% Due 11-24-2032 Beo	150,000 principal amount	149,991	114,684
Enterprise Prods Oper Llc 4.25% 02-15-2048	140,000 principal amount	153,942	112,512
Verizon Communications 3.4% Due 03-22-2041 Beo	150,000 principal amount	108,134	113,275
Citigroup Inc 6.675% Due 09-13-2043	105,000 principal amount	160,349	112,453
Pvtpl Ubs Group Ag 9.016% 11-15-2033	110,000 principal amount	114,612	112,959
Comcast Corp New 2.887% 11-01-2051 Beo	175,000 principal amount	123,211	113,051
Jpmorgan Chase & Co 4.032% 07-24-2048	140,000 principal amount	163,024	111,218
Puget Sound Energy 4.3% Due 05-20-2045	135,000 principal amount	168,229	112,610
Charter Communications Oper Llc 4.4% Due 12-01-2061 Beo	175,000 principal amount	150,909	112,606
Northrop Grumman 5.15% Due 05-01-2040	115,000 principal amount	147,489	112,094
Vodafone Group Plc 4.25% Due 09-17-2050 Reg	145,000 principal amount	158,329	111,230
Abbvie Inc Fixed 4.7% Due 05-14-2045	125,000 principal amount	133,007	111,996
Norfolk Southn Corp Sr Nt 4.1% 05-15-2121	160,000 principal amount	124,251	111,623
Union Pac Corp Fixed 4% Due 04-15-2047	135,000 principal amount	161,734	111,138
Charter Communications Entmt I L P 3.5% 03-01-2042	170,000 principal amount	168,730	110,213
Takeda Pharmaceutical Co Ltd Sr Nt 3.175% 07-09-2050	160,000 principal amount	132,692	109,393
Simon Ppty Group L Fixed 3.25% 09-13-2049	165,000 principal amount	139,170	110,063
Nucor Corp Nt 3.85% 04-01-2052	145,000 principal amount	120,773	110,276
Intl Paper Co 4.8% Due 06-15-2044	128,000 principal amount	144,369	111,171
Morgan Stanley 4.457% 04-22-2039	125,000 principal amount	148,783	110,299
Lowes Cos Inc 4.45% 04-01-2062	140,000 principal amount	118,859	109,740
Lloyds Bkg Group 3.369% Due 12-14-2046	170,000 principal amount	155,162	110,897
Shell Intl Fin B V 3.625% Due 08-21-2042	135,000 principal amount	148,831	109,278
Umass Mem Hlth 5.363% Due 07-01-2052	115,000 principal amount	115,000	106,708
Amazon Com Inc 2.7% Due 06-03-2060	180,000 principal amount	176,565	109,504
Commonspirit Hlth 3.91% Due 10-01-2050	145,000 principal amount	149,576	108,122
Duke Energy Corp 5% Due 08-15-2052	120,000 principal amount	115,899	107,178
T-Mobile Usa Inc Fixed 5.8% Due 09-15-2062	110,000 principal amount	109,316	107,604
Alibaba Group Hldg Ltd 4.0% 12-06-2037	130,000 principal amount	145,500	108,974
Oracle Corp 5.375 Due 07-15-2040	115,000 principal amount	145,484	106,458
Utd Technologies 4.5% Due 06-01-2042	120,000 principal amount	119,218	108,778
Apple Inc 2.85% Due 08-05-2061 Beo	165,000 principal amount	154,938	107,147
Union Elec Co 3.9 Due 09-15-2042	130,000 principal amount	141,906	107,049
Citigroup Inc 2.904% 11-03-2042	155,000 principal amount	121,545	107,647
Hoag Mem Hosp 3.803% Due 07-15-2052	135,000 principal amount	135,000	105,940
Aercap Ireland Capital Dac Gtd Sr Nt 3.4% 10-29-2033	140,000 principal amount	139,838	106,589

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Gilead Sciences 4.8% Due 04-01-2044	115,000 principal amount	134,968	106,020
Progressive Corp 4.2% Due 03-15-2048	125,000 principal amount	154,046	105,531
Pacific Gas & Elec Co 4.75% Due 02-15-2044	135,000 principal amount	112,221	103,884
Charter Communications Oper Llc Cap 5.125% Due 07-01-2049 Beo	135,000 principal amount	158,089	102,670
Charter 5.375% Due 04-01-2038	125,000 principal amount	145,441	104,233
Astrazeneca Plc 4% Due 09-18-2042	120,000 principal amount	131,770	104,494
Visa Inc 4.3% Due 12-14-2045	115,000 principal amount	147,843	105,588
Canadian Pac Ry Co New 3.1% 12-02-2051	155,000 principal amount	112,601	104,879
Burl Northn Santa 7.29% Due 06-01-2036	90,000 principal amount	103,567	104,358
Intel Corp 4.9% 08-05-2052	115,000 principal amount	114,493	102,322
Midamerican Energy Co 3.95% 08-01-2047	125,000 principal amount	123,823	102,507
B A T Cap Corp Fixed 3.734% Due 09-25-2040	150,000 principal amount	136,311	102,616
Ameren Ill Co 3.7% 12-01-2047	130,000 principal amount	127,071	103,679
Mitsubishi Ufj Fixed 4.153% Due 03-07-2039	120,000 principal amount	93,333	101,828
Union Pac Corp 3.5% 02-14-2053	135,000 principal amount	115,590	101,270
Pvtpl Cameron Lng Llc 3.302% Due 01-15-2035	125,000 principal amount	125,000	101,149
Morgan Stanley 1.794% 02-13-2032	135,000 principal amount	103,949	101,797
Mastercard Inc 3.65% Due 06-01-2049	125,000 principal amount	138,805	102,047
Duke Energy Ind Llc 3.25% Due 10-01-2049	145,000 principal amount	161,526	101,124
Intel Corp 3.734% 12-08-2047 Beo	135,000 principal amount	140,172	101,948
Pg&E Wildfire 4.722% Due 06-01-2039	105,000 principal amount	104,993	100,027
Philip Morris Intl Inc 4.875 Due 11-15-2043	115,000 principal amount	140,498	101,223
Everest Reinsurance Holdings Inc Sr Nt 3.125% 10-15-2052	160,000 principal amount	156,687	100,580
Takeda Pharmaceutical Co Ltd Sr Nt 3.025% 07-09-2040	135,000 principal amount	134,089	99,652
Metlife Inc Step Cpn 4.721% Due 12-15-2044	110,000 principal amount	135,476	101,215
S Carolina Elec & 5.45% Due 02-01-2041	100,000 principal amount	111,792	98,662
Kaiser Fndtn Hosps 3.002% Due 06-01-2051Reg	145,000 principal amount	145,380	99,587
Amazon Com Inc Fixed 3.875% Due 08-22-2037	110,000 principal amount	117,426	98,126
Csx Corp Fixed 4.65% Due 03-01-2068	115,000 principal amount	120,031	97,732
Lyb Intl Fin Iii 3.625% Due 04-01-2051	145,000 principal amount	125,689	97,774
Unitedhealth Group Inc 2.75% Due 05-15-2040/05-18-2020 Reg	135,000 principal amount	130,399	98,598
Cvs Caremark Corp 5.3 Due 12-05-2043	105,000 principal amount	135,231	98,635
Target Corp Sr Nt 2.95% 01-15-2052	140,000 principal amount	110,441	96,906
Salesforce.Com Inc 2.7% Due 07-15-2041 Beo	135,000 principal amount	126,226	96,976
Texas Elec Mkt Stabilization Fdg N Llc 5.167% Due 02-01-2050 Beo	100,000 principal amount	99,990	95,688
Lyb Intl Fin Iii 3.375% Due 10-01-2040	135,000 principal amount	136,672	96,592
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 5.057% Due 08-01-2048 Beo	100,000 principal amount	99,990	94,643
Philip Morris International Inc 3.875 Bds Due 08-21-2042 Usd1000	125,000 principal amount	116,388	95,471
Fox Corp 5.576% Due 01-25-2049	105,000 principal amount	132,862	94,275
Dow Chemical Co 4.375% Due 11-15-2042	115,000 principal amount	124,619	95,777
Conagra Brands Inc Fixed 5.3% 11-01-2038	100,000 principal amount	119,561	95,266
Peco Energy Co Fixed 3.7% 09-15-2047	120,000 principal amount	116,042	94,764
Gilead Sciences Inc 2.6% Due 10-01-2040	135,000 principal amount	130,808	94,800
Fred Hutchinson 4.966% Due 01-01-2052	100,000 principal amount	100,000	93,178
Stanley Black & Decker Inc 2.75% 11-15-2050	155,000 principal amount	147,759	94,922
Unitedhealth Group 6.5% Due 06-15-2037	85,000 principal amount	102,472	95,186
Johns Hopkins Univ Taxable Bd 2022 Ser A4.705% 07-01-2032	95,000 principal amount	95,000	94,279
Boeing Co Fixed 3.55% Due 03-01-2038	125,000 principal amount	125,858	92,548
Boeing Co Sr Nt 5.875 Due 02-15-2040	95,000 principal amount	117,543	91,742

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pvtpl New England Power Co 5.936% Due 11-25-2052 Beo	90,000 principal amount	90,000	93,202
Alabama Pwr Co 3.85% Due 12-01-2042	115,000 principal amount	114,655	93,163
Jpmorgan Chase & Co 3.109% 04-22-2051	140,000 principal amount	97,019	92,461
Provid St Joseph 2.7% Due 10-01-2051	155,000 principal amount	155,000	92,238
Philip Morris Intl 4.125% Due 03-04-2043	115,000 principal amount	133,023	91,462
Citigroup Inc 4.65% Due 07-30-2045	105,000 principal amount	130,662	90,625
American International Group Inc Bnds 4.8% Due 07-10-2045 Reg	100,000 principal amount	87,297	90,326
Burlington Northn Santa 4.55 09-01-2044	100,000 principal amount	122,607	90,948
Halliburton Co 4.75% Due 08-01-2043	105,000 principal amount	118,833	90,118
Charter 3.5% Due 06-01-2041	140,000 principal amount	114,857	91,727
Commonwealth Edison Co 1St Mtg Bd Ser 130 3.125% 03-15-2051	130,000 principal amount	121,302	90,861
Hewlett Packard Step Cpn 6.35% Due 10-15-2045	90,000 principal amount	116,282	89,947
Dell Intl L L C/Emc Corp 8.1% 07-15-2036 Usd	78,000 principal amount	95,012	87,738
Southn Cal Edison 6% Due 01-15-2034	85,000 principal amount	118,410	88,275
Jpmorgan Chase & Co 3.964% 11-15-2048	115,000 principal amount	124,984	89,907
Csx Corp 4.1 Due 03-15-2044	105,000 principal amount	114,040	88,621
Duke Energy Ind 3.75% Due 05-15-2046	115,000 principal amount	126,037	89,177
Amer Movil S A B De C V Formerly Ame Gtdsr Nt 6.125 Due 11-01-2037 Reg	85,000 principal amount	102,782	88,610
Entergy Tex Inc 4.5% 03-30-2039	100,000 principal amount	99,313	87,858
Novartis Cap Corp 4% Due 11-20-2045	100,000 principal amount	122,696	88,335
Pvtpl Motiva Enterprises Llc Sr Nt 144A 6.85% Due 01-15-2040/01-11-2010 Beo	85,000 principal amount	103,829	85,751
Nasdaq Inc 2.5% Due 12-21-2040	135,000 principal amount	100,710	88,069
Morgan Stanley 5.297% 04-20-2037	95,000 principal amount	95,000	87,146
Viacom Inc New 4.375% Due 03-15-2043	125,000 principal amount	101,848	86,493
Bank Amer Corp Fltg Rt 4.083% Due 03-20-2051	110,000 principal amount	89,215	86,811
Pvtpl Dell Intl L L C / Emc Corp 3.375% 12-15-2041	130,000 principal amount	129,923	87,657
Equinor Asa 3.625% Due 04-06-2040	105,000 principal amount	108,885	86,868
Shell International Fin 4.55 Due 08-12-2043 Reg	95,000 principal amount	117,185	86,091
Kinder Morgan Inc 5.45% Due 08-01-2052	95,000 principal amount	93,148	85,543
Bristol-Myers Squibb Co 3.9% 03-15-2062	110,000 principal amount	110,889	85,734
Jpm Chase 2.963% 01-25-2033	105,000 principal amount	90,752	85,632
Cigna Corp New Fixed 3.4% Due 03-15-2050	120,000 principal amount	99,242	85,712
Amazon Com Inc Nt 3.25% 05-12-2061	125,000 principal amount	129,151	86,355
Citigroup Inc 5.3 Due 05-06-2044	95,000 principal amount	122,780	86,059
Elevance Hlth Inc Fixed 6.1% Due 10-15-2052	80,000 principal amount	90,828	85,937
Burlington Northn Santa Fe Llc 4.9 Due 04-01-2044 Reg	90,000 principal amount	89,421	85,505
Moody'S Corporation 4.875% 12-17-2048 Beo	95,000 principal amount	110,277	86,365
Kroger Co 4.45% Due 02-01-2047	100,000 principal amount	113,987	84,555
Norfolk Southn Fixed 4.05% Due 08-15-2052	105,000 principal amount	117,932	84,774
Johnson Ctls Intl Plc Sr Nt Step Up 07-02-2064 12-28-2016	100,000 principal amount	122,579	83,578
Anthem Inc Fixed 3.7% 09-15-2049	110,000 principal amount	105,862	84,115
Intst Pwr & Lt Co 3.7% Due 09-15-2046	115,000 principal amount	120,000	83,967
Burl Northn Deb 5.05 Due 03-01-2041	85,000 principal amount	116,930	83,389
Consumers Energy 3.25% Due 08-15-2046	115,000 principal amount	115,645	83,368
Aon Corp Fixed 2.9% Due 08-23-2051	130,000 principal amount	118,448	83,374
Union Pac Corp 3.95% Due 08-15-2059	105,000 principal amount	109,805	82,530
Verizon 4.812% Due 03-15-2039	90,000 principal amount	79,089	82,732
Viatis Inc 4.0% 06-22-2050	135,000 principal amount	134,682	83,646

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Sherwin-Williams Fixed 3.8% 08-15-2049	110,000 principal amount	99,591	82,086
Eastman Chem Co 4.65% Due 10-15-2044	100,000 principal amount	116,977	82,541
Nevada Pwr Co 6.65% Due 04-01-2036	75,000 principal amount	102,946	82,059
Utd Technologies 4.05% Due 05-04-2047	100,000 principal amount	106,970	82,602
Union Pac Corp 3.2% Due 05-20-2041	105,000 principal amount	86,600	82,692
Cenovus Energy Inc Nt 3.75% 02-15-2052	115,000 principal amount	101,017	81,344
Mcdonalds Corp 6.3% Due 10-15-2037	75,000 principal amount	98,707	81,902
Cigna Corp New 3.875% Due 10-15-2047 Reg	105,000 principal amount	107,270	81,997
Dowdupont Inc 5.319% Due 11-15-2038	85,000 principal amount	101,818	81,958
Telefonica Emisiones S A U 5.213% 03-08-2047 Reg	100,000 principal amount	107,257	80,803
Reynolds Amern Inc 7.25% Due 06-15-2037	80,000 principal amount	74,878	82,132
Pacific Gas & Elec Co 3.95% 12-01-2047	120,000 principal amount	124,078	81,858
Charter Communications Oper Llc/Charte 4.8% Due 03-01-2050	110,000 principal amount	109,005	80,076
Duke Energy Fixed 3.7% Due 12-01-2047	105,000 principal amount	79,865	80,973
Oncor Elec Fixed 4.1% Due 11-15-2048	95,000 principal amount	89,878	80,780
Marsh & McLennan Cos Inc 5.875 8/1/33	75,000 principal amount	107,010	79,325
Enterprise Prods 4.2% Due 01-31-2050	100,000 principal amount	103,621	79,163
Magellan Midstream Partners Lp 4.85%02-01-2049 Reg	95,000 principal amount	80,598	78,997
Yale Univ 2.402% Due 04-15-2050	125,000 principal amount	124,925	80,056
Pg&E Wildfire 4.674% Due 12-01-2053	90,000 principal amount	89,997	80,270
Thermo Fisher 4.1% Due 08-15-2047	90,000 principal amount	91,365	78,869
Goldman Sachs Group Inc 2.908% Due 07-21-2042 Beo	115,000 principal amount	90,520	78,750
Glaxosmithkline 6.375% Due 05-15-2038	70,000 principal amount	104,994	79,193
B A T Cap Corp 4.39% 08-15-2037	100,000 principal amount	96,986	78,096
Duke Energy Corp 3.75% Due 09-01-2046	105,000 principal amount	104,255	78,424
Vale Overseas Ltd 6.875% Due 11-10-2039	75,000 principal amount	74,205	78,996
Berkshire Hathaway Fixed 4.45% Due 01-15-2049	90,000 principal amount	71,309	77,857
Crown Castle Intl Corp New 2.9% Due 04-01-2041 Reg	115,000 principal amount	101,210	78,641
Johnson & Johnson 4.375 Due 12-05-2033	80,000 principal amount	100,384	78,814
Pg&E Wildfire 5.081% Due 06-01-2043	80,000 principal amount	79,996	77,137
Bristol Myers Squibb Co Corp 4.625% 05-15-2044	85,000 principal amount	115,973	78,417
Corning Inc 5.45% Due 11-15-2079	90,000 principal amount	101,916	78,227
Pfizer Inc 4.3% Due 06-15-2043	85,000 principal amount	100,917	78,260
Abbvie Inc 4.45% Due 05-14-2046	90,000 principal amount	92,472	77,839
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.25% 05-11-2041	110,000 principal amount	109,090	77,192
Southn Cal Gas Co Fixed 6.35% Due 11-15-2052	70,000 principal amount	69,739	76,986
Suncor Energy Inc 6.5% Due 06-15-2038	75,000 principal amount	95,948	77,280
Pvtpl Hca Inc Sr Seed Nt 4.375% 03-15-2042	95,000 principal amount	95,508	76,071
Carrier Global Corp 3.37% Due 04-05-2040	100,000 principal amount	100,639	76,343
Rio Tinto Fin Usa Ltd 2.75% 11-02-2051	115,000 principal amount	113,745	76,414
Pub Svc Elec & Gas 3.6% Due 12-01-2047	100,000 principal amount	108,605	76,510
Pg&E Wildfire 4.377% Due 06-03-2041	85,000 principal amount	84,997	76,049
Cvs Health Corp 4.125% Due 04-01-2040 Reg	90,000 principal amount	85,430	75,274
Unilever Cap Corp 2.625% Due 08-12-2051 Beo	115,000 principal amount	113,514	74,798
Amazon.Com Inc 3.95% 04-13-2052	90,000 principal amount	77,229	75,186
Pacificorp 4.125% Due 01-15-2049	90,000 principal amount	72,104	74,175
Home Depot Inc 4.2% Due 04-01-2043	85,000 principal amount	92,661	74,820
Oracle Corp 4% Due 07-15-2046	100,000 principal amount	76,826	73,425
Tsmc Arizona Corp New Issue 20Yr 3.125% 10-25-2041	95,000 principal amount	97,002	74,333

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Anthem Inc 4.65% Due 01-15-2043	80,000 principal amount	82,978	72,939
Charter 6.384% Due 10-23-2035	75,000 principal amount	98,627	73,410
Oncor Elec Fixed 3.8% Due 09-30-2047	90,000 principal amount	102,485	73,403
Cons Edison Co N Y 5.5% Due 12-01-2039	75,000 principal amount	84,144	73,582
Pacificorp 6.1% Due 08-01-2036	70,000 principal amount	92,489	71,770
Anthem Inc 4.375% 12-01-2047	85,000 principal amount	94,901	73,220
Morgan Stanley 3.971% 07-22-2038	85,000 principal amount	96,244	71,771
Oncor Elec Delivery Co Llc Corp 3.8% 06-01-2049	90,000 principal amount	113,247	72,902
Viacomcbs Inc Fixed 4.95% Due 01-15-2031	80,000 principal amount	71,254	71,296
Bank Amer Corp 5.015% Due 07-22-2033/01-22-2023 Beo	75,000 principal amount	74,989	71,446
Cons Edison Co N Y 4.3% Due 12-01-2056	90,000 principal amount	94,076	72,770
Va Elec & Pwr Co Sr Nt 2008 Ser B 8.875 Due 11-15-2038	55,000 principal amount	68,958	72,277
Lowe'S Companies Inc 2.8% 09-15-2041	105,000 principal amount	104,199	71,936
Public Service Co Of Colorado 3.6 Due 09-15-2042	90,000 principal amount	104,743	71,552
Berkshire Hathaway Fin Corp 4.2% Due 08-15-2048 Reg	80,000 principal amount	95,309	71,106
Midamerican Energy Co 2.7% 08-01-2052	110,000 principal amount	109,220	71,011
El Paso Pipeln 7.5% Due 11-15-2040	65,000 principal amount	84,324	71,231
Public Svc Colorado 3.8% 06-15-2047	90,000 principal amount	91,919	71,586
Puget Sound Energy 5.795% Due 03-15-2040	70,000 principal amount	90,036	70,486
Lowes Cos Inc 4.05% Due 05-03-2047	90,000 principal amount	97,592	70,901
Lincoln Natl Corp Fixed 4.375% Due 06-15-2050	95,000 principal amount	105,791	71,171
Methodist Hosp Houston Tex 2.705% Due 12-01-2050/08-27-2020 Reg	110,000 principal amount	108,991	70,597
Dominion Energy 4.85% Due 08-15-2052	80,000 principal amount	77,638	69,393
Fox Corp 5.476% Due 01-25-2039	75,000 principal amount	86,297	68,583
Alleghany Corp Del 3.625% Due 05-15-2030	75,000 principal amount	75,415	69,758
Cons Edison Co N Y 3.875% Due 06-15-2047	90,000 principal amount	99,056	69,863
Boeing Co Fixed 3.5% Due 03-01-2039	95,000 principal amount	94,502	68,780
Boeing Co 3.85% Due 11-01-2048	100,000 principal amount	87,807	69,128
Pvtpl American Transmission Sys Inc Sr Nt 5% Due 09-01-2044	75,000 principal amount	77,631	68,516
Transcontinental Gas Pipe Line Co Llc 4.45 Due 08-01-2042 Reg	80,000 principal amount	85,926	68,253
Duke Energy 4.25% Due 12-15-2041	80,000 principal amount	83,422	69,475
Essential Utils Fixed 3.351% Due 04-15-2020	100,000 principal amount	105,185	68,826
Comwlth Edison Co 4.35% Due 11-15-2045	80,000 principal amount	103,749	68,794
Pvtpl Edf S A Nt 6 Due 01-22-2114 Beo	75,000 principal amount	87,554	66,990
Willis N Amer Inc 3.875% Due 09-15-2049	95,000 principal amount	107,035	67,871
Oneok Inc New 5.2% Due 07-15-2048	80,000 principal amount	67,967	66,940
Dh Europe Fin Li S Fixed 3.25% 11-15-2039	85,000 principal amount	95,163	68,341
Discovery Communications Llc 5.2% 09-20-2047	90,000 principal amount	89,618	67,262
Comcast Corp New Fixed 3.969% Due 11-01-2047	85,000 principal amount	76,698	67,952
Goldman Sachs Group Inc 6 45 05 01 6.45 Due 05-01-2036 Beo	65,000 principal amount	89,634	67,725
T-Mobile Usa Inc 3.4% 10-15-2052	100,000 principal amount	96,458	67,649
Lowe'S Companies Fixed 3.5% Due 04-01-2051	95,000 principal amount	99,664	67,124
Gilead Sciences 4.5% Due 02-01-2045	75,000 principal amount	92,436	66,472
Statoil Asa 3.95 Due 05-15-2043	80,000 principal amount	88,254	67,318
Trustees Bstn Univ 4.061% Due 10-01-2048	80,000 principal amount	89,685	66,697
Ma Inst Tech Fixed 2.989% Due 07-01-2050	90,000 principal amount	92,132	65,983
Alexandria Real Estate Equities Inc 3.0% 05-18-2051	105,000 principal amount	75,064	66,938
Bp Cap Mkts Amer Inc 3.001% Due 03-17-2052 Beo	100,000 principal amount	83,247	66,367
Westar Energy Inc Fixed 3.25% 09-01-2049	95,000 principal amount	92,833	66,181

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cardinal Hlth Inc 4.368% Due 06-15-2047	85,000 principal amount	95,242	67,033
Fiserv Inc 4.4% Due 07-01-2049	80,000 principal amount	95,397	65,398
Amern Intl Group 4.5% Due 07-16-2044	75,000 principal amount	69,002	65,443
Phillips 66 3.3% Due 03-15-2052	95,000 principal amount	92,712	65,983
Consumers Energy 4.05% Due 05-15-2048	80,000 principal amount	98,281	66,459
Cons Edison Co N Y 3.85% Due 06-15-2046	85,000 principal amount	92,630	66,388
Church & Dwight Co Inc Sr Nt 5% 06-15-2052	70,000 principal amount	69,966	66,281
Zoetis Inc Fixed 4.45% Due 08-20-2048	75,000 principal amount	80,498	65,020
Cenovus Energy Inc 6.75% Due 11-15-2039	63,000 principal amount	85,183	65,590
Unitedhealth Group 4.25% Due 04-15-2047	75,000 principal amount	63,986	65,011
Southwestern Public Service Co 3.75% 06-15-2049	85,000 principal amount	100,272	65,535
Apple Inc 3.45% Due 02-09-2045	80,000 principal amount	80,262	64,538
Lockheed Martin 4.07% Due 12-15-2042	75,000 principal amount	95,012	65,274
Koninklijke 6.875% Due 03-11-2038	60,000 principal amount	80,800	63,995
Transcanada 5.85% Due 03-15-2036	65,000 principal amount	81,499	64,127
Emerson Elec Co 2.8% Due 12-21-2051/12-21-2021 Beo	100,000 principal amount	99,778	64,862
Bank Of America Corp 4.571% 04-27-2033	70,000 principal amount	64,823	64,291
Keurig Dr Pepper Inc 3.8% Due 05-01-2050Beo	85,000 principal amount	91,351	64,315
Kinder Morgan 5.8% Due 03-15-2035	65,000 principal amount	84,343	63,742
Merck & Co Inc New 4.0% 03-07-2049	75,000 principal amount	94,276	63,721
Shell Intl Fin B V 3.75% Due 09-12-2046	80,000 principal amount	71,632	63,545
Altria Group Inc 3.4% Due 02-04-2041	95,000 principal amount	90,320	63,069
Conocophillips Co 3.99% 03-15-2052	80,000 principal amount	73,691	63,479
Exxon Mobil Corp 3.567% Due 03-06-2045	80,000 principal amount	84,141	63,377
Fedex Corp 4.75% Due 11-15-2045	75,000 principal amount	86,647	63,661
Washington Univ 4.349% Due 04-15-2122	80,000 principal amount	80,000	63,238
Tsmc Arizona Corp New Issue 10Yr 4.25% 04-22-2032	65,000 principal amount	64,832	63,254
Entergy La Llc Fixed 3.1% Due 06-15-2041	85,000 principal amount	84,459	63,573
Gallagher Arthur J & Co Sr Nt 3.5% 05-20-2051	90,000 principal amount	76,499	63,285
Metlife Inc 5.875% Due 02-06-2041	60,000 principal amount	82,894	61,979
Pvtpl Rogers Communications Inc 4.55% 03-15-2052	80,000 principal amount	74,017	62,062
Molson Coors 5 Due 05-01-2042	70,000 principal amount	68,097	62,442
Enterprise Prods 4.85% Due 03-15-2044	70,000 principal amount	80,745	62,002
Wellpoint Inc 5.95% Due 12-15-2034	60,000 principal amount	67,918	62,812
Axa Equitable Hldgs Inc Fixed 5% 04-20-2048 Beo	70,000 principal amount	69,970	61,692
Becton Dickinson & 4.669% Due 06-06-2047	70,000 principal amount	81,547	62,005
Jbs Usa Lux S A / Jbs Usa Food Co / Sr Nt 144A 6.5% 12-01-2052	65,000 principal amount	63,175	61,852
Aep Transmission Co Llc Sr Nt Ser O 4.5%06-15-2052	70,000 principal amount	69,638	62,042
Shell International Fin 4.375% Due 05-11-2045	70,000 principal amount	86,311	61,584
Anheuser Busch Inbev Worldwide Inc 5.45% 01-23-2039	60,000 principal amount	58,786	60,186
Aep Transmission Co Llc 2.75% 08-15-2051	95,000 principal amount	88,688	60,614
Union Elec Co 3.25% Due 10-01-2049	85,000 principal amount	95,716	60,625
Simon Pty Group L Fixed 6.75% Due 02-01-2040	55,000 principal amount	62,257	59,676
Childrens Hlth Sys 2.511% Due 08-15-2050	100,000 principal amount	96,719	60,104
Erp Oper Ltd 4.5% Due 07-01-2044	70,000 principal amount	87,643	59,468
Mplx Lp Fixed 5.2% Due 03-01-2047	70,000 principal amount	85,207	59,741
Burl Northn Santa 4.15% Due 04-01-2045	70,000 principal amount	68,017	60,098
Valero Energy Corp New 3.65% 12-01-2051	85,000 principal amount	77,335	60,459
Intl Business 4.9% Due 07-27-2052	65,000 principal amount	63,292	59,348

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Verizon Communications Inc 3.0% Due 11-20-2060 Reg	100,000 principal amount	95,939	59,951
Disney Walt Co Sr Nt 6.2% 12-15-2034	55,000 principal amount	70,124	60,015
Kansas City Southn Corp 4.2% 11-15-2069	80,000 principal amount	70,048	59,571
Enterprise Prods 5.7% Due 02-15-2042	60,000 principal amount	63,832	58,446
Altria Group Inc 5.95% Due 02-14-2049	65,000 principal amount	67,679	57,974
Marathon Pete Corp 5.85% Due 12-15-2045	65,000 principal amount	72,134	59,165
Dell Intl L L C/Emc Corp 8.35% 07-15-2046	50,000 principal amount	59,197	57,277
Pvtpl Roche Holdings Inc 2.607% 12-13-2051	90,000 principal amount	64,638	58,522
Johnson & Johnson 3.5% 01-15-2048	70,000 principal amount	83,720	57,450
Citigroup Inc 5.316% 09-26-2020 Reg	60,000 principal amount	77,313	57,448
Aep Tex Inc 5.25% Due 05-15-2052	60,000 principal amount	59,902	57,822
At&T Inc 4.5% Due 03-09-2048	70,000 principal amount	82,776	57,216
Ecolab Inc 2.75% 08-18-2055 Beo	95,000 principal amount	93,718	57,212
Marathon Pete Corp 6.5% Due 03-01-2041	55,000 principal amount	62,865	56,835
Alibaba Group Hldg 4.4% Due 12-06-2057	75,000 principal amount	86,627	57,736
U S Bancorp 5.85% 10-21-2033	55,000 principal amount	55,000	57,291
Apple Inc 4.65% Due 02-23-2046	60,000 principal amount	60,733	56,878
Cmnty Hlth Network Fixed 3.099% Due 05-01-2050	90,000 principal amount	86,478	56,971
Markel Corp 5.0% 05-20-2049	65,000 principal amount	53,078	57,047
Enterprise Prods Fixed 4.9% Due 05-15-2046	65,000 principal amount	66,996	56,915
Oracle Corp 4.125% Due 05-15-2045	75,000 principal amount	75,971	56,900
Altria Group Inc 4.25% Due 08-09-2042	75,000 principal amount	72,746	55,902
3M Co 3.25% Due 08-26-2049	80,000 principal amount	71,369	56,021
Brookfield Fin Inc Nt 3.625% 02-15-2052	85,000 principal amount	80,374	55,631
Fl Pwr & Lt Co 3.7% 12-01-2047	70,000 principal amount	67,094	56,573
Oglethorpe Pwr Corp 5.05% Due 10-01-2048	65,000 principal amount	72,264	55,904
Fmc Corp 4.5% Due 10-01-2049	70,000 principal amount	76,151	55,812
Biogen Inc Corp 3.15% 05-01-2050	85,000 principal amount	79,400	56,126
Diamondback Energy Inc 4.25% Due 03-15-2052 Beo	75,000 principal amount	70,307	55,487
Target Corp 6.5% Due 10-15-2037	50,000 principal amount	75,873	55,651
Apple Inc 3.95% 08-08-2052	65,000 principal amount	63,872	55,235
Verizon Communications Inc Nt 2.355% 03-15-2032	70,000 principal amount	54,514	55,567
Philip Morris Intl 4.5% Due 03-20-2042	65,000 principal amount	64,644	55,143
Ky Utils Co 4.65 Due 11-14-2043	65,000 principal amount	71,555	55,419
Haleon Us Capital Llc 4.0% 03-24-2052	70,000 principal amount	57,568	55,019
Eaton Corp Ohio 4.7% 08-23-2052	60,000 principal amount	59,675	54,703
Cargill Inc 2.125% 11-10-2031	70,000 principal amount	69,687	55,456
Progressive Corp Oh 4.125% Due 04-15-2047 Reg	65,000 principal amount	80,583	54,777
Aflac Inc 4% Due 10-15-2046	70,000 principal amount	60,379	54,522
Keurig Dr Pepper Inc Sr Nt 4.5% 04-15-2052	65,000 principal amount	63,459	54,469
Kinder Morgan 6.95% Due 01-15-2038	50,000 principal amount	63,168	53,336
Duke Energy Fla 3.4% Due 10-01-2046	75,000 principal amount	86,105	54,277
Vodafone Group Plc New 4.875% Due 06-19-2049 Reg	65,000 principal amount	82,167	54,794
Utd Technologies 3.75% Due 11-01-2046	70,000 principal amount	69,846	54,367
Peco Energy Co Fixed 4.6% Due 05-15-2052	60,000 principal amount	63,621	54,435
Home Depot Inc 4.4 Due 03-15-2045 Reg	60,000 principal amount	63,593	53,965
Jpmorgan Chase & Co Formerly J P Morgan Nt 6.4 Due 05-15-2038 Beo	50,000 principal amount	54,221	54,305
Nnn Reit Inc Sr Nt 3% 04-15-2052	90,000 principal amount	77,741	53,989
Fedex Corp 4.05% Due 02-15-2048	70,000 principal amount	75,748	53,445

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
National Retail Properties Inc Nt 3.5% 04-15-2051	80,000 principal amount	53,501	53,843
Fl Pwr & Lt Co 4.95% Due 06-01-2035	55,000 principal amount	72,722	54,153
Westar Energy Inc 4.1% Due 04-01-2043	65,000 principal amount	68,829	53,648
Corebridge Finl Inc Sr Nt 144A 4.35% 04-05-2042	65,000 principal amount	58,349	53,636
Johnson & Johnson 3.55% Due 03-01-2036	60,000 principal amount	62,946	53,411
Bristol-Myers Squibb Co 3.55% 03-15-2042	65,000 principal amount	52,912	53,062
Target Corp Fixed 3.9% Due 11-15-2047	65,000 principal amount	79,252	53,339
T-Mobile Usa Inc 3.6% 11-15-2060	80,000 principal amount	80,118	53,266
Burl Northn Santa 4.95% Due 09-15-2041	55,000 principal amount	69,370	52,758
At&T Inc 3.65% Due 06-01-2051	75,000 principal amount	67,583	53,190
Kentucky Utilities Co 3.3% Due 06-01-2050 Beo	75,000 principal amount	80,850	53,136
Activision 2.5% Due 09-15-2050	85,000 principal amount	81,913	52,612
Anheuser-Busch 4.95% Due 01-15-2042	55,000 principal amount	67,487	51,908
Amgen Inc 5.15% Due 11-15-2041	56,000 principal amount	73,608	52,615
Georgia Pwr Co Sr Nt Ser 2021A 3.25% 03-15-2051	75,000 principal amount	52,191	52,014
Air Prods & Chems Fixed 2.7% Due 05-15-2040	70,000 principal amount	69,971	52,387
Home Depot Inc 3.35% Due 04-15-2050 Reg	70,000 principal amount	68,641	52,127
Csx Corp 4.5% Due 08-01-2054	60,000 principal amount	72,294	51,491
Discovery Communications Llc 4.0% Due 09-15-2055	85,000 principal amount	83,052	51,314
Cigna Corp New Corp 4.8% 08-15-2038	55,000 principal amount	60,928	51,203
Commonwealth Edison Co 3.75% 08-15-2047	65,000 principal amount	64,138	51,134
Texas Health Res Fixed 2.328% Due 11-15-2050	90,000 principal amount	85,382	51,745
Astrazeneca Plc 6.45% Due 09-15-2037	45,000 principal amount	53,154	51,122
Cleco Securitization I Llc 4.64% Due 09-01-2042	55,000 principal amount	54,992	50,521
Phillips 66 4.65% Due 11-15-2034	55,000 principal amount	62,605	51,523
Alabama Pwr Co 3.75% Due 03-01-2045	65,000 principal amount	69,159	50,897
Telus Corp Tcn 3.4% 05-13-2032	60,000 principal amount	59,828	51,403
Deere John Cap 3.9% Due 06-07-2032	55,000 principal amount	54,865	51,512
Indiana Mich Pwr Co 3.25% Due 05-01-2051Beo	75,000 principal amount	74,417	51,214
Anheuser-Busch Inbev Wor 8.2 Due 01-15-2039	40,000 principal amount	63,016	49,919
Oracle Corp 6.125% Due 07-08-2039	50,000 principal amount	68,554	49,915
Lockheed Martin Corp Sr Nt 4.15% 06-15-2053	60,000 principal amount	54,968	51,249
Pg&E Wildfire 4.263% Due 06-01-2038	55,000 principal amount	54,998	51,153
Unitedhealth Group 4.625% Due 11-15-2041	55,000 principal amount	72,321	50,982
Intl Business Fixed 2.85% Due 05-15-2040	70,000 principal amount	65,726	50,987
Alabama Pwr Co 4.15% Due 08-15-2044	60,000 principal amount	67,458	50,255
Transcanada 4.625% Due 03-01-2034	55,000 principal amount	48,058	50,322
Pepsico Inc Sr Nt 4.875 Due 11-01-2040	50,000 principal amount	53,338	50,721
Centerpoint Energy Houston Electric 3.6%Due 03-01-2052 Beo	65,000 principal amount	64,279	50,316
Exelon Corp 5.625% Due 06-15-2035	50,000 principal amount	61,683	50,923
Bristol-Myers Squibb Co 3.7% 03-15-2052	65,000 principal amount	55,823	50,301
Amgen Inc 4.4% 05-01-2045	60,000 principal amount	57,547	50,458
Global Payments Inc 5.95% Due 08-15-2052Beo	55,000 principal amount	54,757	49,712
Louisville Gas & Elec Co 4.25% 04-01-2049	60,000 principal amount	68,517	50,114
Spectra Energy 4.5% Due 03-15-2045	60,000 principal amount	52,769	49,788
Novant Health Inc 3.318% Due 11-01-2061	75,000 principal amount	75,000	49,964
Entergy Miss Llc 3.85% Due 06-01-2049	65,000 principal amount	68,945	50,076
Charter Fixed 3.85% Due 04-01-2061	85,000 principal amount	55,119	49,366
New England Pwr Co 3.8% Due 12-05-2047	65,000 principal amount	71,407	49,706

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cenovus Energy Inc 5.4% 06-15-2047	55,000 principal amount	67,860	49,655
Commonwealth Edison 4.0% Due 03-01-2049 Beo	60,000 principal amount	58,496	48,952
Pvtpl Texas Eastn Transmission Lp Sr Nt 4.15% 01-15-2048	60,000 principal amount	61,394	48,460
Altria Group Inc 4.5% Due 05-02-2043	65,000 principal amount	68,855	49,089
Pvtpl Lbj Infrastructure Group Llc Sr Secd Nt 144A 3.797% 12-31-2057	75,000 principal amount	75,000	48,019
Nike Inc Fixed 3.25% Due 03-27-2040	60,000 principal amount	65,879	48,888
Wyeth 6% Due 02-15-2036	45,000 principal amount	52,519	48,272
Royalty Pharma Plc Sr Nt 3.55% 09-02-2050	75,000 principal amount	51,878	48,285
Bhp Billiton Fin Usa Ltd 4.125 Due 02-24-2042 Reg	55,000 principal amount	45,470	48,044
Csx Corp 4.4 Due 03-01-2043 Reg	55,000 principal amount	69,392	48,016
Pacific Lifecorp Sr Nt 144A 5.4% 09-15-2052	50,000 principal amount	50,088	47,951
Pvtpl Halliburton Co Deb 144A 7.6% Due 08-15-2096 Beo	50,000 principal amount	68,916	47,077
Puget Sound Energy 5.483% Due 06-01-2035	50,000 principal amount	56,178	48,234
Lam Resh Corp 4.875% Due 03-15-2049	50,000 principal amount	63,003	47,712
Thermo Fisher Scientific Inc 2.8% 10-15-2041	65,000 principal amount	65,801	48,012
Duke Energy Oh Inc 3.7% Due 06-15-2046	65,000 principal amount	76,247	48,204
Nyu Langone Hosps 3.38% Due 07-01-2055	70,000 principal amount	55,207	47,098
Dominion Res Inc 4.05% Due 09-15-2042	60,000 principal amount	65,848	47,408
Caterpillar Ins 4.75% Due 05-15-2064	50,000 principal amount	71,057	47,749
Cdn Nat Res Ltd 6.75% Due 02-01-2039	45,000 principal amount	62,628	46,756
At&T Inc 3.65% Due 09-15-2059	70,000 principal amount	60,634	47,091
Grupo Televisa S A 6.625% Due 01-15-2040	45,000 principal amount	44,222	46,424
Cdn Pac Ry Ltd 4.8% Due 09-15-2035	50,000 principal amount	55,713	46,929
Pfizer Inc 2.55% Due 05-28-2040	65,000 principal amount	58,781	47,426
Ameren Illinois Co 3.25% Due 03-15-2050	65,000 principal amount	65,423	46,902
Burl Northn Santa Fixed 3.55% Due 02-15-2050	60,000 principal amount	61,809	46,553
Coca Cola Co 2.6% Due 06-01-2050	70,000 principal amount	54,663	47,123
Sunoco Logistics 6.1% Due 02-15-2042	50,000 principal amount	52,565	46,086
Fid Natl 5.625% Due 07-15-2052	50,000 principal amount	49,978	45,922
Carrier Global Corp 3.577% Due 04-05-2050	65,000 principal amount	69,237	46,673
Unitedhealth Group Inc 3.25% Due 05-15-2051 Beo	65,000 principal amount	50,563	46,880
Thomas Jeffsn Univ 3.847% Due 11-01-2057	65,000 principal amount	65,000	46,725
Viacom Inc New 5.25% Due 04-01-2044	60,000 principal amount	62,561	46,331
Cigna Corp New 6.125% Due 11-15-2041 Beo	45,000 principal amount	49,360	46,640
Pvtpl Jbs Usa Lux S A/Jbs Usa Food Co/Jbs Sr Nt 4.375% 02-02-2052	65,000 principal amount	48,527	45,815
Boeing Co Fixed 3.625% Due 03-01-2048	70,000 principal amount	68,832	46,124
Anheuser-Busch 5.875% Due 06-15-2035	45,000 principal amount	60,373	46,802
Udr Inc Fixed 1.9% Due 03-15-2033	65,000 principal amount	59,396	46,463
Ameren Ill Co 4.5% 03-15-2049	50,000 principal amount	55,335	45,866
Sysco Corporation 3.15% 12-14-2051	70,000 principal amount	58,807	46,392
Pvtpl Sabal Trail Transm 4.832% Due 05-01-2048	55,000 principal amount	59,579	46,044
Diamondback Energy Inc 6.25% 03-15-2033	45,000 principal amount	44,807	45,768
Public Svc Co Colo 4.05% 09-15-2049	55,000 principal amount	50,090	45,495
Duke Energy Progress Llc 3.6% 09-15-2047	60,000 principal amount	63,282	45,304
United Technologies Corp 4.45% 11-16-2038	50,000 principal amount	60,832	45,656
Enbridge Inc Fixed 4.5% Due 06-10-2044	55,000 principal amount	46,877	45,754
Oneok Inc New Fixed 4.5% Due 03-15-2050	60,000 principal amount	45,230	44,986
Union Elec Co 8.45% Due 03-15-2039	35,000 principal amount	48,309	44,564

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
University Miami Fla 4.063% 04-01-2052	55,000 principal amount	55,000	44,753
Pvtpl Phillips 66 Co 4.9% 10-01-2046 Beo	50,000 principal amount	52,584	44,553
Goldman Sachs Group Inc 3.436% 02-24-2043	60,000 principal amount	42,522	44,375
Constellation 4.1% 02-15-2048	55,000 principal amount	62,802	44,113
Pvtpl Lsega Financing Plc 3.2% 04-06-2041	60,000 principal amount	59,956	44,304
Sysco Corp 5.375% Due 09-21-2035	45,000 principal amount	58,912	44,019
Metlife Inc 6.375% Due 06-15-2034	40,000 principal amount	55,615	44,495
Univ Pa Trustees 2.396% Due 10-01-2050	70,000 principal amount	70,000	44,144
Ci Financial Co 4.1% 06-15-2051	75,000 principal amount	74,961	44,390
Verizon 2.65% Due 11-20-2040	65,000 principal amount	56,973	44,171
Duke Energy Ind 6.35% Due 08-15-2038	40,000 principal amount	56,688	43,358
Stanford Hlth Care 3.795% Due 11-15-2048	55,000 principal amount	59,454	43,998
Hartford Finl Svcs 3.6% Due 08-19-2049	60,000 principal amount	66,144	43,416
Sempra 4% Due 02-01-2048	55,000 principal amount	44,916	43,276
Union Pac Corp 3.55% Due 05-20-2061	60,000 principal amount	60,607	43,928
Molson Coors 4.2% Due 07-15-2046	55,000 principal amount	45,987	42,933
Applied Matls Inc 5.85% Due 06-15-2041	40,000 principal amount	53,523	43,735
Viatrix Inc Sr Nt 3.85% 06-22-2040	65,000 principal amount	59,628	43,774
Shell Intl Fin B V 3.25% Due 04-06-2050	60,000 principal amount	45,067	43,359
Cooperatieve Centrale Raiffeisen Boerenl5.75 Due 12-01-2043 Reg	45,000 principal amount	61,635	43,246
Public Svc Co N H 3.6% Due 07-01-2049	55,000 principal amount	52,660	42,449
Apple Inc Fixed 2.95% 09-11-2049	60,000 principal amount	66,378	42,842
Mcdonalds Corp 4.7% Due 12-09-2035	45,000 principal amount	54,717	43,209
Ohio Power Co Sr Nt 2.9% 10-01-2051	65,000 principal amount	64,689	42,679
Sunoco Logistics 5.3% Due 04-01-2044	50,000 principal amount	44,532	42,462
Ohiohealth Corp 2.834% 11-15-2041	60,000 principal amount	60,000	42,900
Nestle Hldgs Inc 4% Due 09-24-2048	50,000 principal amount	42,321	42,407
Florida Pwr & Lt Co Fixed 3.99% 03-01-2049	50,000 principal amount	46,799	42,233
Chubb Corp 6% Due 05-11-2037	40,000 principal amount	57,292	42,511
Boeing Co 3.9% 05-01-2049	60,000 principal amount	53,833	42,451
Rogers Communications Inc 4.35% 05-01-2049 Reg	55,000 principal amount	55,954	42,368
Westlake Chem Corp Sr Nt 3.375% 08-15-2061	70,000 principal amount	67,845	41,718
Lockheed Martin Corp Sr Nt 4.3% 06-15-2062	50,000 principal amount	38,171	42,441
Weyerhaeuser Co Sr Nt 4% 03-09-2052	55,000 principal amount	53,992	41,824
Duke Energy Ind 4.9 Due 07-15-2043	45,000 principal amount	44,609	41,388
Visa Inc 2.7% Due 04-15-2040	55,000 principal amount	54,595	41,945
Appalachian Pwr Co Fixed 4.5% 03-01-2049	50,000 principal amount	50,323	41,491
Lockheed Martin 4.7% Due 05-15-2046	45,000 principal amount	58,926	41,863
Northrop Grumman 4.03% Due 10-15-2047	50,000 principal amount	52,250	41,649
Williams Partners 5.4% Due 03-04-2044	45,000 principal amount	49,761	41,041
Northern Sts Pwr Co Minn 2.6% Due 06-01-2051 Reg	65,000 principal amount	64,775	41,622
Hartford Finl Svcs Group Inc Del Sr Nt 2.9% 09-15-2051	65,000 principal amount	64,451	41,200
Appalachian Pwr Co 4.4% Due 05-15-2044	50,000 principal amount	61,331	41,424
Alibaba Group Hldg Ltd 3.15% Due 02-09-2051	65,000 principal amount	64,804	40,869
Appalachian Pwr Co 4.45% Due 06-01-2045	50,000 principal amount	44,686	41,361
Entergy La Llc 4.75% 09-15-2052	45,000 principal amount	44,756	40,748
Amern Tower Corp 2.95% Due 01-15-2051	65,000 principal amount	46,192	40,605
Transcanada 6.2% Due 10-15-2037	40,000 principal amount	51,088	40,955
Oracle Corp Fixed 3.65% Due 03-25-2041	55,000 principal amount	56,822	40,788

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Charter 6.484% Due 10-23-2045	45,000 principal amount	43,697	40,753
Piedmont Nat Gas Co Inc Sr Nt 5.05% 05-15-2052	45,000 principal amount	44,608	40,900
Canadian Natl Ry Co 3.65% 02-03-2048	50,000 principal amount	60,308	40,169
Banner Health 2.907% Due 01-01-2042	55,000 principal amount	55,000	40,112
Anheuser-Busch 4.375% Due 04-15-2038	45,000 principal amount	54,360	40,424
Alibaba Group Hldg 4.5% Due 11-28-2034	45,000 principal amount	51,791	40,574
Verizon 4.125% Due 08-15-2046	50,000 principal amount	38,761	39,971
Florida Pwr Corp 3.85% Due 11-15-2042	50,000 principal amount	60,104	40,314
Allstate Corp 4.5% Due 06-15-2043	45,000 principal amount	39,203	40,394
Southern Cal Edison 3.6% 02-01-2045	55,000 principal amount	47,424	39,637
Pfizer Inc Fixed 3.9% 03-15-2039	45,000 principal amount	44,359	39,921
Evergy Kans Cent 3.45% Due 04-15-2050	55,000 principal amount	42,567	39,840
Pvtpl Polar Tankers Inc Nt 144A 5.951% Due 05-10-2037/05-10-2007 Beo	39,156 principal amount	50,012	39,745
Pvtpl Phillips 66 Co 4.68% Due 02-15-2045 Beo	45,000 principal amount	38,227	39,245
Arizona Pub Svc Co 4.35% Due 11-15-2045	50,000 principal amount	39,602	39,581
Amern Tower Corp 3.7% Due 10-15-2049	55,000 principal amount	56,691	39,304
Dell Inc 6.5% Due 04-15-2038	40,000 principal amount	47,623	38,800
New York & 3.954% Due 08-01-2119	55,000 principal amount	34,950	38,321
Packaging Corp Fixed 3.05% Due 10-01-2051	60,000 principal amount	59,382	38,579
Cvs Health Corp 4.875% Due 07-20-2035	40,000 principal amount	40,947	38,061
Northn Sts Pwr Co 6.2% Due 07-01-2037	35,000 principal amount	40,084	37,840
Consumers Energy 3.5% Due 08-01-2051	50,000 principal amount	51,435	38,182
Memorial Sloan-Kettering Cancer Ctr Taxable Bd Ser 2012A 4.125 7- 1-52	45,000 principal amount	57,232	37,960
Potomac Elec Pwr 4.15% Due 03-15-2043	45,000 principal amount	52,236	38,261
Intel Corp Sr Nt 3.2% 08-12-2061	60,000 principal amount	55,871	37,968
Sysco Corp 4.5% Due 04-01-2046	45,000 principal amount	52,251	37,968
International Paper Co 4.35% Due 08-15-2048	45,000 principal amount	39,185	37,632
Lockheed Martin 5.9% Due 11-15-2063	35,000 principal amount	34,699	37,900
Pvtpl Nestle Hldgs Inc 4.7% Due 01-15-2053	40,000 principal amount	39,548	37,677
Merck & Co Inc New Fixed 2.45% Due 06-24-2050	60,000 principal amount	41,269	38,201
Travelers Cos Inc 6.25% Due 06-15-2037	35,000 principal amount	38,631	37,956
Halliburton Co 4.5 Due 11-15-2041	45,000 principal amount	48,565	37,748
America Movil S A De C V Sr Nt 6.375% Due 03-01-2035 Reg	35,000 principal amount	50,400	37,248
Lyb Intl Fin Iii Llc 4.2% Due 10-15-2049	50,000 principal amount	53,512	37,445
Nvidia Corp Fixed 3.7% Due 04-01-2060	50,000 principal amount	43,223	37,212
Amerisourcebergen 4.3% 12-15-2047	45,000 principal amount	52,499	37,581
Nasdaq Inc 3.25% Due 04-28-2050 Reg	55,000 principal amount	47,460	37,284
Total Cap Intl 2.986% Due 06-29-2041 Reg	50,000 principal amount	48,088	37,537
Marsh & McLennan Cos Inc 4.75% 03-15-2039	40,000 principal amount	51,328	36,950
Anheuser Busch 8% Due 11-15-2039	30,000 principal amount	48,387	37,024
Mississippi Pwr Co 4.25 Due 03-15-2042	45,000 principal amount	51,266	36,675
Pfizer Inc Nt 7.2 Due 03-15-2039	30,000 principal amount	48,451	36,466
Consolidated Edison Co N Y Inc 4.125% 05-15-2049 Reg	45,000 principal amount	39,249	36,857
Pvtpl Dell Intl L L C/Emc Corp 3.45% 12-15-2051	60,000 principal amount	59,978	36,997
Boeing Co 5.93% Due 05-01-2060	40,000 principal amount	50,541	36,672
Enterprise Prods 5.1% Due 02-15-2045	40,000 principal amount	34,512	36,173
Danaher Corp Sr Nt 2.8% 12-10-2051	55,000 principal amount	51,979	36,719
Dicks Sporting Goods Inc 4.1% 01-15-2052	55,000 principal amount	54,868	35,679

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Home Depot Inc Sr Nt 2.75% 09-15-2051	55,000 principal amount	47,334	36,230
Southern Calif Edison Co Sr Nt 3.45% 02-01-2052	50,000 principal amount	49,832	35,948
Home Depot Inc 4.5% Due 12-06-2048	40,000 principal amount	52,369	36,523
Mitsubishi Ufj Finl Group Inc 2.852% 01-19-2033	45,000 principal amount	45,000	35,946
Consolidated Edison Co N Y Inc 3.7% Due 11-15-2059	50,000 principal amount	56,068	36,252
Wachovia Bk Natl Assn Mtn Sub Bktranche # Sb 00007 5.85 Due 02-01-2037 Beo	35,000 principal amount	49,610	35,444
Newmont Goldcorp Corp 5.875% 04-01-2035	35,000 principal amount	45,673	35,754
Wells Fargo & Co 4.4% Due 06-14-2046	45,000 principal amount	33,524	36,175
Black Hills Corp 3.875% Due 10-15-2049	50,000 principal amount	38,442	35,509
Owens Corning New 4.4% Due 01-30-2048	45,000 principal amount	52,961	35,056
Kraft Heinz Foods Co Gtd Sr Nt 4.625% 10-01-2039	40,000 principal amount	38,383	35,265
Pacific Gas & Elec Co 4.5% 12-15-2041	50,000 principal amount	33,742	35,475
Barrick N Amer Fin 5.7% Due 05-30-2041	35,000 principal amount	49,603	35,339
Merrill Lynch & Co 7.75% Due 05-14-2038	30,000 principal amount	35,923	35,032
Home Depot Inc 4.25% Due 04-01-2046	40,000 principal amount	49,811	34,854
Massachusetts Mut Life Ins Co 5.672% 12-01-2052	35,000 principal amount	35,000	34,904
Aep Transm Co Llc Fixed 3.65% Due 04-01-2050	45,000 principal amount	38,004	34,575
Midamerican Energy Co 4.25% 07-15-2049	40,000 principal amount	51,599	34,186
Peco Energy Co 3% Due 09-15-2049	50,000 principal amount	54,671	34,458
Micron Technology Inc Sr Nt 3.477% 11-01-2051	55,000 principal amount	51,454	34,408
Intl Flavors & 5% Due 09-26-2048	40,000 principal amount	53,403	34,191
Cons Edison Co N Y 4.5% Due 12-01-2045	40,000 principal amount	51,214	34,560
Mt Nittany Med Ctr Fixed 3.799% Due 11-15-2052	45,000 principal amount	45,000	34,208
Dominion Energy 4.6% Due 03-15-2049	40,000 principal amount	31,619	33,877
Kentucky Utils Co 4.375% Due 10-01-2045	40,000 principal amount	40,738	33,953
Sunoco Logistics Partners 5.4% 10-01-2047	40,000 principal amount	36,065	33,814
Mitsubishi Ufj 5.133% Due 07-20-2033	35,000 principal amount	35,000	33,531
Metlife Inc Fixed 10.75% Due 08-01-2069	25,000 principal amount	39,038	33,164
Johnson & Johnson 4.5 Due 09-01-2040 Reg	35,000 principal amount	38,879	33,743
Keyspan Gas East Corp Sr Nt 144A 3.586% 01-18-2052	50,000 principal amount	50,000	33,368
Southwestn Pub Svc Fixed 4.4% 11-15-2048	40,000 principal amount	50,550	33,806
Kla Corp 4.95% 07-15-2052	35,000 principal amount	34,679	32,745
Ma Inst Tech 3.885% Due 07-01-2116	45,000 principal amount	53,761	32,658
Mplx Lp Sr Nt 4.95% 03-14-2052	40,000 principal amount	39,648	32,901
Microsoft Corp Fixed 4.25% Due 02-06-2047	35,000 principal amount	44,929	32,887
Burlington Northn Santa Fe Llc 3.3% 09-15-2051	45,000 principal amount	48,272	33,025
Hsbc Holdings Plc 5.402% Due 08-11-2033	35,000 principal amount	34,910	32,518
Aetna Inc 4.125% Due 11-15-2042	40,000 principal amount	42,310	32,835
Nvidia Corp 3.5% Due 04-01-2040	40,000 principal amount	39,920	32,598
Kaiser Fndtn Hosps 2.81% Due 06-01-2041	45,000 principal amount	45,370	32,815
Peacehealth 3.218% Due 11-15-2050	50,000 principal amount	53,196	32,714
Anheuser-Busch 4.9% Due 02-01-2046	35,000 principal amount	38,233	32,079
Union Electric Co 3.9% Due 04-01-2052	40,000 principal amount	39,902	32,353
Nature Conservancy 3.957% Due 03-01-2052	40,000 principal amount	40,342	32,215
Philip Morris Intl 4.25% Due 11-10-2044	40,000 principal amount	33,398	32,292
Comcast Corp New 4% Due 03-01-2048	40,000 principal amount	48,307	31,973
Cvs Health Corp 4.25% Due 04-01-2050	40,000 principal amount	30,354	32,068
Pub Svc Elec Gas 3.8% Due 03-01-2046	40,000 principal amount	45,967	31,894
Hershey Co 3.125% Due 11-15-2049	45,000 principal amount	32,291	32,217

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Unitedhealth Group 3.75% 10-15-2047	40,000 principal amount	45,164	32,049
Alcan Inc 6.125% Due 12-15-2033	30,000 principal amount	41,675	32,257
Abbvie Inc 4.85% Due 06-15-2044 Reg	35,000 principal amount	38,369	32,263
Wellpoint Inc 6.375% Due 06-15-2037	30,000 principal amount	31,480	32,226
Pacificorp 6% Due 01-15-2039	30,000 principal amount	41,379	31,430
Csx Corp 4.75% Due 05-30-2042	35,000 principal amount	42,882	32,115
Anthem Inc Fixed 4.625% Due 05-15-2042	35,000 principal amount	38,704	32,019
Prudential Finl 3.905% Due 12-07-2047	40,000 principal amount	34,468	32,103
Paypal Hlds Inc 5.25% 06-01-2062	35,000 principal amount	35,022	32,044
Merck & Co Inc 2.9% Due 12-10-2061	50,000 principal amount	35,571	32,111
Bstn Scientific 4.55% Due 03-01-2039	35,000 principal amount	38,950	31,569
Pfizer Inc 5.6% Due 09-15-2040	30,000 principal amount	35,418	31,558
Consumers Energy Fixed 3.75% 02-15-2050	40,000 principal amount	42,953	31,413
Dominion Resources Inc 4.9% 08-01-2041	35,000 principal amount	39,437	31,079
Pvtpl S&P Global Inc 3.9% Due 03-01-2062Beo	40,000 principal amount	39,284	31,216
Public Service Co Of Colorado 4.5% 06-01-2052	35,000 principal amount	34,847	31,598
Citigroup Inc 6.875% Due 02-15-2098	30,000 principal amount	40,084	30,921
Abbvie Inc 4.625% Due 10-01-2042 Reg	35,000 principal amount	38,891	31,246
Entergy Ar Llc Fixed 3.35% Due 06-15-2052	45,000 principal amount	45,186	31,520
Metlife Inc 5.7% Due 06-15-2035	30,000 principal amount	41,461	31,501
Bristol Myers Squibb Co 2.35% Due 11-13-2040	45,000 principal amount	33,361	31,152
Cons Edison Co N Y 3% Due 12-01-2060	50,000 principal amount	35,624	31,148
Kinder Morgan 6.5% Due 02-01-2037	30,000 principal amount	33,206	30,353
Lab Corp Amer 4.7% Due 02-01-2045	35,000 principal amount	39,954	30,245
Anheuser Busch Cos 6.5% Due 05-01-2042	30,000 principal amount	31,795	30,512
Zoetis Inc Fixed 3% Due 05-15-2050	45,000 principal amount	33,016	30,656
Kinder Morgan 6.55% Due 09-15-2040	30,000 principal amount	31,609	30,218
Disney Walt Co Sr Nt 5.4% 10-01-2043	30,000 principal amount	41,685	30,111
Travelers Cos Inc 4.3% 08-25-2045	35,000 principal amount	36,116	29,963
T-Mobile Usa Inc 3.5% Due 04-15-2031 Reg	35,000 principal amount	30,721	30,212
Ameren Ill Co 1St Mtg Bd 2.9% 06-15-2051	45,000 principal amount	44,812	30,173
Travelers Cos Inc 5.35% Due 11-01-2040	30,000 principal amount	40,974	29,875
Lowes Cos Inc 3.7% Due 04-15-2046	40,000 principal amount	38,116	29,827
Hca Inc 5.25% Due 06-15-2049	35,000 principal amount	30,461	29,973
Pvtpl Boston Gas Co Sr Nt 144A 4.487% Due 02-15-2042 Beo	35,000 principal amount	42,720	29,407
Provid St Joseph 2.532% Due 10-01-2029	35,000 principal amount	35,000	29,700
Cons Edison Co N Y 4.2% Due 03-15-2042	35,000 principal amount	31,336	29,467
Charter Communications Oper Llc / Sr Secd Nt 3.95% 06-30-2062	50,000 principal amount	31,067	29,718
Westar Energy Inc 4.125 Due 03-01-2042	35,000 principal amount	32,541	29,234
Target Corp 4.5% Due 09-15-2032 Beo	30,000 principal amount	29,123	29,259
Southwestn Pub Svc 3.4% Due 08-15-2046	40,000 principal amount	43,534	29,036
Marsh & McLennan Cos Inc 4.2% 03-01-2048	35,000 principal amount	41,663	29,033
Burlingt N Santa Fixed 4.05% Due 06-15-2048	35,000 principal amount	42,531	29,454
Baptist Healthcare Sys Ky 3.54% 08-15-2050	40,000 principal amount	40,000	28,935
Duke Energy 4.15% Due 12-01-2044	35,000 principal amount	31,319	29,330
Sysco Corp Fixed 4.45% Due 03-15-2048	35,000 principal amount	30,421	28,897
Entergy Louisiana Llc 4.2% 09-01-2048	35,000 principal amount	43,847	28,789
Aptiv Plc/Aptiv Corp 4.15% 05-01-2052	40,000 principal amount	39,913	28,987
Philip Morris Intl 4.375% Due 11-15-2041	35,000 principal amount	32,641	29,011

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Wellpoint Inc 5.1% Due 01-15-2044	30,000 principal amount	27,260	28,456
Equinix Inc 3.0% Due 07-15-2050/06-22-2020 Reg	45,000 principal amount	33,540	28,502
Merck & Co Inc New 6.55% Due 09-15-2037	25,000 principal amount	37,457	28,581
Kimberly-Clark 3.9% Due 05-04-2047	35,000 principal amount	41,625	28,840
Unitedhealth Group 4.75% Due 07-15-2045	30,000 principal amount	26,997	28,356
Morgan Stanley 4.889% 07-20-2033	30,000 principal amount	27,135	28,277
Commonwealth Edison Co 1St Mtg Bd Ser 113 3.8 Due 10-01-2042	35,000 principal amount	34,916	28,600
Mississippi Pwr Co 4.75% Due 10-15-2041	35,000 principal amount	37,223	28,578
Halliburton Co 7.45% Due 09-15-2039	25,000 principal amount	33,963	28,266
Fedex Corp 4.4% Due 01-15-2047	35,000 principal amount	39,284	28,102
Enbridge Energy 5.5% Due 09-15-2040	30,000 principal amount	32,905	28,186
Meta Platforms Inc Fixed 4.45% Due 08-15-2052	35,000 principal amount	32,642	28,019
Travelers Cos Inc 4% Due 05-30-2047	35,000 principal amount	43,244	28,513
Midamerican Energy 4.8% Due 09-15-2043	30,000 principal amount	39,914	28,136
Wi Pub Svc Corp 3.3% Due 09-01-2049	40,000 principal amount	44,071	28,105
Pub Svc Elec Gas Fixed 2.05% Due 08-01-2050	50,000 principal amount	44,406	28,116
Constellation 5.25% Due 11-15-2048	30,000 principal amount	40,065	28,299
Essential Utils Inc Sr Nt 5.3% 05-01-2052	30,000 principal amount	29,738	28,235
Dcp Midstream Oper 5.6% Due 04-01-2044	30,000 principal amount	30,450	27,988
Tyson Foods Inc 5.1% 09-28-2048	30,000 principal amount	28,588	27,871
Travelers Fixed 2.55% Due 04-27-2050	45,000 principal amount	43,586	28,049
Pepsico Inc 3.45% Due 10-06-2046	35,000 principal amount	26,803	27,949
Nucor Corp Fixed 2.979% Due 12-15-2055	45,000 principal amount	43,474	28,079
Mplx Lp 4.7% 04-15-2048	35,000 principal amount	31,536	27,788
Unitedhealth Group 3.7% Due 08-15-2049	35,000 principal amount	26,507	27,631
Comcast Corp New Fixed 3.999% Due 11-01-2049	35,000 principal amount	30,187	27,785
Arch Cap Group Ltd Fixed 3.635% Due 06-30-2050	40,000 principal amount	26,067	27,803
Morgan Stanley 6.375% Due 07-24-2042	25,000 principal amount	29,357	27,033
Berkshire Hathaway Energy Co 3.8% 07-15-2048	35,000 principal amount	28,736	27,036
Jpmorgan Chase & Co 3.328% 04-22-2052	40,000 principal amount	28,276	27,373
At&T Inc 4.85% Due 03-01-2039	30,000 principal amount	26,106	27,049
Athene Holding Ltd 3.95% 05-25-2051	40,000 principal amount	30,693	27,186
University Chicago 2.547% Due 04-01-2050	40,000 principal amount	40,000	26,841
Aetna Inc New 6.75% Due 12-15-2037	25,000 principal amount	28,019	26,932
Bae Sys Hldgs Inc 4.75% Due 10-07-2044	30,000 principal amount	37,955	26,645
Sysco Corp 4.85% Due 10-01-2045	30,000 principal amount	29,156	26,602
Northwestern Univ 3.662% Due 12-01-2057	35,000 principal amount	35,410	26,849
Aptiv Plc Sr Nt 3.1% 12-01-2051	45,000 principal amount	44,016	26,830
Centerpoint Energy Houston Elec Llc 4.25% 02-01-2049	30,000 principal amount	30,140	26,227
Anthem Inc 3.6% Due 03-15-2051	35,000 principal amount	29,725	26,363
Transcanada 4.875% Due 05-15-2048	30,000 principal amount	24,750	26,333
Suncor Energy Inc 6.85% Due 06-01-2039	25,000 principal amount	30,571	26,359
Citigroup Inc 6.625 Due 06-15-2032 Beo	25,000 principal amount	32,654	26,416
Electronic Arts Inc 2.95% 02-15-2051	40,000 principal amount	39,786	26,007
Baylor Scott & White Hldgs 2.839% 11-15-2050	40,000 principal amount	40,218	26,290
3M Co Fixed 3.625% 10-15-2047	35,000 principal amount	40,943	26,166
Unitedhealth Group 5.7% Due 10-15-2040	25,000 principal amount	30,354	26,098
Comcast Corp New 5.65% Due 06-15-2035	25,000 principal amount	33,314	26,302
Comcast Corp New 3.4% Due 07-15-2046	35,000 principal amount	29,111	25,753

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Union Pac Corp 4.3% 03-01-2049	30,000 principal amount	28,387	25,764
Wells Fargo & Co 4.9% Due 11-17-2045	30,000 principal amount	29,087	25,990
Baxter International Inc 3.132% 12-01-2051	40,000 principal amount	40,000	26,057
Pepsico Inc Fixed 2.625% 10-21-2041	35,000 principal amount	26,119	25,957
Bell Canada 4.464% 04-01-2048	30,000 principal amount	27,582	25,718
Merrill Lynch & Co 6.11% Due 01-29-2037	25,000 principal amount	34,566	25,352
Prudential Finl Inc Medium Term Nts Booktranche # Tr 00015 5.7 Due 121436	25,000 principal amount	34,800	25,930
Kimco Rlty Corp 4.125% Due 12-01-2046	35,000 principal amount	39,964	25,813
Duke Energy Fla 4.2% Due 07-15-2048	30,000 principal amount	31,938	25,329
Enterprise Prods 4.45 Due 02-15-2043	30,000 principal amount	33,099	25,350
Johnson & Johnson 3.75% Due 03-03-2047	30,000 principal amount	30,185	25,460
Southern Co 4.4% Due 07-01-2046	30,000 principal amount	26,573	25,166
Prologis L P 4.375% Due 09-15-2048	30,000 principal amount	36,255	25,437
Raymond James Finl Inc 3.75% 04-01-2051	35,000 principal amount	36,202	25,464
Csx Corp 3.35% 09-15-2049	35,000 principal amount	29,176	25,377
Willis North America Inc 5.05% 09-15-2048	30,000 principal amount	39,515	25,173
Encana Corp 6.5% Due 02-01-2038	25,000 principal amount	31,476	24,893
Energy Transfer 5.15% Due 03-15-2045	30,000 principal amount	26,376	25,029
B A T Cap Corp Nt 5.65% 03-16-2052	30,000 principal amount	30,714	24,901
Charter Comm Opt Llc/Cap 3.9% Due 06-01-2052 Reg	40,000 principal amount	27,485	25,249
Energy Transfer Fixed 5.3% Due 04-15-2047	30,000 principal amount	30,779	25,030
Chevron U S A Inc 5.25% 11-15-2043	25,000 principal amount	28,051	25,109
Alleghany Corp Del 3.25% 08-15-2051 Beo	35,000 principal amount	22,630	24,829
Intl Paper Co 6 Due 11-15-2041	25,000 principal amount	30,985	25,040
Fomento Economico 4.375% Due 05-10-2043	30,000 principal amount	35,407	24,997
Centerpoint Energy 3.95% 03-01-2048	30,000 principal amount	29,855	24,740
Consumers Energy Co 3.95 Due 05-15-2043 Beo	30,000 principal amount	28,076	24,939
Visa Inc 3.65% 09-15-2047	30,000 principal amount	35,477	24,765
Aep Tex Inc Sr Nt Ser J 3.45% 05-15-2051	35,000 principal amount	36,464	24,877
Verizon Communications 3.7% Due 03-22-2061 Beo	35,000 principal amount	23,628	24,625
Diageo Cap Plc 3.875% Due 04-29-2043	30,000 principal amount	33,776	24,759
Enable Midstream 5% Due 05-15-2044	30,000 principal amount	33,000	24,601
Ida Pwr Co Secd 4.2% Due 03-01-2048	30,000 principal amount	34,129	24,290
Intel Corp 4.1% Due 05-11-2047	30,000 principal amount	37,347	24,383
Amgen Inc 4.4% Due 02-22-2062 Beo	30,000 principal amount	26,391	24,069
Norfolk Southn Fixed 4.1% 05-15-2049	30,000 principal amount	34,623	24,378
At&T Inc 5.35% Due 09-01-2040	25,000 principal amount	24,686	23,949
Kimco Rlty Corp 3.7% Due 10-01-2049	35,000 principal amount	28,638	24,068
Pvtpl Cameron Lng Llc 144A 3.701% 01-15-2039	30,000 principal amount	30,384	23,865
Energy Transfer Oper L P 5.0% 05-15-2050	30,000 principal amount	26,019	24,133
Oglethorpe Pwr Corp Sr Secd 1St Mtg Bd 144A 4.5% 04-01-2047	30,000 principal amount	29,867	23,980
Pvtpl Monongahela Pwr 5.4 Due 12-15-2043 Beo	25,000 principal amount	30,595	24,253
Pepsico Inc 3.375% Due 07-29-2049	30,000 principal amount	32,576	23,827
Essex Portfolio L P 4.5% 03-15-2048	30,000 principal amount	28,165	23,821
Telefonica Emisiones S A U 4.665% 03-06-2038	30,000 principal amount	32,722	23,733
Boeing Co Fixed 5.705% Due 05-01-2040	25,000 principal amount	24,770	23,840
Nisource Fin Corp 5.8% Due 02-01-2042	25,000 principal amount	34,483	23,472
At&T Inc 5.45% Due 03-01-2047	25,000 principal amount	24,582	23,565
Intel Corp 4.9% 07-29-2045	25,000 principal amount	24,677	23,476

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Mplx Lp Fixed 4.9% Due 04-15-2058	30,000 principal amount	32,898	23,671
Medtronic Inc 4.625% Due 03-15-2045	25,000 principal amount	23,232	23,431
Dte Elec Co 3.65% Due 03-01-2052 Beo	30,000 principal amount	29,816	23,386
Pvtpl S&P Global Inc 3.7% Due 03-01-2052Beo	30,000 principal amount	29,519	23,319
Eaton Corp Ohio 4.15% 03-15-2033	25,000 principal amount	24,982	23,294
Ford Fndtn 2.815% Due 06-01-2070	40,000 principal amount	36,744	23,563
Dow Chem Co 5.25% Due 11-15-2041	25,000 principal amount	32,175	23,435
Nutrien Ltd Fixed 5.25% Due 01-15-2045	25,000 principal amount	29,778	22,983
Bon Secours Mercy 3.205% Due 06-01-2050	35,000 principal amount	35,000	23,456
Progressive Corp Oh 3.7% Due 03-15-2052 Beo	30,000 principal amount	20,970	23,133
Charter Communications Oper Llc / Sr Seed Nt 5.5% 04-01-2063	30,000 principal amount	29,369	23,011
Moodys Corp 3.75% 02-25-2052	30,000 principal amount	29,485	23,025
Northn Sts Pwr Co 3.6% Due 05-15-2046	30,000 principal amount	26,235	23,253
Southwestern Elec Pwr Co Sr Nt Ser O 3.25% 11-01-2051	35,000 principal amount	34,874	23,198
Black Hills Corp 4.2% Due 09-15-2046	30,000 principal amount	22,608	22,957
Archer-Daniels 4.5% Due 03-15-2049	25,000 principal amount	32,562	22,917
Alabama Power Co 3.7% 12-01-2047	30,000 principal amount	26,620	23,040
Packaging Corp Of America 4.05% Due 12-15-2049	30,000 principal amount	33,468	23,040
Zoetis Inc 4.7 02-01-2043	25,000 principal amount	32,430	22,594
Kinder Morgan Inc 5.55% Due 06-01-2045	25,000 principal amount	23,663	22,892
Southn Co Gas Cap 3.95% Due 10-01-2046	30,000 principal amount	29,947	22,637
Pacific Gas & Elec Co 4.6% 06-15-2043	30,000 principal amount	20,990	22,790
Unitedhealth Group Inc 4.375 Due 03-15-2042 Reg	25,000 principal amount	27,231	22,486
Mid-America Apts Fixed 2.875% Due 09-15-2051	35,000 principal amount	34,506	22,495
Burl Northn Santa 4.375% Due 09-01-2042	25,000 principal amount	30,468	22,415
Praxair Inc Nt 2% 08-10-2050	40,000 principal amount	31,994	22,348
Nationwide Childrens Hosp Taxable Bd Ser2022A 3/A4 4.556% 11-01-2052	25,000 principal amount	25,000	22,352
Adventhealth Obl 2.795% 11-15-2051	35,000 principal amount	35,000	22,399
Ahs Hosp Corp 2.78% Due 07-01-2051	35,000 principal amount	35,000	21,987
Bell Cda 3.65% 08-15-2052	30,000 principal amount	28,403	21,995
Sysco Corp Fixed 6.6% Due 04-01-2050	20,000 principal amount	26,241	21,942
Advanced Micro Devices Inc 4.393% Due 06-01-2052	25,000 principal amount	25,000	22,126
Appalachian Pwr Co Fixed 3.7% Due 05-01-2050	30,000 principal amount	25,075	22,014
Magellan Midstream 5.15% Due 10-15-2043	25,000 principal amount	25,412	21,925
Anheuser-Busch Fixed 4.35% Due 06-01-2040	25,000 principal amount	27,726	22,075
Viacomebs Inc Fixed 4.95% Due 05-19-2050	30,000 principal amount	37,384	21,965
Bristol Myers Fixed 4.55% Due 02-20-2048	24,000 principal amount	29,709	21,726
Pvtpl Cargill Inc 4.375% 04-22-2052	25,000 principal amount	24,892	21,838
Abbvie Inc 4.4% Due 11-06-2042	25,000 principal amount	21,905	21,797
Cdn Nat Res Ltd Fixed 4.95% Due 06-01-2047	25,000 principal amount	26,328	21,838
Republic N Y Corp 7.2% Due 07-15-2097	20,000 principal amount	30,241	21,173
Arch Cap Fin Llc 5.031% Due 12-15-2046	25,000 principal amount	23,551	21,648
Sherwin-Williams 4.55% Due 08-01-2045	25,000 principal amount	29,864	21,181
Midamerican Energy Co Medium Term Nts Book Entry Mtn 5.8% Due 10-15-2036	20,000 principal amount	28,517	21,038
Appalachian Pwr Co 6.7% Due 08-15-2037	20,000 principal amount	22,935	20,885
Ohiohealth Corp Fixed 3.042% Due 11-15-2050	30,000 principal amount	30,853	21,173
Southern Calif Gas Co 4.3% 01-15-2049	25,000 principal amount	21,724	20,731
Intercontinental Exchange Inc 2.65% 09-15-2040	30,000 principal amount	28,227	20,976

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Aep Transm Co Llc 3.15% Due 09-15-2049	30,000 principal amount	30,005	20,892
American Elec Pwr Co Inc Sr Nt 5.95% 11-01-2032	20,000 principal amount	21,302	20,927
Berkshire Hathaway Energy Co 4.25% Due 10-15-2050	25,000 principal amount	19,098	20,865
Merck & Co Inc New 3.7% Due 02-10-2045	25,000 principal amount	19,721	20,692
Entergy Arkansas Llc 4.2% 04-01-2049	25,000 principal amount	26,469	20,702
Puget Sound Energy Fixed 3.25% Due 09-15-2049	30,000 principal amount	21,187	20,664
Merck & Co Inc 3.6 Due 09-15-2042	25,000 principal amount	28,202	20,669
Pub Svc Elec Gas Co Secd Medium Tranche # Tr 00055 3% 03-01-2051	30,000 principal amount	23,605	20,588
Boeing Co Fixed 3.95% Due 08-01-2059	30,000 principal amount	25,529	20,304
Ks Cy Pwr & Lt Co 4.2% Due 06-15-2047	25,000 principal amount	22,790	20,419
Pub Svc Co Of Ok Fixed 3.15% Due 08-15-2051	30,000 principal amount	29,873	20,048
Marathon Pete Corp Fixed 4.5% Due 04-01-2048	25,000 principal amount	29,268	20,103
\$ Gen Corp New Fixed 4.125% Due 04-03-2050	25,000 principal amount	27,636	20,089
Norfolk Southn Fixed 3.942% Due 11-01-2047	25,000 principal amount	25,083	20,159
Union Pacific Corp 3.375% 02-14-2042	25,000 principal amount	23,671	19,938
Union Pac Corp 3.875% Due 02-01-2055	25,000 principal amount	23,730	19,854
Hartford Finl Svcs 5.95% Due 10-15-2036	20,000 principal amount	27,887	19,998
Csx Corp 4.25% Due 11-01-2066	25,000 principal amount	25,632	19,774
Citigroup Inc 2.561% Due 05-01-2032 Beo	25,000 principal amount	20,681	19,802
Rtx Corporation 2.82% 09-01-2051	30,000 principal amount	26,177	19,610
Norfolk Southn Corp Sr Nt 2.9% 08-25-2051	30,000 principal amount	19,038	19,545
Owens Corning New 4.3% Due 07-15-2047	25,000 principal amount	28,951	19,327
Moodys Corp 5.25% Due 07-15-2044	20,000 principal amount	20,544	19,328
At&T Inc 5.25% Due 03-01-2037	20,000 principal amount	21,104	19,415
Pvtpl Erac Usa Finance Llc 4.2% 11-01-2046	25,000 principal amount	18,251	19,545
In Univ Hlth Inc 2.852% Due 11-01-2051	30,000 principal amount	30,000	19,412
Bristol Myers 3.25% Due 08-01-2042	25,000 principal amount	24,015	19,207
Avalonbay Cmnty 3.9% Due 10-15-2046	25,000 principal amount	18,061	19,278
Metlife Inc 6.4% 12-15-2066	20,000 principal amount	23,825	19,342
Amern Intl Group 4.375% Due 01-15-2055	25,000 principal amount	21,297	18,845
American Homes 4 Rent L P 3.375% Due 07-15-2051 Beo	30,000 principal amount	29,648	18,812
Hess Corp 5.6% Due 02-15-2041	20,000 principal amount	23,948	18,847
Berkshire Hathaway Fin Corp 2.5% Due 01-15-2051 Reg	30,000 principal amount	17,601	18,893
Amazon Com Inc 2.5% Due 06-03-2050	30,000 principal amount	20,889	19,130
Starbucks Corp 3.75% 12-01-2047	25,000 principal amount	19,802	19,079
Nvidia Corp 3.5% Due 04-01-2050	25,000 principal amount	27,955	18,933
Magellan Midstream 4.2% Due 10-03-2047	25,000 principal amount	28,149	18,866
Mylan N V Fixed 5.25% Due 06-15-2046	25,000 principal amount	16,797	19,014
Energy Transfer 6.25% Due 04-15-2049	20,000 principal amount	17,666	18,714
Rtx Corp 4.875% 10-15-2040	20,000 principal amount	26,254	18,762
Disney Walt Co Sr Nt 7.75% 12-01-2045	15,000 principal amount	20,249	18,843
Energy Transfer 5.95 Due 10-01-2043	20,000 principal amount	20,709	18,572
Royalty Pharma Plc 3.35% 09-02-2051	30,000 principal amount	20,330	18,536
Burl North Santa Fixed 4.7% Due 09-01-2045	20,000 principal amount	24,737	18,488
Conagra Brands Inc 5.4% 11-01-2048	20,000 principal amount	25,411	18,602
Athene Hldg Ltd 3.45% 05-15-2052	30,000 principal amount	29,043	18,555
Unitedhealth Group Inc 4.75% 05-15-2052	20,000 principal amount	18,463	18,566
Ma Inst Tech 3.067% Due 04-01-2052	25,000 principal amount	25,000	18,465
Deere John Cap Corp 3.35% 04-18-2029	20,000 principal amount	18,702	18,519

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
At&T Inc Fixed 5.15% Due 02-15-2050	20,000 principal amount	20,400	18,231
Duke Energy Carolinas Llc 3.45% Due 04-15-2051 Beo	25,000 principal amount	20,837	18,425
Pvtpl Oncor Elec Delivery Co Llc 4.6% 06-01-2052	20,000 principal amount	18,047	18,462
Amern Intl Group 4.75% Due 04-01-2048	20,000 principal amount	18,834	17,960
Gatx Corp 3.1% Due 06-01-2051	30,000 principal amount	29,285	18,084
Amgen Inc 4.875% 03-01-2053	20,000 principal amount	18,356	17,799
Cbs Corp New 4.6% Due 01-15-2045	25,000 principal amount	27,832	17,561
Unitedhealth Group 6.875% Due 02-15-2038	15,000 principal amount	16,104	17,677
Becton Dickinson & 4.685% Due 12-15-2044	20,000 principal amount	17,875	17,947
Intl Business 3.43% Due 02-09-2052	25,000 principal amount	24,811	17,648
Microsoft Corp 3.75% Due 02-12-2045	20,000 principal amount	23,209	17,587
Arizona Pub Svc Co 3.75% Due 05-15-2046	25,000 principal amount	28,651	17,750
Pg&E Recovery Fdg Llc Sr Secd Nt Cl A-3 2.822% 07-15-2048	25,000 principal amount	24,999	17,544
Ppl Cap Fdg Inc 4% Due 09-15-2047	25,000 principal amount	24,920	17,444
Fedex Corp 4.95% 10-17-2048	20,000 principal amount	23,937	17,532
Cons Edison Co N Y 4.65% Due 12-01-2048	20,000 principal amount	20,197	17,543
Ga Pwr Co Sr Nt Ser 2012A 4.3 Due 03-15-2042	20,000 principal amount	16,672	17,274
Dte Elec Co 2.95% Due 03-01-2050	25,000 principal amount	17,558	17,094
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.125% 02-15-2042	25,000 principal amount	24,727	17,033
Travelers Cos Inc Fixed 3.05% Due 06-08-2051	25,000 principal amount	24,927	17,161
Prin Finl Group 4.625% Due 09-15-2042	20,000 principal amount	20,982	16,925
Novartis Cap Corp 3.7% Due 09-21-2042	20,000 principal amount	23,866	16,985
Wellpoint Inc 4.85% Due 08-15-2054	20,000 principal amount	22,560	16,813
At&T Inc 4.75% Due 05-15-2046	20,000 principal amount	17,514	17,019
Archer-Daniels 4.016% Due 04-16-2043	20,000 principal amount	21,790	16,971
Cms Energy Corp Sr Nt 4.7 03-31-2043	20,000 principal amount	23,950	16,867
Prologis L P Sr Nt 3.05% 03-01-2050	25,000 principal amount	23,569	16,781
Microsoft Corp 3.5% Due 11-15-2042	20,000 principal amount	22,152	16,856
Micron Technology Inc 3.366% 11-01-2041	25,000 principal amount	19,238	16,793
Mastercard Inc 3.8% Due 11-21-2046	20,000 principal amount	18,772	16,834
Lockheed Martin 3.8% Due 03-01-2045	20,000 principal amount	18,637	16,447
Discovery Communications Llc 5.0% Due 09-20-2037/09-21-2017	20,000 principal amount	16,785	16,172
Midamerican Energy Co 3.65% 08-01-2048	20,000 principal amount	19,825	15,815
3M Co 4.0% 09-14-2048	20,000 principal amount	17,005	15,843
Northn Sts Pwr Co 3.4 Due 08-15-2042	20,000 principal amount	21,323	15,689
Bristol Myers 2.55% Due 11-13-2050	25,000 principal amount	17,190	15,812
Union Electric Company 3.65% Due 04-15-2045	20,000 principal amount	23,950	15,431
Kroger Co 3.875% Due 10-15-2046	20,000 principal amount	18,628	15,374
Amgen Inc 2.77% 09-01-2053	25,000 principal amount	14,603	15,174
Duke Energy 3.7% Due 10-15-2046	20,000 principal amount	14,245	15,249
Discover Financial Services 6.7% Due 11-29-2032 Beo	15,000 principal amount	15,020	15,300
Mt Sinai Hosp New 3.737% Due 07-01-2049	20,000 principal amount	16,544	14,863
Lyb Intl Fin Iii Llc 4.2% Due 05-01-2050Reg	20,000 principal amount	14,707	14,890
American Homes 4 Rent 4.3% 04-15-2052	20,000 principal amount	19,447	14,696
Kla Corp 3.3% 03-01-2050	20,000 principal amount	20,126	14,612
Realty Income Corp 1.8% Due 03-15-2033	20,000 principal amount	19,333	14,404
Altria Group Inc 4.45% Due 05-06-2050/05-06-2020 Reg	20,000 principal amount	20,904	14,252
Kla Corp 5% Due 03-15-2049	15,000 principal amount	20,248	14,079
Cottage Hlth Cr 3.304% Due 11-01-2049	20,000 principal amount	15,881	14,140

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Westlake Chem Corp Sr Nt 2.875% 08-15-2041	20,000 principal amount	14,929	13,300
Archer Daniels Midland Co Nt 2.7% 09-15-2051	20,000 principal amount	13,648	13,353
Salesforce.Com Inc 2.9% Due 07-15-2051 Beo	20,000 principal amount	14,375	13,207
Nextera Energy Cap Hldgs Inc Gtd Deb 3% 01-15-2052	20,000 principal amount	13,692	13,167
Intel Corp Sr Nt 3.05% 08-12-2051	20,000 principal amount	13,106	13,057
Mississippi Pwr Co Ser 2021B Sr Nt 3.1% 07-30-2051	20,000 principal amount	19,787	12,838
Willis-Knighton Med Ctr 3.065% Due 03-01-2051/02-10-2021 Reg	20,000 principal amount	14,797	12,673
Alabama Pwr Co 4.3% 07-15-2048	15,000 principal amount	12,438	12,578
Entergy Ark Llc 2.65% Due 06-15-2051	20,000 principal amount	19,911	12,213
Markel Corp 4.15% Due 09-17-2050 Reg	15,000 principal amount	12,715	11,490
Baptist Hlth S Fla 3.115% Due 11-15-2071	20,000 principal amount	20,000	11,481
Prologis L P Fixed 2.125% Due 10-15-2050	20,000 principal amount	18,376	11,187
Entergy Tex Inc 3.55% Due 09-30-2049	15,000 principal amount	15,936	10,845
Sutter Health 3.361% Due 08-15-2050	15,000 principal amount	15,052	10,246
Bstn Scientific 4.7% Due 03-01-2049	9,000 principal amount	11,778	8,100
California Institute Of Technology 3.65%09-01-2119	10,000 principal amount	10,460	6,426
Barclays Plc Resetting Sr Nt Call Nt Fxd3.33% 11-24-2042	5,000 principal amount	4,922	3,455
Highlands Energy Corp Part Deb Ser 1 0.00001 Bd Due 09-30-2010 Filed 11	138,432 principal amount	138,432	—
		95,487,577	76,553,441
Mutual Fund			
Mfo Vanguard Fxd Inc Long Term Corp Admiral Sh	21,237,014 shares	223,673,229	165,648,708
Mfc Vanguard Scottsdale Fds Vanguard Short-Term Corporate	155,631 shares	12,020,344	11,701,895
		235,693,573	177,350,603
Common Stock and Registered Funds			
Rtx Corporation Comstk	385 shares	19,223	38,854
Enbridge Inc Com	1 share	31	39
Colorep Inc Com Stk	134,650 shares	269,300	—
		288,554	38,893
Real Estate			
1701 Broadview Boulevard, Natrona Hts Alleghany County, Pennsylvania	19,609 principal amount	19,609	19,609
1701 Broadview Heights Natrona, Pa 15065	1 principal amount	—	13,400
1245 Firestone Parkway, Akron Summit Co, Ohio 20% Interest In Leasebk	1 principal amount	1	1
		19,610	33,010
Cash Equivalents			
NT Collective Short Term Invt Fd	13,064,333 principal amount	13,064,333	13,064,333
CF Blackrock Money Market Fd	321 principal amount	321	321
		13,064,654	13,064,654
Partnerships			
Virtus International Small-Cap Opportunities LLC	6,500,000 partnership units	6,500,000	7,712,210
Pantheon Europe Fund V-B	2,224,851 partnership units	2,991,545	1,163,659
Pantheon Usa Fund Vi, LP	5,919,715 partnership units	5,919,715	237,397

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pantheon Global Secondary Fund Iii B, LP	1 partnership units	1	166,153
Pantheon Europe Fund Iv LP	1,738,788 partnership units	2,316,741	144,359
		17,728,002	9,423,778
Common Collective Trusts			
Lng Dur Corp Cr Screen Nonlend Fnd	8,235,715 shares	185,354,315	137,024,915
CF State Street 3-10 Year U.S Treas Index NL Fd	5,985,720 shares	117,256,162	104,253,284
CF NEPC Global Equity CIT	9,609,107 shares	96,091,068	81,357,424
CF IR+M Intermediate Corporate Collective Fd-CI ND	6,889,617 shares	68,896,166	61,542,878
CF WTC CTF Small Companies Portfolio	2,014,928 shares	20,133,411	18,174,651
FTSE RAFI U.S.1000 Indx NL CTF (CM9M)	487,561 shares	17,298,998	17,100,713
CF NEPC Emerging Markets Equity CIT	2,260,768 shares	22,431,531	16,940,161
CF SSGA S&P 500 (R) Flagship NL (CM13) Fund	13,050 shares	10,299,160	13,188,237
CF SSGA MSCI EAFE 100% Hedged Usd Index NL Erisa	214,719 shares	2,456,054	3,481,670
		540,216,865	453,063,933
Hedge Fund			
CF SGOF Liquidating Feeder Ltd Liquidating CI Liquidating Interest	350 principal amount	349,970	470,066
Insurance Contract			
GAC John Hancock Cntrct # 1346 Other Contracts		1,868,741	1,944,021
		\$ 1,035,859,908	\$ 840,891,713

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2022

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/(Loss)
Issuer	COLTV Short Term INVT FD					
	Purchases	84,158,926		84,158,926	84,158,926	
	Sales		93,889,874	93,889,874	93,889,874	—
Issuer	NT Collective Short Term INVT FD					
	Purchases	63,807,487		63,807,487	63,807,487	
	Sales		50,743,154	50,743,154	50,743,154	—

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2022</div> This Form is Open to Public Inspection
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Part I Annual Report Identification Information For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
B This return/report is:	☒ a single-employer plan ☐ the first return/report ☐ an amended return/report ☐ a DFE (specify) _____ ☐ the final 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 ☐ special extension (enter description) _____ ☐ the DFVC program
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 NEWELL BRANDS CONSOLIDATED PENSION PLAN	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 5px;"> 1b Three-digit plan number (PN) ► </td> <td style="width: 40%; padding: 5px; text-align: center;"> <u>001</u> </td> </tr> <tr> <td colspan="2" style="padding: 5px;"> 1c Effective date of plan <u>02/01/1949</u> </td> </tr> <tr> <td colspan="2" style="padding: 5px;"> 2b Employer Identification Number (EIN) <u>36-1953130</u> </td> </tr> <tr> <td colspan="2" style="padding: 5px;"> 2c Plan Sponsor's telephone number <u>770-418-7000</u> </td> </tr> <tr> <td colspan="2" style="padding: 5px;"> 2d Business code (see instructions) <u>339900</u> </td> </tr> </table>	1b Three-digit plan number (PN) ►	<u>001</u>	1c Effective date of plan <u>02/01/1949</u>		2b Employer Identification Number (EIN) <u>36-1953130</u>		2c Plan Sponsor's telephone number <u>770-418-7000</u>		2d Business code (see instructions) <u>339900</u>	
1b Three-digit plan number (PN) ►	<u>001</u>										
1c Effective date of plan <u>02/01/1949</u>											
2b Employer Identification Number (EIN) <u>36-1953130</u>											
2c Plan Sponsor's telephone number <u>770-418-7000</u>											
2d Business code (see instructions) <u>339900</u>											
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NEWELL OPERATING COMPANY 6655 PEACHTREE DUNWOODY ROAD ATLANTA, GA 30328											

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		<u>10/12/2023</u>	<u>Elizabeth Moore</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

*Elizabeth Moore***3a** Plan administrator's name and address ☐ Same as Plan Sponsor

U.S. BENEFITS ADMINISTRATION
COMMITTEE
NEWELL OPERATING COMPANY
6655 PEACHTREE DUNWOODY ROAD
ATLANTA, GA 30328

3b Administrator's EIN

36-1953130

3c Administrator's telephone number

770-418-7000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:**a** Sponsor's name**c** Plan Name**4b** EIN**4d** PN**5** Total number of participants at the beginning of the plan year**5**

19987

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)**

1409

a(2) Total number of active participants at the end of the plan year**6a(2)**

1241

b Retired or separated participants receiving benefits**6b**

10366

c Other retired or separated participants entitled to future benefits**6c**

5125

d Subtotal. Add lines 6a(2), 6b, and 6c.**6d**

16732

e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.**6e**

2403

f Total. Add lines 6d and 6e.**6f**

19135

g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)**6g**

0

h Number of participants 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 1C 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:**9a** Plan funding arrangement (check all that apply)

- (1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)**a Pension Schedules**

- (1) ☒ **R** (Retirement Plan Information)
(2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1) ☒ **H** (Financial Information)
(2) ☐ **I** (Financial Information - Small Plan)
(3) ☒ 4 **A** (Insurance Information)
(4) ☒ **C** (Service Provider Information)
(5) ☒ **D** (DFE/Participating Plan Information)
(6) ☐ **G** (Financial Transaction Schedules)

Authorization for FORVIS, LLP to Electronically Sign Form 5500

Please note the following terms and conditions if you choose to authorize **FORVIS, LLP** to electronically sign Form 5500 on your behalf:

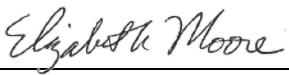
1. The plan administrator and/or plan sponsor must provide **FORVIS, LLP** with a signed copy of pages one and two of Form 5500, with the manual signature of the plan administrator and/or plan sponsor on page one.
2. In addition to any other required schedules and attachments, the electronic filing includes a copy of pages one and two of Form 5500 bearing the manual signature of the plan administrator and/or plan sponsor under penalties of perjury.
3. An image of the plan administrator's and/or plan sponsor's manual signature will be included with the rest of the Form 5500. The complete Form 5500, including an image of the signature, will be posted on the Internet for public disclosure by the DOL.
4. **FORVIS, LLP** will communicate to the plan administrator and/or plan sponsor any inquiries and information received from EFAST2, DOL, IRS or PBGC regarding the return.

Please mark one selection:

- ☒ I authorize **FORVIS, LLP** to electronically sign Form 5500 on behalf of the plan named below.
- ☐ I do not authorize **FORVIS, LLP** to electronically sign Form 5500 on behalf of the plan named below.

12/31/2022 – Newell Brands Consolidated Pension Plan (#001)

Year-End - Name of Plan



Signature of Plan Administrator

10/12/2023

Date

Elizabeth Moore

Name of Plan Administrator

Please return the signed authorization form to **FORVIS, LLP**.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

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

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2022</u>	
2	Assets:	
	a Market value	1,132,909,065
	b Actuarial value	1,086,706,608
3	Funding target/participant count breakdown	
	a For retired participants and beneficiaries receiving payment.....	12,415 653,094,624 653,094,624
	b For terminated vested participants.....	6,005 198,277,431 198,277,431
	c For active participants	1,409 29,676,032 29,787,877
	d Total.....	19,829 881,048,087 881,159,932
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 5.33%
6	Target normal cost.....	
	a Present value of current plan year accruals.....	6a 0
	b Expected plan-related expenses	6b 3,330,000
	c Total (line 6a + line 6b)	6c 3,330,000

Statement by Enrolled Actuary

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

SIGN HERE	<div style="text-align: center;"> Signature of actuary </div> <div style="text-align: center;"> <u>GRACE BARBIERI</u> Type or print name of actuary </div> <div style="text-align: center;"> <u>MERCER</u> Firm name </div> <div style="text-align: center;"> <u>99 HIGH STREET</u> <u>SUITE 1500</u> <u>BOSTON MA 02110-2320</u> Address of the firm </div>	<div style="text-align: center;"> <u>9/13/2023</u> Date </div> <div style="text-align: center;"> <u>2307481</u> Most recent enrollment number </div> <div style="text-align: center;"> <u>617-747-9579</u> Telephone number (including area code) </div>
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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) 2022
v. 220413

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	144,038,675
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3,813,143
9	Amount remaining (line 7 minus line 8)	0	140,225,532
10	Interest on line 9 using prior year's actual return of <u>4.68</u> %	0	6,562,555
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>5.50</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	146,788,087

Part III		Funding Percentages	
14	Funding target attainment percentage	14	106.66 %
15	Adjusted funding target attainment percentage	15	119.25 %
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	99.47 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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	3,330,000	
b Excess assets, if applicable, but not greater than line 31a	31b	3,330,000	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	Installment	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Mercer has used and relied on the plan documents, including amendments, and interpretations of the plan provisions, supplied by the Plan Sponsor as summarized below. The plan sponsor is solely responsible for the validity, accuracy, and comprehensiveness of this information. If any plan provisions supplied are not accurate and complete, the results of any calculation may differ significantly from the results that would be obtained with accurate and complete information. Moreover, plan documents may be susceptible to different interpretations, each of which could be reasonable, and the results of estimates under each of the different interpretations could vary.

The following is a summary of what we understand to be the most relevant plan provisions for purposes of actuarial valuations. This summary should not be used for purposes of determining benefits under the plan.

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Compensation	The annual basic compensation of a participant from a participating employer for the relevant period for services rendered to the participating employer in any plan year, including (i) regular salary and straight-time wages for regular work week time, (ii) 100% of earned commissions for commission salesmen, (iii) any bonus (whether or not paid or deferred pursuant to the Company's Incentive Bonus Plan) up to \$3,000 in any Plan Year, (iv) any amounts withheld pursuant to the Newell Rubbermaid 401(k) Savings and Retirement Plan or the Newell Rubbermaid Flexible Benefits Plan, and (v) elective amounts that are not includible in the gross income of a Participant by reason of Code Section 132(f)(4), but excluding (i) all shift premiums and overtime and benefits under this Plan or any other employee benefit plan, (ii) severance payments, and (iii) any amounts deferred under the Newell Rubbermaid Deferred Compensation Plans. Compensation is frozen as of the applicable freeze date.
• Accrued benefit and merged plan benefits	Benefits are frozen as of the applicable freeze date.
Normal Retirement	
• Eligibility	Age 65 (normal retirement date or NRD).
• Benefit	Frozen accrued benefit as of the participant's freeze date including any prior plan benefits as calculated and provided by data administrator, except as follows: Kirsch-Former Kirsch employees have been provided with an account balance, in addition to their Newell accrued benefit. This account balance is credited with interest at the 30-year treasury rate in effect for the November preceding the plan year.
Early Retirement	
• Eligibility	Age 60 and 15 years of vesting service, unless provided otherwise on the following pages.
• Benefit	Normal retirement benefit accrued to date of early retirement reduced by ½% for each month before NRD, unless provided otherwise on the following pages.
Late Retirement	
• Eligibility	Benefits commencing after NRD.
• Benefit	Normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
Deferred Vested	
• Eligibility	5 years of vesting service
• Benefit	Payable any time after early retirement eligibility. Normal retirement benefit reduced by ½% per month before NRD, unless provided otherwise on the following pages for the NRPP.

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	Except as provided with respect to a merged plan participant, no benefits are provided under the Plan due to a participant's disability.
• Benefit	Varies by individual plan participants.
Death Benefits	
• Eligibility	A vested participant with an eligible spouse is eligible for a preretirement survivor benefit.
• Benefit	<p>For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, unless noted in the pages that follow for the NRPP, and then died the next day. The benefit is payable commencing on the day the participant would have reached earliest retirement age.</p> <p>For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, and then died the next day.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50 survivor annuity
• Optional forms	Single life annuity 10-year certain and life 50%, 75% or 100% joint and survivor
• Optional form conversion factors	<p>Lump sums: the applicable Code Section 417(e)(3) mortality table for the year the distribution is made, and the applicable interest rates under Code Section 417(e)(3)(c), determined as of the second calendar month (November) preceding the plan year in which the distribution is made to the participant or beneficiary.</p> <p>Forms other than lump sums: UP-1984 mortality table, with 75% male and 25% female blended annuities, applying a one-year set forward for males and a four- year setback for females and 8.0% interest.</p>

Schedule SB, Part V — Summary of Plan Provisions

Miscellaneous

- Maximum compensation Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2022, the limit is \$305,000.
 - Maximum benefits Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000.
-

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Effective date and plan year	January 1, 1955
1-1-55 Plan	The Anchor Hocking Service Retirement Plan dated January 1, 1955.
Prior Plan Merger	The Anchor Hocking Contributory Service Retirement Plan dated October 1, 1986 (the "10-1-86 Plan"), merged into the 1-1-55 Plan prior to the Plan Merger Date. Separate provisions apply to the benefits accrued under the 10-1-86 Plan.
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Plastics Participant	Any Merged Plan Participant who, on his last day of employment (or December 31, 1995, if earlier), was employed by Plastics, Inc. at the Ryan Avenue, St. Paul, Minnesota Plant and represented by District Lodge No. 77 of the International Association of Machinists, AFL-CIO.
• Merged Plan Participant	Any person who earned an accrued benefit under the 1-1-55 Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the 1-1-55 Plan Benefit as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Plastics Age 55. Non-Plastics Age 55 and 10 years of vesting service, or age 60.
• Benefit	<u>Retirement from active status – Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD. <u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 or more years of vesting service. <u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD. If Union & Mold Making Dept. in Baltimore, MD or Union & Mold Making Dept. at Plants 1 and 2 in Lancaster, OH the reduction is 1/2% for each month before NRD.

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Pre-retirement death	
• Benefit	Survivor annuity portion of the Qualified Joint and 50% Survivor annuity with a 6-year guarantee (5-year for Plastics).
Form of benefits	
• Automatic form for unmarried participants	<u>Plastics</u> 5-year certain and life annuity <u>Non Plastics</u> 6-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<u>Plastics</u> <ul style="list-style-type: none"> Life annuity with a 5-year guarantee 50%, 75%, 100% joint and survivor with a 5-year guarantee 50%, 100% non-spousal joint and survivor with a 5-year guarantee <u>Non-Plastics</u> <ul style="list-style-type: none"> Life annuity with a 6-year guarantee Life annuity with a 6-year guarantee and a Social Security adjustment option 50%, 75%, 100% joint and survivor with a 6-year guarantee 50%, 100% non-spousal joint and survivor with a 6-year guarantee
• Optional form conversion factors	Mortality table: 1971 GAM, blended 66⅔% male rates and 33⅓% female rates for participants and blended 66⅔% female rates and 33⅓% male rates for beneficiaries. Interest rate: 7%
• Assumptions for Social Security adjustment option ¹	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates. Interest rate: 7%

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

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

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

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

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

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

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Bargaining Unit Participant	A Merged Plan Participant who was last employed in the Plant 26 Bargaining Unit of Anchor Hocking Corporation.
• Clerical Unit Participant	A Merged Plan Participant who was last employed in the Plant 3 Clerical Unit or Plant 15 Clerical Unit of Anchor Hocking Corporation.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Salaried Plan (Hourly Part) benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Salaried Plan (Hourly Part) benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service, or age 60.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by $\frac{1}{2}\%$ for each month before age 60; unreduced if a Clerical Unit Participant with age 55 and 30 years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Actuarial equivalent of Merged Plan Benefit Payable at NRD.</p>
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Hocking Hourly Plan benefit formula.
• Plastics Participant	Any Merged Plan Participant who was employed by Plastics, Inc. at Coon Rapids, Minnesota on his last day of employment (or December 31, 1988, if earlier).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Hocking Hourly Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	<u>Plastics</u> Age 55. <u>Non-Plastics</u> Age 55 and 10 years of vesting service, or age 60.
• Benefit	<u>Retirement from active status - Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD. <u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 years of vesting service. <u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD.

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Deferred Vested

- | | |
|---------------|---|
| • Eligibility | The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times. |
| • Benefit | Normal retirement benefit with above reduction factors for early retirement. |
-

Pre-retirement death

- | | |
|-----------|---|
| • Benefit | Survivor annuity portion of 50% qualified joint and survivor annuity with a 6-year guarantee (5-year for Plastics). |
|-----------|---|
-

Form of Benefit

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Form of benefits

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1990
Significant events that occurred during the year	None.
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Moldcraft Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Moldcraft Plan benefit formula as of the Merged Plan Freeze Date.
• Moldcraft Plan	The Contributory Pension Plan for the Hourly-Paid Employees of the Moldcraft Division of Anchor Hocking Plastic Packaging, Inc. as in existence on the Plan Merger Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 62 and 10 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement. Participants with 5 or more years of vesting service are entitled to commence their deferred vested benefit at age 62.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	Life annuity 50%, 75% joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAM, blended 66 2/3% male rates and 33 1/3% female rates for participants and blended 66 2/3% female rates and 33 1/3% male rates for beneficiaries. Interest rate: 7%

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

Plan Merger Date	May 30, 1997										
Merged Plan Freeze Date	May 30, 1997										
Benefit Accrual Date	May 31, 1997										
Definitions											
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.										
• Kirsch Salaried Plan	The portion of the Salaried Employees' Retirement Plan of Cooper Industries, Inc., (the "Cooper Plan") attributable to the Employees and former employees of Kirsch, Inc. who participated in the Cooper Plan on the Plan Merger Date.										
• Merged Plan Participant	Any person who earned an accrued benefit under the Kirsch Salaried Plan benefit formula.										
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Kirsch Salaried Plan benefit formula as of the Merged Plan Freeze Date.										
Normal retirement											
• Eligibility	Age 65.										
• Benefit	Merged Plan Benefit.										
Early retirement											
• Eligibility	Age 55 and 10 years of vesting service.										
• Benefit	Merged Plan Benefit without reduction for early retirement.										
Deferred vested											
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:										
	<table> <tr> <th>Years of Vesting Service</th><th>Percentage</th></tr> <tr> <td>Less than 3</td><td>0%</td></tr> <tr> <td>3</td><td>33%</td></tr> <tr> <td>4</td><td>67%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	Years of Vesting Service	Percentage	Less than 3	0%	3	33%	4	67%	5 or more	100%
Years of Vesting Service	Percentage										
Less than 3	0%										
3	33%										
4	67%										
5 or more	100%										
• Benefit	Vested portion of Merged Plan Benefit.										
Pre-retirement death											
• Benefit	Full benefit payable as a life annuity or lump sum.										

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 1992 for non-collectively bargained employees of Rubbermaid Office Products, or June 13, 1997 for all other.
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Bargained Plan	The Eldon Industries Incorporated 1984 Restated Pension Plan, which was merged into the Rubbermaid Plan on August 1, 1992.
• Non-Bargained Plan	The Eldon Industries Incorporated 1984 Restated Retirement Plan, which was merged into the Rubbermaid Plan on December 31, 1992.
• Merged Plan Participant	Any person who earned an accrued benefit under the Bargained Plan benefit formula or the Non-Bargained Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Bargained or Non-Bargained Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65 with respect to a Merged Plan Benefit accrued under the Bargained Plan. Social Security Retirement Age with respect to a Merged Plan Benefit accrued under the Non-Bargained Plan.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<u>Retirement from active status – Bargained Plan Benefits</u> Merged Plan Benefit reduced by 4/10% for each month before NRD. <u>Retirement from active status – Non-Bargained Plan Benefits</u> Merged Plan Benefit reduced by 6-2/3% for each of the first five years before NRD, and 3-1/3% for each of the next five years before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • Life annuity with a 20-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum
• Optional form conversion factors	Mortality table: 1971 GAM blended 80% male rates and 20% female rates. Interest rate: 8%

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

Plan Merger Date	April 1, 1996
Merged Plan Freeze Date	March 31, 1996
Benefit Accrual Date	April 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Berol Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Berol Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at NRD reduced by ½% for each month prior to NRD. No reduction for retirements on or after age 62.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Late retirement	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

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

Miscellaneous

• Adjustment Factor Tables for Empire Berol Corporation Revised Basic Pension Plan	Qualified joint and 50% survivor annuity, joint and 50% survivor annuity, non-spousal joint and 50% survivor annuity forms:				
	<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>			
		<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>
	Years Younger				
	18+	89%	87%	85%	83%
	13 to 17	90%	88%	87%	85%
	8 to 12	91%	90%	88%	87%
	3 to 7	93%	92%	90%	89%
	0 to 2	94%	93%	92%	91%
	Years Older				
	0 to 2	94%	93%	92%	91%
	3 to 7	95%	95%	94%	93%
	8 to 12	97%	96%	96%	95%
	13 to 17	98%	97%	97%	97%
	18+	99%	99%	98%	98%
	Qualified joint and 75% survivor annuity, joint and 75% survivor annuity, non-spousal joint and 75% survivor annuity forms:				

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

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

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

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

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

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

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Lewisburg Plan	Faber-Castell Retirement Plan for Lewisburg Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Lewisburg Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Lewisburg Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before NRD, ½% for each month for next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Salaried Plan	Faber-Castell Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Salaried Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 24 months before age 64, 4/10% for each month for the next 24 months before age 62, and 7/20% for each month before age 60.</p> <p><u>Retirement from deferred vested status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before age 65, ½% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p>
Late retirement	
• Benefit	Merged Plan Benefit increased by 3/4% per month from NRD to late retirement date.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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

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

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	June 30, 1985
Benefit Accrual Date	July 1, 1985
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Foley Hourly Plan	The Foley Company Retirement Plan for Factory Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Foley Hourly Plan benefit formula and who was previously employed by Foley-ASC, Inc.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Foley Hourly Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by ½% for each month before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor

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

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 31, 1994
Benefit Accrual Date	January 1, 1995
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Goody Hourly Plan	Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Goody Hourly Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Goody Hourly Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	The later of age 65 and 5 years of vesting service.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at Normal Retirement Date reduced by ½% each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors.</p>
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Disability	
• Eligibility	Disabled under Social Security with a disability commencement date within 6 months of company-approved medical or disability leave of absence, and 10 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early commencement.

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Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none">• Life annuity• Life annuity with a 5-year guarantee• Life annuity with a 10-year guarantee• 50%, 75%, 100% joint and survivor• 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1951 GATT, male rates, projected to 1965 by Scale C, and set back 5 years for spouse/joint annuitants Interest rate: 5.5%

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	September 30, 1997
Benefit Accrual Date	October 1, 1999

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Home Fashions Plan	Home Fashions, Inc. Hourly Employees Retirement Plan as in existence on the Plan Merger Date.
• Del Mar Plan	Retirement Plan and Trust of Employees of Del Mar Window Coverings as previously merged into the Home Fashions Plan.
• Merged Plan Participant	Any person who earned an accrued benefit under the Home Fashions Plan benefit formula (including under the Del Mar Plan benefit formula).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Home Fashions Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>

Deferred vested

• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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Disability

- | | |
|---------------|---|
| • Eligibility | Disabled according to the plan before NRD, with at least 45 years of age and 5 years of vesting service. |
| • Benefit | Merged Plan Benefit without reduction for early commencement.
However, there is reduction for early commencement if the benefit was accrued in the Del Mar Plan. |
-

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | <p><u>Non Plastic</u>
6-year certain and life</p> <p><u>Plastic</u>
5-year certain & life</p> |
| • Automatic form for married participants | Qualified joint and 50% survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee (Plastics only) • Life annuity with a 6-year guarantee (non-Plastics only) • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum <p>Fewer options are available if a participant commences a disability retirement benefit.</p> |
-

Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors

Standard Actuarial Assumptions

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

Interest rate: 6.5%

Special adjustment factors for QJSA/J&S forms:

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

50% survivor annuity: 0.85

100% survivor annuity: 0.75

75% survivor annuity: Interpolate based on the above

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

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

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

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

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<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuity55%, 75% joint and survivor
<ul style="list-style-type: none">Optional form conversion factors	55% QJSA/J&S Form: 0.95 plus (minus) 0.05 for each year in excess of 5 by which the spouse/joint annuitant is older (younger) than the participant. 75% QJSA/J&S form: Interpolate based on the above.

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

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

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

- Eligibility

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

For participants hired before January 1, 1989:

Years of Vesting Service	Percentage
Less than 4	0%
4	40%
5 or more	100%
- Benefit

Normal retirement benefit with above reduction factors for early retirement.

Disability

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

Form of benefits

•	Automatic form for unmarried participants	6-year certain & life (5-year for Plastics Participants)
•	Automatic form for married participants	Qualified joint and 50% survivor annuity
•	Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
•	Optional form conversion factors	<p>Mortality table: UP 1984 mortality table set back 2 years</p> <p>Interest rate: 8%</p>

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

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1991
Benefit Accrual Date	January 1, 1991
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Phoenix Plan	The Pension Plan for the Hourly Employees of the Phoenix Glass Plant of Anchor Hocking Corporation as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Phoenix Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Phoenix Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 3/5% per month from NRD. No early retirement reduction for those retiring on or after age 62 with 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors.</p>
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Pre-retirement death	
• Benefit	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Merged Plan Participants who retired or terminated before the first Monday in September 1984).

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 1, 1998
Merged Plan Freeze Date	April 30, 1999
Benefit Accrual Date	May 1, 1999
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Rolodex de Puerto Rico Plan	The Retirement Plan for Employees of Rolodex de Puerto Rico, Inc. as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rolodex de Puerto Rico Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rolodex de Puerto Rico Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/3% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors if payment commence on or after age 60.</p>
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	<p>Normal retirement benefit with above reduction factors for early retirement if payments commence on or after age 60.</p> <p>Actuarial equivalent of Merged Plan Benefit if payments commence before age 60.</p>
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuity10-year certain and life annuityLife annuity with Social Security Adjustment Option50%, 75%, 100% joint and survivor annuity50%, 100% non-spousal joint and survivorLump sum
<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality table: 1971 GAM, blended 50% male rates and 50% female rates, with rates set back 1 year for males and 6 years for females.</p> <p>Interest rate: 6%</p>

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

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 3, 1999
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Rubbermaid Plan	The portion of the Rubbermaid Employee's Pension Plan as in existence on the Plan Merger Date applicable to participants who had accrued a benefit under the Rubbermaid Salaried Employees' Pension Plan or the Salaried Employees Pension Plan For Related Companies of Rubbermaid Incorporated.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rubbermaid Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rubbermaid Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65. The September 30th nearest age 65 for those who became participants in the Rubbermaid Plan before July 1, 1976.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 15 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by 1/180 for each month for the first 60 months before NRD, and 1/360 for each month for the next 60 months before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors if retirement occurs within 10 years of NRD; further reduced with actuarial equivalence for commencement more than 10 years before NRD.
Late retirement	
• Benefit	Normal retirement benefit increased by 0.10% per month from NRD to late retirement date.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 1, 1992																								
Merged Plan Freeze Date	December 31, 1992																								
Benefit Accrual Date	December 1, 1992																								
Definitions																									
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.																								
• Sanford Salaried Plan	The Sanford Corporation Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.																								
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Salaried Plan benefit formula.																								
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Salaried Plan benefit formula as of the Merged Plan Freeze Date.																								
Normal retirement																									
• Eligibility	Age 65.																								
• Benefit	Merged Plan Benefit.																								
Early retirement																									
• Eligibility	Age 55 and 20 years of vesting service.																								
• Benefit	<u>Retirement from active status</u>																								
	<table> <tr> <th>Years Prior to NRD</th><th>Percentage</th></tr> <tr><td>0</td><td>100.0%</td></tr> <tr><td>1</td><td>91.3%</td></tr> <tr><td>2</td><td>83.4%</td></tr> <tr><td>3</td><td>76.4%</td></tr> <tr><td>4</td><td>70.1%</td></tr> <tr><td>5</td><td>64.5%</td></tr> <tr><td>6</td><td>59.3%</td></tr> <tr><td>7</td><td>54.7%</td></tr> <tr><td>8</td><td>50.5%</td></tr> <tr><td>9</td><td>46.6%</td></tr> <tr><td>10</td><td>43.2%</td></tr> </table>	Years Prior to NRD	Percentage	0	100.0%	1	91.3%	2	83.4%	3	76.4%	4	70.1%	5	64.5%	6	59.3%	7	54.7%	8	50.5%	9	46.6%	10	43.2%
Years Prior to NRD	Percentage																								
0	100.0%																								
1	91.3%																								
2	83.4%																								
3	76.4%																								
4	70.1%																								
5	64.5%																								
6	59.3%																								
7	54.7%																								
8	50.5%																								
9	46.6%																								
10	43.2%																								
	<u>Retirement from deferred vested status</u>																								
	Same as active early reduction factors																								

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%

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

Plan Merger Date	December 1, 1992
Merged Plan Freeze Date	December 3, 1992
Benefit Accrual Date	December 1, 1992
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Sanford Union Plan	The Sanford Corporation Union Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Union Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Union Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 20 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • 50%, 75% joint and survivor • 50% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Retirement from active status

Years Prior to NRD	Percentage
0	100.0%
1	93.3%
2	86.7%
3	80.0%

Retirement from deferred vested status

Same as active early reduction factors.

Schedule SB, Part V — Summary of Plan Provisions

Late retirement

- Benefit Merged Plan Benefit increased as follows:
Late Retirement Payment Schedule

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

Deferred vested

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1989
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Wright Plan	The Wm. E. Wright Co. Pension Plan, which was merged into the Anchor Hocking Service Retirement Plan dated January 1, 1955 ("the 1-1-55 Plan"), on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Wright Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Wright Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Earlier of age 55 and 15 years of vesting service, and age 60.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 66 2/3% non-spousal joint and survivor annuity • Lump sum of benefit payable pursuant to an annuity contract previously purchased to fund the plan
• Optional form conversion factors	As specified in the Wm. E. Wright Plan document as in effect on November 31, 1989.

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

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

Schedule SB, Part V — Summary of Plan Provisions

Freeze Date	Previous Plans: Plans under Sunbeam Products, Inc. Consolidated Retirement Plan prior to December 31, 2005:
<ul style="list-style-type: none"> 07/15/86 07/15/86 11/13/86 07/30/85 06/13/85 01/01/87 06/23/87 11/31/86 12/19/85 01/01/86 03/31/79 03/30/76 07/03/79 	<ul style="list-style-type: none"> Burton Silverplating Company – Salaried Burton Plating Company – Hourly F.W. Bell, Inc. – Salaried Chemetron Fire Systems, Inc. – Salaried and Non-Bargaining Allied Healthcare (Chemetron Corp.) – Salaried and Non-Bargaining True Temper Corp. – Salaried Bally Engineered Structures – Salaried Continental Testing – Salaried True Temper – Hourly (USW) Allegheny – Hourly Retired Chemetron – Hammon Precision Allegheny – Salaried Ajax Forging – Salaried
<ul style="list-style-type: none"> 05/01/79 07/01/83 11/26/85 03/14/86 12/81 11/74 05/02/77 12/17/82 & 04/30/86 	<ul style="list-style-type: none"> Ajax Forging – Hourly Sunbeam Corp. – Hourly (Former John Zink Co.) Chemetron Fire Systems – AFL/CIO Carmet Company – Hourly Goddard – Hourly Good Steel Service – Salaried Carmet Company Amcarb Hourly Integrated Specialties – Spin-off of Ogallala Plan
<ul style="list-style-type: none"> Pre 86 Retirees and DVs only 06/87 Pre 86 Retirees and DVs only 04/03/86 Pre 86 Retirees and DVs only 12/26/86 07/01/87 09/03/87 09/03/87 	<ul style="list-style-type: none"> Chemetron – Railway – Salaried and Non-Bargaining Int'l Powder Metallurgy Division of Thermco – Salaried Kennedy Company – Salaried Carmet Company – Precision at Springfield, TN – Hourly Sciaky Bros., Inc. Arnold Engineering – Salaried IPM Division of Thermco – Columbus, OH – Hourly Sunbeam Corp. – Oster Hourly IAM#78 Sunbeam Corp. – Oster Hourly IBEW#1607
<ul style="list-style-type: none"> Merged 01/01/87 – Retirees and DVs Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only 12/31/88 12/31/94 01/01/85 12/31/88 	<ul style="list-style-type: none"> Sunbeam Equipment – Hourly Carmet Division of Ill. Water Treatment – Salaried Sunbeam Corp. Subplan A – Salaried Sunbeam Corp. – Oster Division – Salaried Sunbeam Corp. – Dayton Facility – Hourly Sunbeam Corp. Oster Division – Cookeville Facility – Hourly Sunbeam Appliance Service Company (John Zink. Company) – Hourly Sunbeam Corp. – Tool and Die Unit – (John Zink. Company) – Hourly

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> • Merged 12/31/89 • 12/31/95 • 12/31/86 • 09/30/92 • Merged 12/31/89 – Frozen 02/18/88 • 09/30/92 	<ul style="list-style-type: none"> • Sunbeam Corp. Oster Division – McMinnville Facility – Hourly • Sunbeam Corp. – Southern Division – Hourly • Sunbeam Corp. (John Zink Company) – General Unit – Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Baraboo, WI – Hourly • Carmet Division – Salaried and Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Louisburg, NC – Hourly
<ul style="list-style-type: none"> • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 	<ul style="list-style-type: none"> • Sunbeam Corp. – Almet/Lawnlite, Inc. – Salaried • Sunbeam Corp. – Allegheny Inc. – Salaried • Sunbeam Corp. – Subplan A – Salaried • Sunbeam Corp. – Subplan B – Salaried • Sunbeam Corp. – Subplan C – Salaried • Sunbeam Corp. – Oster Division - Salaried
Freeze Date	Plans merged December 31, 2002:
<ul style="list-style-type: none"> • Plant closed 3/17/97 • Plant closed 1/12/97 • 12/31/89 	<ul style="list-style-type: none"> • Sunbeam Products, Inc. – Nacogdoches, TX, etc. – Hourly • Sunbeam Products, Inc. – Portland, TN – Hourly • Thermco Systems, Inc.
Changes since prior valuation	Maximum compensation and maximum benefit limits were updated from 2020 to 2021.

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

Effective date and plan year	January 1, 1976.
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Sponsoring employer	Sunbeam Americas Holdings, LTD.
Plan code	01883
Merger date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989.

Definitions

• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound by the provisions in effect on their Severance Dates.
• Eligibility	Nonunion hourly employees at the McMinnville, TN plant. Effective December 31, 2003, no new entrants are allowed into the plan.
• Service considered	Service from date of hire. Service after December 31, 2005 is not considered.
• Compensation considered	N/A
• Average annual compensation	N/A
• Vesting	Five years of service

Normal retirement

• Eligibility	Age 65 and five years of participation
• Benefit	\$13.00 per month per year of service on and after January 1, 1994 Plus \$12.00 per month per year of service prior to January 1, 1994 Accrued benefit payable at termination. Accrued benefits were frozen on December 31, 2005.

Early retirement

• Eligibility	Age 60 and 10 years of service.
• Benefit	Accrued benefit reduced 0.5% for each month benefit commencement precedes Normal Retirement Date.

Deferred vested

• Eligibility	Five years of service.
• Benefit	Accrued benefit payable at Normal Retirement Age or an early retirement benefit (reduced as above) if eligible.

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement		
• Eligibility	Age 65. For Pilots: Age 62.	
• Benefit	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earning in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years. B. 1.6% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.	
• Eligible Prior Plan Participants	An employee who was a participant in the plan as amended and in effect on December 31, 1977 and who had attained age 50 or completed at least 25 years of Service as of such date is eligible for the special benefits described below applicable to such participants.	
Early retirement		
• Eligibility	Basic	Age 55 and 10 Years of Service.
	Supplement	Age 55 and 30 Years of Service.
	70/80	a) 15 Years of Service; b) Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing.
	60/10	Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.
	62/10	Age 62 and 10 Years of Service (applies only to EPPPs).
	60/10	Age 60 and 10 Years of Service (applies only to EPPPs).

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Basic

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

Supplement

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

70/80

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

Schedule SB, Part V — Summary of Plan Provisions**60/10 (Pilots only)**

Benefit commences at Early Retirement Date based on the Participant's Earnings and Social Security Benefit on the earlier of the Freeze Date or such date, and on the Eligible Service that he would have accumulated had he remained an Employee until age 65. In addition, he will also be entitled to a supplemental monthly pension of \$225 payable beginning with the month in which he retires until the month in which occurs his 62nd birthday, except that if he attains his 62nd birthday on the first day of a month, the supplemental payments will end with the month prior to the month in which his 62nd birthday occurs.

Deferred Vested

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

Pre-retirement death

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

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Single Life Annuity |
| • Automatic form for married participants | Qualified joint and 50% survivor annuity (QJSA) |
| • Optional forms | <ul style="list-style-type: none"> • Single life annuity • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant |
| • Optional forms conversion factors | As specified in Tables 1,2,3,4,5 and 6 in Appendix L of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document. |

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

Effective Date	January 1, 1984
Plan Code	05014
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Merger Date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989 and into the current plan as of December 31, 2002.
Definitions	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service.
Normal retirement	
• Eligibility	Age 65.
• Benefit	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of Social Security Benefit multiplied by years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>
Early retirement	
• Eligibility	<p>Basic Age 55 and ten years of Service.</p> <p>Supplement Age 55 and thirty years of Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p><u>Basic</u></p> <p>Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of benefit commencement precedes the Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.</p> <p><u>Supplement</u></p> <p>Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, the participant will receive \$225 per month payable from the later of his early retirement date or the month early retirement payments begin until the earlier of (a) his death; (b) 62nd birthday; or (c) the date on which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p>
Deferred Vested	
• Benefit	<p>Normal Retirement Benefit as described above based on Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of benefit commencement (which may not be before age 55) precedes Normal Retirement Date.</p>
Pre-retirement death	
• Benefit	<p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p>
Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity (QJSA)

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Single life annuity. • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant
• Optional form conversion factors	As specified in Tables 1, 2, 3 and 4 in Appendix M of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

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

Effective Date	January 1, 1982
Plan Code	09101
History	The plan was merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective June 29, 1994 and part of the current plan as of December 31, 2002.
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound in all respects by the provisions of the plan as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
Normal retirement	
• Eligibility	Age 65
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by his year of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>
Early retirement	
• Eligibility	<p>Basic Age 55 and ten years of Service.</p> <p>Supplement Age 55 and thirty years of Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Basic

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

Supplement

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

70/80

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

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested

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

Pre-retirement death

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

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Single Life Annuity |
| • Automatic form for married participants | Qualified joint and 50% survivor annuity (QJSA) |
| • Optional forms | <ul style="list-style-type: none"> • Single life annuity. • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant |
| • Optional form conversion factors | As specified in Tables 1, 2, 3 and 4 in Appendix K of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document. |
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Schedule SB, Part V — Summary of Plan Provisions**PENSION PLAN FOR EMPLOYEES OF SUNBEAM CORPORATION SUB-PLAN A**

Effective Date	July 1, 1983
Plan Code	05007
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.

Definitions

• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to December 31, 1984 shall be bound in all respects by the provisions of the plan document as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees. This plan was merged into the current plan as of December 31, 2002.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
• Benefit Accrual Service	No service credit after the Freeze Date or after normal retirement date for Employees who have not completed an Hour of Service on or after January 1, 1988.

Normal retirement

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

Schedule SB, Part V — Summary of Plan Provisions

Early retirement

• Eligibility

Basic

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

Supplement

Age 55 and thirty years of Service.

• Benefit

Basic

Benefit commences at (a) Early Retirement Date based on the Participant's Final Average Earnings, Eligible Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date. Participants retiring on their early retirement date who were participants in the plan as in effect as of December 31, 1983 are entitled to a guaranteed benefit which will be the greater of (a) or (b):

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

Supplement

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

Effective date	October 1, 1986
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.

Definitions

• Eligibility	Participation begins on the first of the month coincident with or next following attainment of age 21 and completion of one year of Credited Service.
• Vesting Service	Vesting Service for eligibility and vesting purposes consists of a participant's period of employment after attainment of age 18. Years of service with the predecessor employer, Diamond Match Company, shall be included.
• Credited Service	Credited Service for calculation of benefits begins on the later of the plan's effective date (10/01/1986) or the date the employee becomes a participant in the plan. Credited Service is measured using elapsed time, with partial months of 15 days or more rounded to the next month. Effective 11/1/1988 for Dixfield employees and 9/30/1989 for Cloquet employees, no additional Credited Service is earned under the plan.
• Accrued Benefit	A monthly benefit payable at Normal Retirement Date calculated in the same manner as the Normal Retirement Benefit but using Credited Service as of the date of determination. Note: 1) <u>Cloquet, MN facility</u> : Benefit accruals were frozen as of 9/30/1989. 2) <u>Dixfield, Maine facility</u> : Benefit accruals were frozen as of 11/1/1988.

Normal retirement

• Eligibility	First day of the month coincident with or next following attainment of age 65.
• Benefit	A monthly benefit payable at Normal Retirement Date equal to: A) <u>Cloquet, MN Facility (IUOE)</u> : \$12.25 times years of Credited Service prior to 1/1/1987; plus \$12.75 times years of Credited Service from 1/1/1987 to 12/31/1987; plus \$13.25 times years of Credited Service on or after 1/1/1988. B) <u>Dixfield, Maine Facility (UUPIU)</u> : \$9.50 times years of Credited Service. Note: 1) <u>Cloquet, MN facility</u> : Benefit accruals were frozen as of 9/30/1989. 2) <u>Dixfield, Maine Facility</u> : Benefit accruals were frozen as of 11/1/1988.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	First day of the month coincident with or next following attainment of age 55, and completion of 5 years of vesting service.
• Benefit	<p>Accrued Benefit actuarially reduced for payments beginning before Normal Retirement Date.</p> <p>If actuarially possible, a participant may elect to receive a converted portion of his retirement benefit to begin at early retirement date and which shall provide for payment at a certain rate prior to his normal retirement date and at a reduced rate thereafter; such benefit to be determined in accordance with the preceding paragraph and subject to further adjustment so that the difference in annual amounts payable before and after his normal retirement date shall equal as nearly as possible to estimated annual primary insurance benefit payable to him under the Social Security law at age 65, notwithstanding that he shall elect to receive such insurance benefit at an age earlier than 65, pursuant to the Social Security law then in effect.</p>
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Accrued Benefit payable at Normal Retirement Date. Payments may commence as early as age 55, with Accrued Benefit actuarially reduced for the payments commencing prior to Normal Retirement Date.
Disability	
• Benefit	Upon disability, as determined by a qualified physician selected by the employer, after qualification for a Social Security disability benefit, provided the participant completes a greater number of full years of employment than the number of full years between separation from employment and normal retirement date. Disability Benefit is a monthly benefit commencing five consecutive months after date of disability equal to the Participant's Accrued Benefit, reduced by weekly Workman's Compensation or similar benefits (unless the payment is made as reimbursement for medical expenses or in a lump sum).
Pre-retirement death	
• Benefit	If a vested participant dies prior to retirement and has been married one year or more, a qualified pre-retirement Survivor Annuity will be payable to the surviving spouse. Any Death Benefit payable after retirement benefits have begun to the Participant will be in accordance with the optional form of benefit payments selected by the Participant.

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

-
- Optional form conversion factors
 - 50% Joint & Survivor Annuity:
90% increased/decreased by 0.5% for each year by which the contingent annuitant is older/younger than the participant.
 - 75% Joint & Survivor Annuity:
86% increased/decreased by 0.65% for each year by which the contingent annuitant is older/younger than the participant.
 - 100% Joint & Survivor Annuity:
82% increased/decreased by 0.8% for each year by which the contingent annuitant is older/younger than the participant.
 - For contingent annuitants 15 years or more older/younger than the participant, and all other purposes:
The 1971 Group Annuity Mortality Table projected to 1975 with Scale B, with a 1 1/2 –year setback, and an interest rate of 8% per year.
-

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Service considered
Vesting Service

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

Credited Service

The sum of (A) and (B):

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

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

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

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

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

Normal retirement

- Eligibility Age 65

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

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

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

Monthly accruals were frozen effective December 31, 2003.

Early retirement

- Eligibility Age 55 and one year of Credited Service or 30 years of Vesting Service
 - Benefit A participant who terminates on or after attaining early retirement age may receive the accrued normal retirement benefit, reduced by 0.6% for each month by which the early retirement date precedes age 62.
-

Schedule SB, Part V — Summary of Plan Provisions

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

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

Effective date	August 1, 1992
Plan Year	January 1 through December 31
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.

Definitions

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

Normal retirement

• Eligibility	Age 65
• Benefit	<p>The annual benefit is defined as follows:</p> <p>For each year of service up to 35 years, the participant accrues:</p> <p>(a) 0.75% of earning for the plan year up to Social Security wage base, plus</p> <p>(b) 1.1% of earnings for the plan year in excess of the Social Security wage base.</p> <p>For each year of service after 35 years, the participant accrues 0.75% of earnings.</p>

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Normal retirement

- Eligibility Age 65.
- Benefit The annual accrued benefit is defined as follows:
For each year of service up to 35 years, the participant accrues:
(a) 1.20% of earnings for the plan year up to covered compensation, plus
(b) 1.85% of earnings for the plan year in excess of covered compensation.
For each year of service after 35 years, the participant accrues 1.2% of earnings. Benefits were frozen as of December 31, 1998.

Early retirement

- Eligibility Age 55 and 10 years of vesting service.
- Benefit The accrued benefit as defined above reduced by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months by which commencement precedes normal retirement age.

Deferred vested

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

Pre-retirement death

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

Post-retirement death

- Benefit As set forth in option selected.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint and Survivor Annuity
- Optional forms 5, 10, 15-Year Certain and Life
66-2/3%, 75%, 100% Joint and Survivor
- Optional form conversion factors Mortality Table: 1971 Group Annuity Mortality Table for males set back one year for participants and five years for beneficiaries.
Interest rate: 7%

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

Early Retirement	
• Eligibility	Age 55 and 1 year of Credited Service or 30 years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit reduced by actuarial reduction to Social Security retirement age if benefits commence prior to Social Security retirement age less three years.
Deferred Vested	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit payable at age 55. Early commencement may begin as early as age 55 with actuarial reduction from age 65.
Disability	
• Eligibility	Eligible to receive benefits under the Company's Long-Term Disability Income Plan.
• Benefit	Benefit payable at Normal Retirement Age with final average pay calculated as of the date of disability and credited service as if the participant had remained active to his or her Normal Retirement Date.
Pre-retirement Death	
• Benefit	The amount which the surviving spouse would have received if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died.
Form of Benefits	
• Automatic form for unmarried participants	Life Annuity payable monthly
• Automatic form for married participants	50% Joint and Survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Single life annuity • 5, 10 year certain and life • 50% and 100% contingent annuitant • Level income • Lump sum for non-highly compensated Cash Accumulation Plan Participants after 12/31/2003
• Optional form conversion factors	Mortality Table: The 1971 Male Group Annuity Table with a two-year setback Interest Rate: 6%

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

<ul style="list-style-type: none"> Opening balance calculation 	<p>The December 31, 1998, accrued benefit was converted into a lump sum based on the following assumptions:</p> <p>Interest rate: 7%</p> <p>Mortality: 1983 Group Annuity Mortality Table (50/50 Male/Female Weighting)</p> <p>Retirement age: 65</p>																		
<ul style="list-style-type: none"> Pay Credits 	<p>Eligibility – 10 years of service or 45 points and 5 years of vesting service</p> <p>Amount – According to the following schedule:</p> <table data-bbox="795 630 1218 1029"> <thead> <tr> <th>Unit Points</th><th>Pay Credits</th></tr> </thead> <tbody> <tr> <td>Under 55</td><td>3.75%</td></tr> <tr> <td>55 – 59</td><td>4.25%</td></tr> <tr> <td>60 – 64</td><td>5.00%</td></tr> <tr> <td>65 – 69</td><td>6.00%</td></tr> <tr> <td>70 – 74</td><td>7.00%</td></tr> <tr> <td>75 – 79</td><td>8.00%</td></tr> <tr> <td>80 – 84</td><td>9.00%</td></tr> <tr> <td>85 and Over</td><td>10.00%</td></tr> </tbody> </table> <p>Pay credits are earned for a complete year of service during the calendar year, based on elapsed time. However, participants who terminate with one year of service and are age 55 or have at least 30 years of service, die or become totally and permanently disabled will get a pay credit for the final partial year of service.</p> <p>Unit Points are determined at the beginning of the year (1/1) and are equal to age plus vesting service in complete years.</p>	Unit Points	Pay Credits	Under 55	3.75%	55 – 59	4.25%	60 – 64	5.00%	65 – 69	6.00%	70 – 74	7.00%	75 – 79	8.00%	80 – 84	9.00%	85 and Over	10.00%
Unit Points	Pay Credits																		
Under 55	3.75%																		
55 – 59	4.25%																		
60 – 64	5.00%																		
65 – 69	6.00%																		
70 – 74	7.00%																		
75 – 79	8.00%																		
80 – 84	9.00%																		
85 and Over	10.00%																		
<ul style="list-style-type: none"> Interest credits 	<p>Average yield on 30-year Treasuries for the November preceding the plan year, subject to a minimum of 5% and maximum of 9%.</p>																		
<ul style="list-style-type: none"> Cash balance account 	<p>Equal to the prior year cash balance account plus pay credits and interest credits earned during the year.</p>																		
<ul style="list-style-type: none"> Wear-away protection 	<p>The lump sum payable at retirement is the greater of (a) or (b):</p> <ol style="list-style-type: none"> The cash balance account. The lump-sum value of the December 31, 1998 accrued benefit plus the pay credits with interest. 																		
<ul style="list-style-type: none"> Lump-sum basis 	<p>Minimum prescribed under the Pension Protection Act (PPA) based on segment rates with a two month look back.</p>																		
<ul style="list-style-type: none"> Annuity conversion 	<p>Applicable mortality table specified in Section 417(e)(3)(B) of the Code, and applicable interest rate specified in Section 417(e)(3)(C) of the Code for the month of November.</p>																		

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

Effective dates	Original Plan: December 1, 1973 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Covered employees	Any person employed by K2.
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: Years and months of uninterrupted employment as a covered employee.
• Compensation	The salary, wages, overtime pay, commissions, bonuses, and similar forms of incentive compensation actually paid by the company to the employee during the calendar year (not exceeding \$50,000 for sales managers and \$35,000 for salesmen of the Anthony Plan, and limited by the pensionable earnings cap.)
• Average Compensation	The average of the highest five consecutive years of annual compensation paid to an employee.
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of benefit service and average annual five-year compensation at termination.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), (2), or (3): (1) 1% of average five-year compensation times years of service up to 35 years. (2) \$120 times years of service (3) 37.5% of average five-year compensation (reduced by 1979 Social Security covered compensation) reduced ratable over 25 years for years of service on June 1, 1996.
Early retirement	
• Benefit	Monthly pension benefit determined at the early retirement date. The reduction for early commencement of benefits is 7% for each year before age 65 up to five years, and 5% for each year before age 60. In addition, the accrued benefit and early retirement factors as of June 1, 1996 are grandfathered, and will apply if greater than the accrued benefit and early retirement factors under the plan after June 1, 1996.

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Monthly pension benefit payable at age 65, based on benefit service earned while on disability up to age 65 and average monthly earnings at a disability date.
Pre-retirement death	
• Benefit	In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially Equivalent 50% Joint and Survivor
• Optional forms	Single Life Annuity 50%, 66-2/3%, 100% Joint and Survivor Annuity 10, 15-year Certain and Life Annuity
• Optional form conversion factors	10-Year Certain and Life: 95% 15-Year Certain and Life: 91% 50% Joint & Survivor Annuity: 91% increased/decreased by 4/10 of 1% for each year by which the contingent annuitant is older/younger than the participant 66-2/3% Joint and Survivor Annuity: 88% increased/decreased by 6/10 of 1% for each year by which the contingent annuitant is older/younger than the participant. 100% Joint & Survivor Annuity: 83% increased/decreased by 7/10 of 1% for each year by which the contingent annuitant is older/younger than the participant

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

Effective dates	Original Plan: December 1, 1967 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Employee	Any person employed by K2.
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of Service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: The aggregate of an employee's periods of pensionable service.
• Compensation	Employee's regular basic monthly rate of earnings, excluding commissions, bonuses, maintenance, overtime, and other extra compensation while employed by a company (not exceeding \$50,000 for salesmen and \$75,000 for sales managers of fishing tackle division, and limited by the pensionable earnings cap). Monthly earnings shall be determined on each Accounting Date and remain in effect for all plan purposes until the next Accounting Date.
• Average compensation	The highest average monthly earnings as determined on any five consecutive accounting dates of the ten accounting dates coinciding with or immediately preceding the member's termination, disability retirement, early retirement, or actual retirement date.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
• Accrued benefit	Monthly pension benefit determined as of termination date, reduced 0.5% for each month that commencement precedes the participant's 62nd birthday.
Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), or (2) (1) 1.4% of average monthly earning times benefit service. (2) \$5 times benefit service But not more than (3): (3) 60% of average monthly earnings.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Benefit	Monthly pension benefit determined at the early retirement date, reduced 0.5% for each month that commencement precedes the 62nd birthday.
Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Monthly pension benefit, based on credited service earned while on disability up to age 64 and average monthly earnings at disability date. If participant is eligible for early retirement, he may elect a benefit payable immediately based on service up to commencement date, subject to the same reductions for early retirement benefits.
Pre-retirement death	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 60% joint and survivor with 120 months certain benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	10-Year Certain and Life
• Automatic form for married participants	Joint and 60% Survivor Annuity with 10-Year Certain
• Optional forms	10-Year Certain and Life Lump sum
• Optional form conversion factors	10-Year Certain and Life to JS60% with 10-Year Certain: 90% increased/decreased by 1% for each year by which the contingent annuitant is older/younger than the participant (maximum adjustment is 7%).

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

Effective date	Original Plan: April 1, 1977 Frozen to Future Accruals as of August 31, 2004																		
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																		
Definitions																			
• Covered employees	Any person employed by K2																		
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None																		
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.																		
• Year of service	Benefit Accrual: For service prior to April 1, 1977, service after age 22. For service according to the following schedule: Hours of Service with the Company During the <table> <tr> <th>Plan Year</th><th>Years of Benefit Service</th></tr> <tr> <td>1,600 – 1,699</td><td>16/17th</td></tr> <tr> <td>1,500 – 1,599</td><td>15/17th</td></tr> <tr> <td>1,400 – 1,499</td><td>14/17th</td></tr> <tr> <td>1,300 – 1,399</td><td>13/17th</td></tr> <tr> <td>1,200 – 1,299</td><td>12/17th</td></tr> <tr> <td>1,100 – 1,199</td><td>11/17th</td></tr> <tr> <td>1,000 – 1,099</td><td>10/17th</td></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> </table> <p>Service will not be broken for approved absence. The maximum period of benefit service is 30 years.</p> <p>Vesting: For service prior to April 1, 1977, service after age 18, measured in completed years and months. For service after March 31, 1977, one year of vesting service will be credited for each plan year after age 18 in which an employee completed 1,000 hours or more of service.</p>	Plan Year	Years of Benefit Service	1,600 – 1,699	16/17th	1,500 – 1,599	15/17th	1,400 – 1,499	14/17th	1,300 – 1,399	13/17th	1,200 – 1,299	12/17th	1,100 – 1,199	11/17th	1,000 – 1,099	10/17th	Less than 1,000	None
Plan Year	Years of Benefit Service																		
1,600 – 1,699	16/17th																		
1,500 – 1,599	15/17th																		
1,400 – 1,499	14/17th																		
1,300 – 1,399	13/17th																		
1,200 – 1,299	12/17th																		
1,100 – 1,199	11/17th																		
1,000 – 1,099	10/17th																		
Less than 1,000	None																		
Normal retirement																			
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.																		
• Benefit	The sum of (1) plus (2): (1) \$6 times years of service prior to January 1, 1995. (2) \$12 times years of benefit service on or after January 1, 1995.																		

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

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

Late retirement

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

Pre-retirement death

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

Form of benefits

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
<ul style="list-style-type: none">Benefit	The amount that would have been payable to the spouse had the participant terminated on the first day of the month in which death occurred, survived to his earliest retirement date, having elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as the first day to the month following the participant's death or age 55 if later, and will continue for the spouse's life.
Form of benefits	
<ul style="list-style-type: none">Automatic form for unmarried participants	Life Annuity
<ul style="list-style-type: none">Automatic form for married participants	Actuarially equivalent 50% Joint and Survivor
<ul style="list-style-type: none">Optional form conversion factors	Mortality table: The 1984 Unisex Pension Table Interest rate: 8%

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

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

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Normal retirement benefit based on benefit service as of termination, reduced by disability benefit under any Federal or State statute, payable six months after disability.
Pre-retirement death	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	5-Year Certain and Life
• Automatic form for married participants	Qualified Joint and 50% Survivor Annuity
• Optional form conversion factors	Mortality table: The 1971 Group Annuity Mortality Tables assuming a composition of 80% male and 20% female beneficiaries. Interest rate: 8%

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

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

Schedule SB, Part V — Summary of Plan Provisions

Early retirement									
• Benefit	Normal retirement benefit reduced by 1/180 for each month by which the early retirement date precedes age 65.								
Late retirement									
• Benefit	Monthly retirement benefit determined as of actual retirement date.								
Disability									
• Benefit	Monthly retirement benefit payable at age 65, based on years of benefit service at disability date.								
Pre-retirement death									
• Benefit prior to early retirement	<p>The amount that would have been payable to the spouse if the participant had terminated on the first day of the month in which death occurred, survived to his early retirement date, and elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as of the first day of the month following the participant's death or age 55 if later, and will continue for the spouse's life.</p> <p>The retirement benefit of an employee shall be reduced for each month the Preretirement Spouse's benefit is in effect by 1/12 of the following percentages:</p> <table> <tr> <td>Ages 35-44</td><td>0.1%</td></tr> <tr> <td>Ages 45-54</td><td>0.4%</td></tr> <tr> <td>Ages 55-64</td><td>0.8%</td></tr> <tr> <td>Ages 65+</td><td>No charge</td></tr> </table>	Ages 35-44	0.1%	Ages 45-54	0.4%	Ages 55-64	0.8%	Ages 65+	No charge
Ages 35-44	0.1%								
Ages 45-54	0.4%								
Ages 55-64	0.8%								
Ages 65+	No charge								
Form of benefits									
• Automatic form for unmarried participants	Life Annuity								
• Automatic form for married participants	Actuarially equivalent 50% joint and survivor annuity								
• Optional forms Conversion factors	<p>50% Joint & Survivor Annuity: Factor is 88% +/- 5/10 of 1% for each complete year of the difference between the ages of the employee and the contingent annuitant.</p> <p>Other Optional form of benefit payments: Mortality table: The 1951 Group Annuity Mortality Table Interest rate: 5%</p>								

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Late retirement

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

Deferred vested

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

Service	Vested Percentage
Less than 5 years	0%
5 or more years	100%

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

- Eligibility 3 years of vesting service.
- Benefit The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:

Service	Vested Percentage
Less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%
6 years	80%
7 or more years	100%

Disability

- Eligibility Age 55 and 15 years of vesting service.
- Benefit The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.

Pre-retirement death

- Eligibility 3 years of vesting service.
- Benefit The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.

Form of benefits

- Normal form of payment Single Life Annuity
- Optional forms 50%, 75%, 100% Joint & Survivor Annuity
- Optional form conversion factors As specified in Section 4.5 of Plan Supplement #2 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.

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

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

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

- Eligibility 3 years of vesting service.
- Benefit The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:

Service	Vested Percentage
Less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%
6 years	80%
7 or more years	100%

Disability

- Eligibility Age 55 and 15 years of vesting service.
- Benefit The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.

Pre-retirement death

- Eligibility 3 years of vesting service.
- Benefit The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.

Form of benefits

- Normal form of payment Single Life Annuity
- Optional forms 50%, 75%, 100% Joint & Survivor Annuity
- Optional form conversion factors As specified in Section 4.5 of Plan Supplement #3 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions**JARDEN CORPORATION CONSOLIDATED HOURLY PENSION SUB-PLAN: CONSUMER PRODUCTS COMPANY – MUNCIE, INDIANA**

Effective date	April 2, 1993																
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																
Definitions																	
• Participation	First of month coincident with or following date of hire. Employees hired after October 15, 2006 are not eligible to participate in this plan.																
Normal retirement																	
• Eligibility	Age 65 and 5 years of participation.																
• Special early retirement	Age 62.																
• Benefit	The standard retirement benefit is a monthly pension payable for life equal to \$23.00 multiplied by benefit service. For retirement on or after October 1, 2001, the dollar multiplier increase to \$24.00. For retirement on or after October 1, 2002, the dollar multiplier increased to \$25.00. For retirement on or after October 1, 2003, the dollar multiplier increased to \$26.00. For retirement on or after October 1, 2004, the dollar multiplier increased to \$27.00. For retirement on or after October 1, 2005, the dollar multiplier increased to \$28.00. For retirement on or after October 1, 2006 the dollar multiplier increased to \$29.00. For retirement on or after October 1, 2008 the dollar multiplier increases to \$30.00. Benefit service after December 31, 2012 is not considered.																
Early retirement																	
• Eligibility	Age 55 and 15 years of vesting service.																
• Benefit	The accrued retirement benefit as of the early retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying the following reduction factors: <table data-bbox="743 1354 1307 1711"> <thead> <tr> <th>Age at Retirement</th><th>Early Retirement Factor</th></tr> </thead> <tbody> <tr><td>55</td><td>58.00%</td></tr> <tr><td>56</td><td>64.00%</td></tr> <tr><td>57</td><td>70.00%</td></tr> <tr><td>58</td><td>76.00%</td></tr> <tr><td>59</td><td>82.00%</td></tr> <tr><td>60</td><td>88.00%</td></tr> <tr><td>61</td><td>94.00%</td></tr> </tbody> </table> <p>Note: This table only gives the early retirement factors for years of attained age. The factor used to determine an early retirement benefit will take into account your years and months of attained age at actual retirement. For example, the factor at age 60 and six months is 91.00%.</p>	Age at Retirement	Early Retirement Factor	55	58.00%	56	64.00%	57	70.00%	58	76.00%	59	82.00%	60	88.00%	61	94.00%
Age at Retirement	Early Retirement Factor																
55	58.00%																
56	64.00%																
57	70.00%																
58	76.00%																
59	82.00%																
60	88.00%																
61	94.00%																
• Special early retirement benefit	The accrued retirement benefit as of the special early retirement date shall be payable commencing immediately.																

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Jostens salaried employees	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976 a salaried employee (excluding employees compensated in whole or in part on a commission basis and any employees represented by a collective bargaining agreement) shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21.</p> <p>The Photo division employees began participation in Plan D effective July 1, 1998. College division employees (former sales reps) began participation effective July 1, 1997. Indiana School Pictures, Inc. employees began participation in Plan D effective January 1, 2003. School Annual Publishing Company employees began participation in Plan D effective September 22, 2003.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p>
• Lehigh Press	<p>The January 1 or July 1 coincident with or next following attainment of age 21 and completion of twelve months of service following date of hire, or any subsequent plan year, in which 1,000 or more hours of service are credited.</p> <p>Effective January 1, 2007, the plan is closed to new hires.</p>
• Von Hoffman	<p>Employees of the Von Hoffmann Jefferson City facility who were in covered employment as of January 1, 2007, became eligible to participate in Plan C on that date. They were eligible to accrue the same benefits as Jostens Plan C employees until their termination due to the sale of Von Hoffmann in May 2007.</p>
Vesting service	
• Jostens hourly employees – Former Jostens Pension Plan A	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 21 (age 17 effective July 1, 1985), in which an employee works at least 1,000 hours.</p>
• Jostens hourly employees – Former Jostens Pension Plan C	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, in which an employee works at least 1,000 hours. No vesting service is given prior to the attainment of age 18.</p>
• Jostens salaried employees	<p>One day of future vesting service is credited for each day, subsequent to the employee's eighteenth birthday, that a person is in the employ of the company.</p>
• Lehigh Press	<p>A full year is credited for each calendar year (excluding calendar years ending before attainment of age 18) in which 1,000 or more hours of service are credited. For Lehigh Press participants employed at the Dallas and Carrollton locations, no vesting service is earned before June 1, 1977.</p>

Schedule SB, Part V — Summary of Plan Provisions

Benefit service											
<ul style="list-style-type: none"> Jostens hourly employees 	<p>Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.</p> <p>Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:</p> <table> <tr> <th>Hours Worked per Plan Year or Calendar Year</th><th>Benefit Service</th></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> <tr> <td>1,000 to 1,399</td><td>.50 year</td></tr> <tr> <td>1,400 to 1,799</td><td>.75 year</td></tr> <tr> <td>1,800 or more</td><td>1.00 year</td></tr> </table>	Hours Worked per Plan Year or Calendar Year	Benefit Service	Less than 1,000	None	1,000 to 1,399	.50 year	1,400 to 1,799	.75 year	1,800 or more	1.00 year
Hours Worked per Plan Year or Calendar Year	Benefit Service										
Less than 1,000	None										
1,000 to 1,399	.50 year										
1,400 to 1,799	.75 year										
1,800 or more	1.00 year										
<ul style="list-style-type: none"> Jostens salaried employees 	One day of benefit service is credited for each day a person is a salaried employee of the company.										
<ul style="list-style-type: none"> Service freeze 	Effective January 1, 2013, non-union employees do not accrue additional service after December 31, 2012. Effective January 1, 2014, union employees do not accrue additional service after December 31, 2013.										
Credited service											
<ul style="list-style-type: none"> Lehigh Press 	A full year is credited for each plan year after 1975 in which 1,000 or more hours of service are credited. However, in the first and last plan years of service only, a participant shall accrue a partial year (to the nearest month) of credited service if a pro rata number of hours of service are credited. For participants employed at the Dallas and Carrollton locations, no credited service is earned before June 1, 1977. Effective January 1, 2007, a participant who is an office employee of Lehigh Lithographers or Lehigh Direct shall not accrue additional service after December 31, 2006.										
Pensionable earnings											
<ul style="list-style-type: none"> Jostens salaried employees 	Basic earnings plus bonuses, 401(k) deferrals and other specified pay.										
<ul style="list-style-type: none"> Lehigh Press 	Base earnings plus bonuses, overtime pay up to \$2,000, qualified pre-tax salary deferrals, unused vacation pay and severance pay, but excluding commissions and fringe benefits. For benefits accruing after 2001, annual Compensation may not exceed the inflation-adjusted limit specified by the IRS.										
Average Compensation / Average Annual Salary											
<ul style="list-style-type: none"> Jostens salaried employees 	<p>Average of highest five consecutive annual salaries. Annual salary is limited to the level prescribed by IRC Section 401(a)(17).</p> <p>The average Compensation for non-union salaried employees is frozen as of December 31, 2012.</p>										

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• Lehigh Press	The average of Compensation in the 60 consecutive months within the last 120 months of service for which such average is the highest. The average of Compensation for an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.
• Covered Compensation	Average of Social Security Taxable Wage Bases over 35 years. Effective July 1, 1989 the average is over the 35-year period ending with the last day of the year in which the employee attains Social Security Normal Retirement Age. The Covered Compensation for non-union salaried employees is frozen as of December 31, 2012.

Normal retirement***Jostens hourly employees – Former Jostens Pension Plan A***

• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.
• Benefit	Benefit Level times Benefit Service at Normal Retirement:

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

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Jostens hourly employees – Former Jostens Pension Plan C

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

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

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

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

Jostens salaried employees

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	Five years of vesting service.
• Benefit	Same as Early Retirement Benefit. The benefit is available at age 55 if the participant has 10 years of vesting service.
Disability	
<i>Jostens hourly employees – Former Jostens Pension Plan A</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of Vesting Service may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on Benefit Service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens hourly employees –Former Jostens Pension Plan C</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service and attaining age 50 may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on benefit service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens salaried employees</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service may be eligible to receive disability benefits.
• Benefit	The normal retirement benefit, with actuarial reduction, based on benefit service accruing until normal retirement date is payable beginning on the disability retirement date and continuing until death. The average annual salary is determined on the date of disability.
<i>Lehigh Press</i>	
• Eligibility	Eligibility for Social Security disability benefits, provided that disability commences after completion of five years of vesting service.
• Benefit	The accrued normal retirement benefit (reduced if it commences before the normal retirement date) with credited service accruing during the period of disability until retirement and assuming that compensation in the last full plan year preceding the date of disability remains level to retirement.

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death

Jostens

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

Pre-age 55 death and post-termination death

Jostens

- | | |
|---|---|
| <ul style="list-style-type: none"> • Eligibility | <p>If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.</p> <p>If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.</p> |
| <ul style="list-style-type: none"> • Benefit | <p>The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),</p> <p>The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.</p> |
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Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death****Lehigh Press**

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

Form of Benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | Joint and 50% Survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens |
| • Optional form conversion factors | <p>For Jostens hourly and salaried employees, the actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 1994 GAR tables, projected to 2002.</p> <p>For Lehigh Press employees, the optional form conversion factors are defined at each specific age in the plan document for each optional form.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000 |
|--------------------|--|

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

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

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement

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

- Benefit Benefit Level times Benefit Service at Normal Retirement

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

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

- Eligibility Age 55 and 10 years of Vesting Service.
- Benefit Normal retirement benefit based on Benefit Service to the date of termination and reduced according to the following table for benefit commencement prior to age 65:

Commencement Age	Percentage of Benefit payable
65 and over	100%
64	94%
63	88%
62	82%
61	76%
60	70%
59	65%
58	60%
57	56%
56	51%

Late retirement

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

Deferred vested

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

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death

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

Pre-age 55 and post-termination death

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Joint and 50% Survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens
• Optional form conversion factors	The actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 94 GAR, projected to 2002.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000.

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

Effective date and plan year	Original plan: February 3, 1961 Amended and Restated plan: October 1, 1999 Most recent amendment effective: May 15, 2015
Status of the plan	Benefit accruals were frozen for all participants effective January 1, 2008.
Definitions	
• Eligibility and participation	Employee who is not in a collectively bargained unit becomes a participant on the October 1 following date of hire.
• Pensionable earnings	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of 180,000 be used to determine benefits. Compensation is frozen as of January 1, 2008.
• Final average earnings	Plan Compensation averaged over the highest five consecutive years. Compensation is frozen as of January 1, 2008.
• Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
• Accrued benefit	Benefits are frozen as of January 1, 2008.
Normal retirement	
• Eligibility	Age 65 and five years of participation.
• Benefit	<p>The sum of (i) and (ii):</p> <p>(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.</p> <p>(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.</p> <p>For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.</p> <p>Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).</p> <p>Benefit accruals were frozen effective January 1, 2008.</p>

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	Age 55 and 10 years of service
• Benefit	<p>Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii):</p> <p>(i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced.</p> <p>(ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.</p>
Postponed retirement	
• Eligibility	Retirement after normal retirement date
• Benefit	Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation, payable at Normal Retirement.
Disability	<p><u>Ineligible for long-term disability benefits:</u> amount calculated under the Normal Retirement formula as of the date of Disability.</p> <p><u>Eligible for long-term disability benefits:</u> amount calculated under the Normal Retirement formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on the first date of absence.</p>
Pre-retirement death	<p><u>Death before early retirement eligibility:</u> plan provides for a qualified joint and survivor benefit.</p> <p><u>Death after early retirement eligibility:</u> spouse shall receive an immediate benefit equal to ½ of the participant's accrued benefit at the time of death.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50% survivor annuity
• Optional forms	Certain & life annuity; 50%, 75% or 100% joint and survivor annuities; lump sum
• Optional form conversion factors	UP-1984 mortality table, applying a two-year setback for participants and one-year setback for spouses and 7.5% interest.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Unless noted below, all benefits provided by the plan, as restated and amended through January 1, 2020 and last amended July 7, 2020 are included in this valuation:

- **Most recent plan amendments included:** Effective July 7, 2020.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase from the plan provisions or back payments to age 65.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* Not applicable.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

None.

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2022	664,456	8,445,149	69,359,516	78,469,121
2023	898,316	6,758,383	67,152,335	74,809,034
2024	1,122,251	7,920,405	64,821,268	73,863,924
2025	1,301,719	9,285,793	62,425,905	73,013,417
2026	1,413,834	10,413,760	59,944,020	71,771,614
2027	1,603,393	11,314,972	57,390,842	70,309,207
2028	1,762,946	12,250,742	54,792,432	68,806,120
2029	1,870,124	13,026,444	52,124,001	67,020,569
2030	2,001,320	13,755,915	49,406,553	65,163,788
2031	2,103,733	14,502,600	46,639,063	63,245,396
2032	2,202,126	15,125,313	43,878,857	61,206,296
2033	2,295,946	15,475,826	41,104,728	58,876,500
2034	2,374,144	15,808,673	38,324,704	56,507,521
2035	2,458,233	16,102,633	35,550,864	54,111,730
2036	2,506,271	16,225,113	32,796,762	51,528,146
2037	2,543,899	16,195,228	30,077,249	48,816,376
2038	2,555,360	16,089,737	27,408,333	46,053,430
2039	2,549,778	15,944,697	24,806,924	43,301,399
2040	2,531,580	15,693,389	22,290,407	40,515,376
2041	2,510,617	15,438,344	19,876,097	37,825,058
2042	2,487,343	15,097,071	17,580,493	35,164,907
2043	2,443,765	14,698,447	15,418,375	32,560,587
2044	2,375,934	14,214,909	13,402,212	29,993,055
2045	2,299,838	13,676,491	11,541,804	27,518,133
2046	2,215,308	13,102,103	9,843,890	25,161,301
2047	2,122,913	12,486,856	8,311,995	22,921,764
2048	2,023,309	11,842,839	6,946,424	20,812,572
2049	1,918,300	11,162,199	5,744,267	18,824,766
2050	1,808,731	10,457,146	4,699,574	16,965,451
2051	1,695,533	9,733,746	3,803,708	15,232,987
2052	1,579,949	9,000,174	3,045,758	13,625,881
2053	1,463,235	8,264,144	2,413,177	12,140,556
2054	1,346,746	7,535,945	1,892,451	10,775,142
2055	1,231,479	6,820,325	1,469,701	9,521,505
2056	1,118,607	6,126,229	1,131,226	8,376,062
2057	1,009,256	5,460,580	863,957	7,333,793
2058	904,323	4,829,053	655,785	6,389,161
2059	804,625	4,236,544	495,798	5,536,967
2060	710,789	3,686,502	374,405	4,771,696
2061	623,280	3,181,281	283,382	4,087,943
2062	542,397	2,722,090	215,852	3,480,339
2063	468,306	2,309,075	166,198	2,943,579
2064	401,049	1,941,439	129,933	2,472,421
2065	340,552	1,618,147	103,545	2,062,244
2066	286,643	1,335,781	84,333	1,706,757
2067	239,055	1,092,173	70,260	1,401,488
2068	197,447	884,207	59,820	1,141,474
2069	161,424	708,560	48,699	918,683
2070	130,556	561,827	42,551	734,934
2071	104,391	440,626	37,611	582,628

Schedule SB, line 15 — Schedule of Reconciliation of Difference Between Valuation Results and Amounts Used to Calculate AFTAP

The 2022 Plan Year AFTAP for the Newell Brands Consolidated Pension Plan is 119.25%. The actuary certified this AFTAP on September 30, 2022.

The January 1, 2022 funding target reported on Schedule SB reflects data changes made to the valuation after the AFTAP was certified. The AFTAP was not recertified because the changes to the funding target resulted in an AFTAP still over 100%.

The following chart shows a comparison of the amounts used to determine the certified 2022 AFTAP and the amounts shown on the 2022 Schedule SB.

	Certified AFTAP		Schedule SB		Difference
Actuarial value of plan assets	\$	1,086,706,608	\$	1,086,706,608	\$ 0
Prefunding balance at January 1, 2022		146,788,087		146,788,087	0
Annuity purchases for non-HCEs in prior two plan years		157,090,366		N/A	N/A
Funding target	\$	885,885,418	\$	881,159,932	\$ 4,725,486

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

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

Retirement Rates – Males

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	6%	10,000	600	33,000
56	6%	9,400	564	31,584
57	6%	8,836	530	30,210
58	6%	8,306	498	28,884
59	13%	7,808	1,015	59,885
60	24%	6,793	1,630	97,800
61	18%	5,163	929	56,669
62	28%	4,234	1,186	73,532
63	20%	3,048	610	38,430
64	20%	2,438	488	31,232
65	35%	1,950	683	44,395
66	30%	1,267	380	25,080
67	30%	887	266	17,822
68	30%	621	186	12,648
69	30%	435	131	9,039
70	100%	304	304	21,280
Total			10,000	611,490
Average				61.15

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

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	8%	10,000	800	44,000
56	8%	9,200	736	41,216
57	8%	8,464	677	38,589
58	8%	7,787	623	36,134
59	8%	7,164	573	33,807
60	18%	6,591	1,186	71,160
61	18%	5,405	973	59,353
62	18%	4,432	798	49,476
63	18%	3,634	654	41,202
64	24%	2,980	715	45,760
65	40%	2,265	906	58,890
66	25%	1,359	340	22,440
67	25%	1,019	255	17,085
68	25%	764	191	12,988
69	25%	573	143	9,867
70	100%	430	430	30,100
Total			10,000	612,067
Average				61.21

Gender	Active participants count	Average retirement age	Weight
Male	821	61.15	58.27%
Female	588	61.21	41.73%
	1,409		
Weighted average retirement age		61.18	

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts were updated from 2021 to 2022 in accordance with PPA, HATFA, BBA 2015 and ARPA and IIJA.
- Mortality assumptions were updated from 2021 to 2022 in accordance with PPA.
- The expense assumption was updated to \$3,330,000 to reflect our expectations for the current plan year.
- The expected return on asset assumption was lowered to 3.52% for 2022.

Schedule SB, line 26 — Schedule of Active Participant Data**Distribution of active participants as of January 1, 2022**

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34											
35–39		10	1								11
40–44		83	29	1							113
		1,400	1,458								
45–49		58	90	33							181
		1,717	2,201	2,704							
50–54		74	103	88	43		1				309
		1,517	2,577	2,792	2,916						
55–59		93	77	75	93	45	1				384
		1,694	2,041	3,284	4,172	3,692					
60–64		46	59	51	61	49	45				311
		1,366	2,565	3,951	3,216	3,628	4,889				
65–69		12	19	7	11	9	20	3			81
							3,570				
70 & up		3	1	3	3	2	3	1	3		19
Total		379	379	258	211	105	70	4	3		1,409
											2,669

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

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for funding valuation**

Discount rate sponsor elections			
• Segment rates or full yield curve	Segment		
• Look-back months	4		
• PBGC premium method	Alternative, election made in 2020		
	Stabilized	Nonstabilized	PBGC Premium
• First 5 years	4.75%	1.07%	1.07%
• Next 15 years	5.18%	2.68%	2.68%
• Over 20 years	5.92%	3.36%	3.36%
Mortality sponsor elections			
• Healthy and disabled participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2014 mortality tables with improvements beyond 2006 removed with static mortality improvement based on the IRS methodology and projection scale MP-2020.		
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.		
Non-417(e) lump sums (Thermco)			
• Mortality table	1971 Group Annuity Mortality table for males		
• Interest rate	3.50% per year		
Cash balance plans (Kirsch only)			
• Interest accumulation rate	3.30% per year		
• Whipsaw calculations	Not applicable		
• Annuity conversion			
— Mortality table	1994 Group Annuity Reserving Table, unloaded, projected to 2002, and blended 50/50 for males and females		
— Interest rate basis	Funding segment rates		
Cash balance plans (JCPP only)			
• Interest accumulation rate	5.00% per year		
• Whipsaw calculations	Not applicable		
• Annuity conversion			
— Mortality table	2022 PPA unisex mortality		
— Interest rate basis	Funding segment rates		

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

Other economic assumptions				
• Expected investment return	4.91% for 2020, 4.16% for 2021, and 3.52% for 2022.			
• Expenses	<ul style="list-style-type: none">• Per participant amount for expected administration costs and PBGC flat rate premium• Anticipated variable rate premium• Estimated actuarial, audit, legal and other administrative fees• Investment management fees in excess of passive management fees• For 2022, the assumption is \$3,330,000			
Demographic assumptions				
• Withdrawal	Withdrawal rates from 2019 Experience Study. See table of sample rates.			
• Disability incidence	NRPP: See table of sample rates JCPP, Plan A and Plan B: 1985 Pension Disability Table, Class 3, for males and females. Elmer's: None			
• Retirement age	Retirement rates from 2019 Experience Study. See table of sample rates.			
• Benefit commencement age for				
— Future vested deferred	63			
— Current vested deferred	63			
• Spouse assumptions	Male participants	Female participants		
— Percentage married	70%	55%		
— Spouse age difference	2 years younger	2 years older		
Form of payment — (except for certain subplans/locations in JCPP as shown below)	Single Life Annuity	J&S 100%	Survivor Portion of QJSA	10-Year Certain & Life
• Active retirements	50%	35%	0%	15%
• Future vested deferred	50%	35%	0%	15%
• Future disabilities	100%	0%	0%	0%
• Future deaths	0%	0%	100%	0%
• Current vested deferred	50%	35%	0%	15%
• Prior Plan Benefits	100% normal form (varies by participant)			
• Kirsch Vested Terms (Cash Balance)	100% Lump sum			
Form of payment — For certain subplans/locations in JCPP	Sunbeam Products, Inc. Subplan			
	<ul style="list-style-type: none">• <i>Thermco</i>: Participants are assumed to elect a lump sum distribution.• <i>Coleman Salaried</i>: Non-highly compensated employees are assumed to elect a lump sum distribution. Deferred vested participants are assumed to elect a single life annuity.			

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

- *BRK*: 100% of Non-Union active participants are assumed to elect a lump sum distribution, and 80% of deferred vested participants are assumed to elect a lump sum distribution.

Sunbeam Allegheny, Oster, Almet/Lawnlite, and Forster

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

K2 Subplan

Shakespeare Salaried and Shakespeare Hourly Subplans

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

Stearns Salaried, Stearns Hourly, and Simplex UAW Subplans

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

Enka

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

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

Jarden Corporation Consolidated Hourly Subplan				
		Single Life Annuity	J&S 100%	Survivor Portion of QJSA
	Active retirements	65%	35%	0%
	Future vested deferred	65%	35%	0%
	Future disabilities	65%	35%	0%
	Future deaths	0%	0%	100%
	Current vested deferred	65%	35%	0%
Unpredictable contingent event assumptions	Not applicable			

Table of sample rates

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

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

Attained age	Retirement Percentages ¹	
	Active Participants	
	Male	Female
55-58	6%	8%
59	13%	8%
60	24%	18%
61	18%	18%
62	28%	18%
63	20%	18%
64	20%	24%
65	35%	40%
66-69	30%	25%
70 and above	100%	100%

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

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for Significant Assumptions**

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

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

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

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

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Missing participants:** Participants deemed "missing" by the plan administrator under the NRPP subplan have been removed from the valuation data. However, they are still included in the counts for PBGC premium purposes.
- **Annuity contracts:** The plan has participating annuity contracts with John Hancock (GAC 1346), Mass Mutual (PF 169-01), Aetna (GA-379) and AXA (AC-2166) covering a small group of participants. We value the annuity payable under this contract as a plan obligation and the current value of the contract as an asset to the plan.

Minimum Funding Methods

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

A detailed description of the calculation follows:

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

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

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

Part I	Basic Information		
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2022</u>		
2	Assets:		
	a Market value	2a	1,132,909,065
	b Actuarial value	2b	1,086,706,608
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	12,415	653,094,624
	b For terminated vested participants.....	6,005	198,277,431
	c For active participants	1,409	29,676,032
	d Total.....	19,829	881,048,087
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	5.33%
6	Target normal cost.....		
	a Present value of current plan year accruals.....	6a	0
	b Expected plan-related expenses	6b	3,330,000
	c Total (line 6a + line 6b)	6c	3,330,000

Statement by Enrolled Actuary

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

SIGN HERE	<div style="text-align: center;"> Signature of actuary </div> <div style="text-align: center;"> GRACE BARBIERI Type or print name of actuary </div> <div style="text-align: center;"> MERCER Firm name </div> <div style="text-align: center;"> 99 HIGH STREET SUITE 1500 BOSTON MA 02110-2320 Address of the firm </div>	<div style="text-align: center;"> <div style="text-align: right;"> Date </div> <div style="text-align: right;"> 2307481 Most recent enrollment number </div> <div style="text-align: right;"> 617-747-9579 Telephone number (including area code) </div> </div>
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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) 2022
v. 220413

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	144,038,675
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3,813,143
9	Amount remaining (line 7 minus line 8)	0	140,225,532
10	Interest on line 9 using prior year's actual return of <u>4.68</u> %	0	6,562,555
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>5.50</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	146,788,087

Part III		Funding Percentages	
14	Funding target attainment percentage	14	106.66 %
15	Adjusted funding target attainment percentage	15	119.25 %
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	99.47 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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	3,330,000	
b Excess assets, if applicable, but not greater than line 31a	31b	3,330,000	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	Installment	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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Schedule SB, line 26 — Schedule of Active Participant Data**Distribution of active participants as of January 1, 2022**

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34											
35–39		10	1								11
40–44		83	29	1							113
		1,400	1,458								
45–49		58	90	33							181
		1,717	2,201	2,704							
50–54		74	103	88	43		1				309
		1,517	2,577	2,792	2,916						
55–59		93	77	75	93	45	1				384
		1,694	2,041	3,284	4,172	3,692					
60–64		46	59	51	61	49	45				311
		1,366	2,565	3,951	3,216	3,628	4,889				
65–69		12	19	7	11	9	20	3			81
							3,570				
70 & up		3	1	3	3	2	3	1	3		19
Total		379	379	258	211	105	70	4	3		1,409
											2,669

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

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

Mercer has used and relied on the plan documents, including amendments, and interpretations of the plan provisions, supplied by the Plan Sponsor as summarized below. The plan sponsor is solely responsible for the validity, accuracy, and comprehensiveness of this information. If any plan provisions supplied are not accurate and complete, the results of any calculation may differ significantly from the results that would be obtained with accurate and complete information. Moreover, plan documents may be susceptible to different interpretations, each of which could be reasonable, and the results of estimates under each of the different interpretations could vary.

The following is a summary of what we understand to be the most relevant plan provisions for purposes of actuarial valuations. This summary should not be used for purposes of determining benefits under the plan.

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Compensation	The annual basic compensation of a participant from a participating employer for the relevant period for services rendered to the participating employer in any plan year, including (i) regular salary and straight-time wages for regular work week time, (ii) 100% of earned commissions for commission salesmen, (iii) any bonus (whether or not paid or deferred pursuant to the Company's Incentive Bonus Plan) up to \$3,000 in any Plan Year, (iv) any amounts withheld pursuant to the Newell Rubbermaid 401(k) Savings and Retirement Plan or the Newell Rubbermaid Flexible Benefits Plan, and (v) elective amounts that are not includible in the gross income of a Participant by reason of Code Section 132(f)(4), but excluding (i) all shift premiums and overtime and benefits under this Plan or any other employee benefit plan, (ii) severance payments, and (iii) any amounts deferred under the Newell Rubbermaid Deferred Compensation Plans. Compensation is frozen as of the applicable freeze date.
• Accrued benefit and merged plan benefits	Benefits are frozen as of the applicable freeze date.
Normal Retirement	
• Eligibility	Age 65 (normal retirement date or NRD).
• Benefit	Frozen accrued benefit as of the participant's freeze date including any prior plan benefits as calculated and provided by data administrator, except as follows: Kirsch-Former Kirsch employees have been provided with an account balance, in addition to their Newell accrued benefit. This account balance is credited with interest at the 30-year treasury rate in effect for the November preceding the plan year.
Early Retirement	
• Eligibility	Age 60 and 15 years of vesting service, unless provided otherwise on the following pages.
• Benefit	Normal retirement benefit accrued to date of early retirement reduced by ½% for each month before NRD, unless provided otherwise on the following pages.
Late Retirement	
• Eligibility	Benefits commencing after NRD.
• Benefit	Normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
Deferred Vested	
• Eligibility	5 years of vesting service
• Benefit	Payable any time after early retirement eligibility. Normal retirement benefit reduced by ½% per month before NRD, unless provided otherwise on the following pages for the NRPP.

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	Except as provided with respect to a merged plan participant, no benefits are provided under the Plan due to a participant's disability.
• Benefit	Varies by individual plan participants.
Death Benefits	
• Eligibility	A vested participant with an eligible spouse is eligible for a preretirement survivor benefit.
• Benefit	<p>For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, unless noted in the pages that follow for the NRPP, and then died the next day. The benefit is payable commencing on the day the participant would have reached earliest retirement age.</p> <p>For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, and then died the next day.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50 survivor annuity
• Optional forms	Single life annuity 10-year certain and life 50%, 75% or 100% joint and survivor
• Optional form conversion factors	<p>Lump sums: the applicable Code Section 417(e)(3) mortality table for the year the distribution is made, and the applicable interest rates under Code Section 417(e)(3)(c), determined as of the second calendar month (November) preceding the plan year in which the distribution is made to the participant or beneficiary.</p> <p>Forms other than lump sums: UP-1984 mortality table, with 75% male and 25% female blended annuities, applying a one-year set forward for males and a four- year setback for females and 8.0% interest.</p>

Schedule SB, Part V — Summary of Plan Provisions

Miscellaneous

- Maximum compensation Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2022, the limit is \$305,000.
 - Maximum benefits Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000.
-

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Effective date and plan year	January 1, 1955
1-1-55 Plan	The Anchor Hocking Service Retirement Plan dated January 1, 1955.
Prior Plan Merger	The Anchor Hocking Contributory Service Retirement Plan dated October 1, 1986 (the "10-1-86 Plan"), merged into the 1-1-55 Plan prior to the Plan Merger Date. Separate provisions apply to the benefits accrued under the 10-1-86 Plan.
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Plastics Participant	Any Merged Plan Participant who, on his last day of employment (or December 31, 1995, if earlier), was employed by Plastics, Inc. at the Ryan Avenue, St. Paul, Minnesota Plant and represented by District Lodge No. 77 of the International Association of Machinists, AFL-CIO.
• Merged Plan Participant	Any person who earned an accrued benefit under the 1-1-55 Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the 1-1-55 Plan Benefit as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Plastics Age 55. Non-Plastics Age 55 and 10 years of vesting service, or age 60.
• Benefit	<u>Retirement from active status – Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD. <u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 or more years of vesting service. <u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD. If Union & Mold Making Dept. in Baltimore, MD or Union & Mold Making Dept. at Plants 1 and 2 in Lancaster, OH the reduction is 1/2% for each month before NRD.

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Pre-retirement death	
• Benefit	Survivor annuity portion of the Qualified Joint and 50% Survivor annuity with a 6-year guarantee (5-year for Plastics).
Form of benefits	
• Automatic form for unmarried participants	<u>Plastics</u> 5-year certain and life annuity <u>Non Plastics</u> 6-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<u>Plastics</u> <ul style="list-style-type: none"> Life annuity with a 5-year guarantee 50%, 75%, 100% joint and survivor with a 5-year guarantee 50%, 100% non-spousal joint and survivor with a 5-year guarantee <u>Non-Plastics</u> <ul style="list-style-type: none"> Life annuity with a 6-year guarantee Life annuity with a 6-year guarantee and a Social Security adjustment option 50%, 75%, 100% joint and survivor with a 6-year guarantee 50%, 100% non-spousal joint and survivor with a 6-year guarantee
• Optional form conversion factors	Mortality table: 1971 GAM, blended 66⅔% male rates and 33⅓% female rates for participants and blended 66⅔% female rates and 33⅓% male rates for beneficiaries. Interest rate: 7%
• Assumptions for Social Security adjustment option ¹	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates. Interest rate: 7%

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuitySocial Security Level Income50%, 100% non-spousal joint and survivorLump sum payment of employee contributions
<ul style="list-style-type: none">Optional form conversion factors	Same as the Anchor Hocking Service Retirement Plan Dated January 1, 1995.

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Bargaining Unit Participant	A Merged Plan Participant who was last employed in the Plant 26 Bargaining Unit of Anchor Hocking Corporation.
• Clerical Unit Participant	A Merged Plan Participant who was last employed in the Plant 3 Clerical Unit or Plant 15 Clerical Unit of Anchor Hocking Corporation.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Salaried Plan (Hourly Part) benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Salaried Plan (Hourly Part) benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service, or age 60.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by $\frac{1}{2}\%$ for each month before age 60; unreduced if a Clerical Unit Participant with age 55 and 30 years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Actuarial equivalent of Merged Plan Benefit Payable at NRD.</p>
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1988
Benefit Accrual Date	January 1, 1989

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Anchor Hocking Hourly Plan benefit formula.
• Plastics Participant	Any Merged Plan Participant who was employed by Plastics, Inc. at Coon Rapids, Minnesota on his last day of employment (or December 31, 1988, if earlier).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Anchor Hocking Hourly Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	<u>Plastics</u> Age 55. <u>Non-Plastics</u> Age 55 and 10 years of vesting service, or age 60.
• Benefit	<u>Retirement from active status - Plastics</u> Merged Plan Benefit reduced by 3/5% for each month before NRD. <u>Retirement from active status – Non-Plastics</u> Merged Plan Benefit reduced by 1/2% for each month before age 60; no reduction if 30 years of vesting service. <u>Retirement from deferred vested status</u> Actuarial equivalent of Merged Plan Benefit payable at NRD.

Schedule SB, Part V — Summary of Plan Provisions

Deferred Vested

- | | |
|---------------|---|
| • Eligibility | The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times. |
| • Benefit | Normal retirement benefit with above reduction factors for early retirement. |
-

Pre-retirement death

- | | |
|-----------|---|
| • Benefit | Survivor annuity portion of 50% qualified joint and survivor annuity with a 6-year guarantee (5-year for Plastics). |
|-----------|---|
-

Form of Benefit

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Form of benefits

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1990
Significant events that occurred during the year	None.
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Moldcraft Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Moldcraft Plan benefit formula as of the Merged Plan Freeze Date.
• Moldcraft Plan	The Contributory Pension Plan for the Hourly-Paid Employees of the Moldcraft Division of Anchor Hocking Plastic Packaging, Inc. as in existence on the Plan Merger Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 62 and 10 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement. Participants with 5 or more years of vesting service are entitled to commence their deferred vested benefit at age 62.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	Life annuity 50%, 75% joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAM, blended 66 2/3% male rates and 33 1/3% female rates for participants and blended 66 2/3% female rates and 33 1/3% male rates for beneficiaries. Interest rate: 7%

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

Plan Merger Date	May 30, 1997										
Merged Plan Freeze Date	May 30, 1997										
Benefit Accrual Date	May 31, 1997										
Definitions											
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.										
• Kirsch Salaried Plan	The portion of the Salaried Employees' Retirement Plan of Cooper Industries, Inc., (the "Cooper Plan") attributable to the Employees and former employees of Kirsch, Inc. who participated in the Cooper Plan on the Plan Merger Date.										
• Merged Plan Participant	Any person who earned an accrued benefit under the Kirsch Salaried Plan benefit formula.										
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Kirsch Salaried Plan benefit formula as of the Merged Plan Freeze Date.										
Normal retirement											
• Eligibility	Age 65.										
• Benefit	Merged Plan Benefit.										
Early retirement											
• Eligibility	Age 55 and 10 years of vesting service.										
• Benefit	Merged Plan Benefit without reduction for early retirement.										
Deferred vested											
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be a percentage of such Merged Plan Participant's Merged Plan Benefit determined on the basis of the Merged Plan Participant's number of Years of Service according to the following schedule:										
	<table> <tr> <th>Years of Vesting Service</th><th>Percentage</th></tr> <tr> <td>Less than 3</td><td>0%</td></tr> <tr> <td>3</td><td>33%</td></tr> <tr> <td>4</td><td>67%</td></tr> <tr> <td>5 or more</td><td>100%</td></tr> </table>	Years of Vesting Service	Percentage	Less than 3	0%	3	33%	4	67%	5 or more	100%
Years of Vesting Service	Percentage										
Less than 3	0%										
3	33%										
4	67%										
5 or more	100%										
• Benefit	Vested portion of Merged Plan Benefit.										
Pre-retirement death											
• Benefit	Full benefit payable as a life annuity or lump sum.										

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 31, 1992 for non-collectively bargained employees of Rubbermaid Office Products, or June 13, 1997 for all other.
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Bargained Plan	The Eldon Industries Incorporated 1984 Restated Pension Plan, which was merged into the Rubbermaid Plan on August 1, 1992.
• Non-Bargained Plan	The Eldon Industries Incorporated 1984 Restated Retirement Plan, which was merged into the Rubbermaid Plan on December 31, 1992.
• Merged Plan Participant	Any person who earned an accrued benefit under the Bargained Plan benefit formula or the Non-Bargained Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Bargained or Non-Bargained Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65 with respect to a Merged Plan Benefit accrued under the Bargained Plan. Social Security Retirement Age with respect to a Merged Plan Benefit accrued under the Non-Bargained Plan.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<u>Retirement from active status – Bargained Plan Benefits</u> Merged Plan Benefit reduced by 4/10% for each month before NRD. <u>Retirement from active status – Non-Bargained Plan Benefits</u> Merged Plan Benefit reduced by 6-2/3% for each of the first five years before NRD, and 3-1/3% for each of the next five years before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • Life annuity with a 20-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum
• Optional form conversion factors	Mortality table: 1971 GAM blended 80% male rates and 20% female rates. Interest rate: 8%

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

Plan Merger Date	April 1, 1996
Merged Plan Freeze Date	March 31, 1996
Benefit Accrual Date	April 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Merged Plan Participant	Any person who had earned an accrued benefit under the Berol Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Berol Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	The later of age 65 or 5th anniversary of participation.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit payable at NRD reduced by ½% for each month prior to NRD. No reduction for retirements on or after age 62.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Late retirement	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

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

Miscellaneous

• Adjustment Factor Tables for Empire Berol Corporation Revised Basic Pension Plan	Qualified joint and 50% survivor annuity, joint and 50% survivor annuity, non-spousal joint and 50% survivor annuity forms:				
	<u>Difference in Spouse's/Joint Annuitant's Age</u>	<u>Merged Plan Participant's Age</u>			
		<u>55 to 57</u>	<u>58 to 60</u>	<u>61 to 63</u>	<u>64+</u>
	Years Younger				
	18+	89%	87%	85%	83%
	13 to 17	90%	88%	87%	85%
	8 to 12	91%	90%	88%	87%
	3 to 7	93%	92%	90%	89%
	0 to 2	94%	93%	92%	91%
	Years Older				
	0 to 2	94%	93%	92%	91%
	3 to 7	95%	95%	94%	93%
	8 to 12	97%	96%	96%	95%
	13 to 17	98%	97%	97%	97%
	18+	99%	99%	98%	98%
	Qualified joint and 75% survivor annuity, joint and 75% survivor annuity, non-spousal joint and 75% survivor annuity forms:				

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

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

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

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

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

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

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Lewisburg Plan	Faber-Castell Retirement Plan for Lewisburg Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Lewisburg Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Lewisburg Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before NRD, ½% for each month for next 36 months before age 62, and 3/10% for each month prior to age 59.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	<ul style="list-style-type: none">• Life annuity with a 10-year guarantee• 50%, 75%, 100% joint and survivor• 50%, 100% non-spousal joint and survivor Fewer options are available if a participant commences a deferred vested benefit.
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• Optional form conversion factors	<p>50% Qualified Joint and Survivor annuity / J&S: 0.97 plus (minus) 0.004 for each year in excess of 3 by which the spouse/joint annuitant is older (younger) than the participant, but not more than 0.999.</p> <p>100% Qualified Joint and Survivor annuity /J&S: 0.87 plus (minus) 0.006 for each year by which the spouse/joint annuitant is older (younger) than the participant, but not more than 0.999.</p> <p>75% Qualified Joint and Survivor annuity /J&S form: Interpolate based on the above.</p>
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Schedule SB, Part V — Summary of Plan Provisions**FABER-CASTELL RETIREMENT PLAN FOR NEWARK HOURLY EMPLOYEES**

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Faber-Castell Salaried Plan	Faber-Castell Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Faber-Castell Salaried Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Faber-Castell Salaried Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 24 months before age 64, 4/10% for each month for the next 24 months before age 62, and 7/20% for each month before age 60.</p> <p><u>Retirement from deferred vested status</u></p> <p>Merged Plan Benefit reduced by 7/10% for each month for the first 36 months before age 65, ½% for each month for the next 36 months before age 62, and 3/10% for each month prior to age 59.</p>
Late retirement	
• Benefit	Merged Plan Benefit increased by 3/4% per month from NRD to late retirement date.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	September 14, 1985
Merged Plan Freeze Date	June 30, 1985
Benefit Accrual Date	July 1, 1985
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Foley Hourly Plan	The Foley Company Retirement Plan for Factory Hourly Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Foley Hourly Plan benefit formula and who was previously employed by Foley-ASC, Inc.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Foley Hourly Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 10 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by ½% for each month before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor

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

Plan Merger Date	January 1, 1995
Merged Plan Freeze Date	December 31, 1994
Benefit Accrual Date	January 1, 1995
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Goody Hourly Plan	Goody Products, Inc. Pension Plan for Certain Hourly Paid Employees as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Goody Hourly Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Goody Hourly Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	The later of age 65 and 5 years of vesting service.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u> Merged Plan Benefit payable at Normal Retirement Date reduced by ½% each month before NRD.</p> <p><u>Retirement from deferred vested status</u> Same as active early reduction factors.</p>
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Disability	
• Eligibility	Disabled under Social Security with a disability commencement date within 6 months of company-approved medical or disability leave of absence, and 10 years of vesting service.
• Benefit	Merged Plan Benefit without reduction for early commencement.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none">• Life annuity• Life annuity with a 5-year guarantee• Life annuity with a 10-year guarantee• 50%, 75%, 100% joint and survivor• 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1951 GATT, male rates, projected to 1965 by Scale C, and set back 5 years for spouse/joint annuitants Interest rate: 5.5%

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 31, 1995
Merged Plan Freeze Date	September 30, 1997
Benefit Accrual Date	October 1, 1999

Definitions

• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Home Fashions Plan	Home Fashions, Inc. Hourly Employees Retirement Plan as in existence on the Plan Merger Date.
• Del Mar Plan	Retirement Plan and Trust of Employees of Del Mar Window Coverings as previously merged into the Home Fashions Plan.
• Merged Plan Participant	Any person who earned an accrued benefit under the Home Fashions Plan benefit formula (including under the Del Mar Plan benefit formula).
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Home Fashions Plan benefit formula as of the Merged Plan Freeze Date.

Normal retirement

• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.

Early retirement

• Eligibility	Age 55 and 5 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by ½% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as retirement from active status.</p>

Deferred vested

• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

Disability

- | | |
|---------------|---|
| • Eligibility | Disabled according to the plan before NRD, with at least 45 years of age and 5 years of vesting service. |
| • Benefit | Merged Plan Benefit without reduction for early commencement.
However, there is reduction for early commencement if the benefit was accrued in the Del Mar Plan. |
-

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | <p><u>Non Plastic</u>
6-year certain and life</p> <p><u>Plastic</u>
5-year certain & life</p> |
| • Automatic form for married participants | Qualified joint and 50% survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee (Plastics only) • Life annuity with a 6-year guarantee (non-Plastics only) • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor • Lump sum <p>Fewer options are available if a participant commences a disability retirement benefit.</p> |
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Schedule SB, Part V — Summary of Plan Provisions

- Optional form conversion factors

Standard Actuarial Assumptions

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

Interest rate: 6.5%

Special adjustment factors for QJSA/J&S forms:

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

50% survivor annuity: 0.85

100% survivor annuity: 0.75

75% survivor annuity: Interpolate based on the above

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

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Life annuity • 55%, 75% joint and survivor
• Optional form conversion factors	55% QJSA/J&S Form: 0.95 plus (minus) 0.05 for each year in excess of 5 by which the spouse/joint annuitant is older (younger) than the participant. 75% QJSA/J&S form: Interpolate based on the above.

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

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

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

- Eligibility

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

For participants hired before January 1, 1989:

Years of Vesting Service	Percentage
Less than 4	0%
4	40%
5 or more	100%
- Benefit

Normal retirement benefit with above reduction factors for early retirement.

Disability

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

Form of benefits

•	Automatic form for unmarried participants	6-year certain & life (5-year for Plastics Participants)
•	Automatic form for married participants	Qualified joint and 50% survivor annuity
•	Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
•	Optional form conversion factors	<p>Mortality table: UP 1984 mortality table set back 2 years</p> <p>Interest rate: 8%</p>

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

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	December 31, 1991
Benefit Accrual Date	January 1, 1991
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Phoenix Plan	The Pension Plan for the Hourly Employees of the Phoenix Glass Plant of Anchor Hocking Corporation as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Phoenix Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Phoenix Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 3/5% per month from NRD. No early retirement reduction for those retiring on or after age 62 with 30 or more years of vesting service.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors.</p>
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Pre-retirement death	
• Benefit	Qualified joint and 50% survivor annuity with a 6-year guarantee (5-year for Merged Plan Participants who retired or terminated before the first Monday in September 1984).

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 1, 1998
Merged Plan Freeze Date	April 30, 1999
Benefit Accrual Date	May 1, 1999
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Rolodex de Puerto Rico Plan	The Retirement Plan for Employees of Rolodex de Puerto Rico, Inc. as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rolodex de Puerto Rico Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rolodex de Puerto Rico Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 60 and 10 years of vesting service.
• Benefit	<p><u>Retirement from active status</u></p> <p>Merged Plan Benefit reduced by 1/3% for each month before NRD.</p> <p><u>Retirement from deferred vested status</u></p> <p>Same as active early reduction factors if payment commence on or after age 60.</p>
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	<p>Normal retirement benefit with above reduction factors for early retirement if payments commence on or after age 60.</p> <p>Actuarial equivalent of Merged Plan Benefit if payments commence before age 60.</p>
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Life annuity10-year certain and life annuityLife annuity with Social Security Adjustment Option50%, 75%, 100% joint and survivor annuity50%, 100% non-spousal joint and survivorLump sum
<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality table: 1971 GAM, blended 50% male rates and 50% female rates, with rates set back 1 year for males and 6 years for females.</p> <p>Interest rate: 6%</p>

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

Plan Merger Date	December 31, 2003
Merged Plan Freeze Date	December 3, 1999
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Rubbermaid Plan	The portion of the Rubbermaid Employee's Pension Plan as in existence on the Plan Merger Date applicable to participants who had accrued a benefit under the Rubbermaid Salaried Employees' Pension Plan or the Salaried Employees Pension Plan For Related Companies of Rubbermaid Incorporated.
• Merged Plan Participant	Any person who earned an accrued benefit under the Rubbermaid Plan benefit formula as of the Plan Merger Date.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Rubbermaid Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65. The September 30th nearest age 65 for those who became participants in the Rubbermaid Plan before July 1, 1976.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 15 years of vesting service.
• Benefit	<u>Retirement from active status</u> Merged Plan Benefit reduced by 1/180 for each month for the first 60 months before NRD, and 1/360 for each month for the next 60 months before NRD. <u>Retirement from deferred vested status</u> Same as active early reduction factors if retirement occurs within 10 years of NRD; further reduced with actuarial equivalence for commencement more than 10 years before NRD.
Late retirement	
• Benefit	Normal retirement benefit increased by 0.10% per month from NRD to late retirement date.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Plan Merger Date	December 1, 1992																								
Merged Plan Freeze Date	December 31, 1992																								
Benefit Accrual Date	December 1, 1992																								
Definitions																									
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.																								
• Sanford Salaried Plan	The Sanford Corporation Retirement Plan for Salaried Employees as in existence on the Plan Merger Date.																								
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Salaried Plan benefit formula.																								
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Salaried Plan benefit formula as of the Merged Plan Freeze Date.																								
Normal retirement																									
• Eligibility	Age 65.																								
• Benefit	Merged Plan Benefit.																								
Early retirement																									
• Eligibility	Age 55 and 20 years of vesting service.																								
• Benefit	<u>Retirement from active status</u>																								
	<table> <tr> <th>Years Prior to NRD</th><th>Percentage</th></tr> <tr><td>0</td><td>100.0%</td></tr> <tr><td>1</td><td>91.3%</td></tr> <tr><td>2</td><td>83.4%</td></tr> <tr><td>3</td><td>76.4%</td></tr> <tr><td>4</td><td>70.1%</td></tr> <tr><td>5</td><td>64.5%</td></tr> <tr><td>6</td><td>59.3%</td></tr> <tr><td>7</td><td>54.7%</td></tr> <tr><td>8</td><td>50.5%</td></tr> <tr><td>9</td><td>46.6%</td></tr> <tr><td>10</td><td>43.2%</td></tr> </table>	Years Prior to NRD	Percentage	0	100.0%	1	91.3%	2	83.4%	3	76.4%	4	70.1%	5	64.5%	6	59.3%	7	54.7%	8	50.5%	9	46.6%	10	43.2%
Years Prior to NRD	Percentage																								
0	100.0%																								
1	91.3%																								
2	83.4%																								
3	76.4%																								
4	70.1%																								
5	64.5%																								
6	59.3%																								
7	54.7%																								
8	50.5%																								
9	46.6%																								
10	43.2%																								
	<u>Retirement from deferred vested status</u>																								
	Same as active early reduction factors																								

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%

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

Plan Merger Date	December 1, 1992
Merged Plan Freeze Date	December 3, 1992
Benefit Accrual Date	December 1, 1992
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Sanford Union Plan	The Sanford Corporation Union Pension Plan as in existence on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Sanford Union Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Sanford Union Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Age 55 and 20 years of vesting service.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	The vested portion of any Merged Plan Participant's Merged Plan Benefit shall be 100% at all times.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • 50%, 75% joint and survivor • 50% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1971 GAT, male rates, set back 6 years for participants Interest rate: 6%

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Retirement from active status

Years Prior to NRD	Percentage
0	100.0%
1	93.3%
2	86.7%
3	80.0%

Retirement from deferred vested status

Same as active early reduction factors.

Schedule SB, Part V — Summary of Plan Provisions

Late retirement

- Benefit Merged Plan Benefit increased as follows:
Late Retirement Payment Schedule

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

Deferred vested

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

Plan Merger Date	September 1, 1991
Merged Plan Freeze Date	November 30, 1989
Definitions	
• Accrual Service Credit	Merged Plan Participants did not participate in the Plan following the Merged Plan Freeze Date.
• Wright Plan	The Wm. E. Wright Co. Pension Plan, which was merged into the Anchor Hocking Service Retirement Plan dated January 1, 1955 ("the 1-1-55 Plan"), on the Plan Merger Date.
• Merged Plan Participant	Any person who earned an accrued benefit under the Wright Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the Wright Plan benefit formula as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	Earlier of age 55 and 15 years of vesting service, and age 60.
• Benefit	Actuarial equivalent of Merged Plan Benefit.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity • Life annuity with a 10-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 66 2/3% non-spousal joint and survivor annuity • Lump sum of benefit payable pursuant to an annuity contract previously purchased to fund the plan
• Optional form conversion factors	As specified in the Wm. E. Wright Plan document as in effect on November 31, 1989.

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

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

Schedule SB, Part V — Summary of Plan Provisions

Freeze Date	Previous Plans: Plans under Sunbeam Products, Inc. Consolidated Retirement Plan prior to December 31, 2005:
<ul style="list-style-type: none"> 07/15/86 07/15/86 11/13/86 07/30/85 06/13/85 01/01/87 06/23/87 11/31/86 12/19/85 01/01/86 03/31/79 03/30/76 07/03/79 	<ul style="list-style-type: none"> Burton Silverplating Company – Salaried Burton Plating Company – Hourly F.W. Bell, Inc. – Salaried Chemetron Fire Systems, Inc. – Salaried and Non-Bargaining Allied Healthcare (Chemetron Corp.) – Salaried and Non-Bargaining True Temper Corp. – Salaried Bally Engineered Structures – Salaried Continental Testing – Salaried True Temper – Hourly (USW) Allegheny – Hourly Retired Chemetron – Hammon Precision Allegheny – Salaried Ajax Forging – Salaried
<ul style="list-style-type: none"> 05/01/79 07/01/83 11/26/85 03/14/86 12/81 11/74 05/02/77 12/17/82 & 04/30/86 	<ul style="list-style-type: none"> Ajax Forging – Hourly Sunbeam Corp. – Hourly (Former John Zink Co.) Chemetron Fire Systems – AFL/CIO Carmet Company – Hourly Goddard – Hourly Good Steel Service – Salaried Carmet Company Amcarb Hourly Integrated Specialties – Spin-off of Ogallala Plan
<ul style="list-style-type: none"> Pre 86 Retirees and DVs only 06/87 Pre 86 Retirees and DVs only 04/03/86 Pre 86 Retirees and DVs only 12/26/86 07/01/87 09/03/87 09/03/87 	<ul style="list-style-type: none"> Chemetron – Railway – Salaried and Non-Bargaining Int'l Powder Metallurgy Division of Thermco – Salaried Kennedy Company – Salaried Carmet Company – Precision at Springfield, TN – Hourly Sciaky Bros., Inc. Arnold Engineering – Salaried IPM Division of Thermco – Columbus, OH – Hourly Sunbeam Corp. – Oster Hourly IAM#78 Sunbeam Corp. – Oster Hourly IBEW#1607
<ul style="list-style-type: none"> Merged 01/01/87 – Retirees and DVs Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only Pre 86 Retirees and DVs only 12/31/88 12/31/94 01/01/85 12/31/88 	<ul style="list-style-type: none"> Sunbeam Equipment – Hourly Carmet Division of Ill. Water Treatment – Salaried Sunbeam Corp. Subplan A – Salaried Sunbeam Corp. – Oster Division – Salaried Sunbeam Corp. – Dayton Facility – Hourly Sunbeam Corp. Oster Division – Cookeville Facility – Hourly Sunbeam Appliance Service Company (John Zink. Company) – Hourly Sunbeam Corp. – Tool and Die Unit – (John Zink. Company) – Hourly

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none"> • Merged 12/31/89 • 12/31/95 • 12/31/86 • 09/30/92 • Merged 12/31/89 – Frozen 02/18/88 • 09/30/92 	<ul style="list-style-type: none"> • Sunbeam Corp. Oster Division – McMinnville Facility – Hourly • Sunbeam Corp. – Southern Division – Hourly • Sunbeam Corp. (John Zink Company) – General Unit – Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Baraboo, WI – Hourly • Carmet Division – Salaried and Hourly • Sunbeam Corp. – Almet/Lawnlite, Inc. at Louisburg, NC – Hourly
<ul style="list-style-type: none"> • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 	<ul style="list-style-type: none"> • Sunbeam Corp. – Almet/Lawnlite, Inc. – Salaried • Sunbeam Corp. – Allegheny Inc. – Salaried • Sunbeam Corp. – Subplan A – Salaried • Sunbeam Corp. – Subplan B – Salaried • Sunbeam Corp. – Subplan C – Salaried • Sunbeam Corp. – Oster Division - Salaried
Freeze Date	Plans merged December 31, 2002:
<ul style="list-style-type: none"> • Plant closed 3/17/97 • Plant closed 1/12/97 • 12/31/89 	<ul style="list-style-type: none"> • Sunbeam Products, Inc. – Nacogdoches, TX, etc. – Hourly • Sunbeam Products, Inc. – Portland, TN – Hourly • Thermco Systems, Inc.
Changes since prior valuation	Maximum compensation and maximum benefit limits were updated from 2020 to 2021.

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

Effective date and plan year	January 1, 1976.
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Sponsoring employer	Sunbeam Americas Holdings, LTD.
Plan code	01883
Merger date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989.

Definitions

• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound by the provisions in effect on their Severance Dates.
• Eligibility	Nonunion hourly employees at the McMinnville, TN plant. Effective December 31, 2003, no new entrants are allowed into the plan.
• Service considered	Service from date of hire. Service after December 31, 2005 is not considered.
• Compensation considered	N/A
• Average annual compensation	N/A
• Vesting	Five years of service

Normal retirement

• Eligibility	Age 65 and five years of participation
• Benefit	\$13.00 per month per year of service on and after January 1, 1994 Plus \$12.00 per month per year of service prior to January 1, 1994 Accrued benefit payable at termination. Accrued benefits were frozen on December 31, 2005.

Early retirement

• Eligibility	Age 60 and 10 years of service.
• Benefit	Accrued benefit reduced 0.5% for each month benefit commencement precedes Normal Retirement Date.

Deferred vested

• Eligibility	Five years of service.
• Benefit	Accrued benefit payable at Normal Retirement Age or an early retirement benefit (reduced as above) if eligible.

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement		
• Eligibility	Age 65. For Pilots: Age 62.	
• Benefit	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earning in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years. B. 1.6% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.	
• Eligible Prior Plan Participants	An employee who was a participant in the plan as amended and in effect on December 31, 1977 and who had attained age 50 or completed at least 25 years of Service as of such date is eligible for the special benefits described below applicable to such participants.	
Early retirement		
• Eligibility	Basic	Age 55 and 10 Years of Service.
	Supplement	Age 55 and 30 Years of Service.
	70/80	a) 15 Years of Service; b) Age 55 and combined age and years of Service equals at least 70 or combined age and Years of Service equals at least 80; c) Employment with the Employer terminated by reason of permanent job elimination caused by either plant or department reorganization or plan or facility closing.
	60/10	Pilots who are not Eligible Prior Plan Participants (EPPPs), have attained age 60 and have 10 Years of Service.
	62/10	Age 62 and 10 Years of Service (applies only to EPPPs).
	60/10	Age 60 and 10 Years of Service (applies only to EPPPs).

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Basic

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

Supplement

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

70/80

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

Schedule SB, Part V — Summary of Plan Provisions**60/10 (Pilots only)**

Benefit commences at Early Retirement Date based on the Participant's Earnings and Social Security Benefit on the earlier of the Freeze Date or such date, and on the Eligible Service that he would have accumulated had he remained an Employee until age 65. In addition, he will also be entitled to a supplemental monthly pension of \$225 payable beginning with the month in which he retires until the month in which occurs his 62nd birthday, except that if he attains his 62nd birthday on the first day of a month, the supplemental payments will end with the month prior to the month in which his 62nd birthday occurs.

Deferred Vested

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

Pre-retirement death

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

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Single Life Annuity |
| • Automatic form for married participants | Qualified joint and 50% survivor annuity (QJSA) |
| • Optional forms | <ul style="list-style-type: none"> • Single life annuity • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant |
| • Optional forms conversion factors | As specified in Tables 1,2,3,4,5 and 6 in Appendix L of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document. |

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

Effective Date	January 1, 1984
Plan Code	05014
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Merger Date	This plan merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective December 31, 1989 and into the current plan as of December 31, 2002.
Definitions	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five years of Service.
Normal retirement	
• Eligibility	Age 65.
• Benefit	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of Social Security Benefit multiplied by years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>
Early retirement	
• Eligibility	<p>Basic Age 55 and ten years of Service.</p> <p>Supplement Age 55 and thirty years of Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p><u>Basic</u></p> <p>Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of benefit commencement precedes the Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date.</p> <p><u>Supplement</u></p> <p>Benefit payments will be reduced, instead of the reduction described above, by one-half of one percent for each month that the date of benefit commencement precedes the earlier of (a) the month in which occurs the Participant's 62nd birthday; or (b) the month in which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under the Social Security Act. Further, the participant will receive \$225 per month payable from the later of his early retirement date or the month early retirement payments begin until the earlier of (a) his death; (b) 62nd birthday; or (c) the date on which the participant becomes eligible, or upon application would become eligible, to receive old age benefits or disability insurance payments under Title II of the Social Security Act.</p>
Deferred Vested	
• Benefit	<p>Normal Retirement Benefit as described above based on Earnings, Service and Social Security Benefit on the earlier of the Freeze Date or participant's termination date but reduced by one-half of one percent for each month that the date of benefit commencement (which may not be before age 55) precedes Normal Retirement Date.</p>
Pre-retirement death	
• Benefit	<p>The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died. The spousal death benefit is payable only to a spouse to whom the Participant has been continuously married throughout the one year period ending on the Participant's death, unless the Participant dies (1) while employed by the Employer after having attained Normal Retirement Date or (2) after terminating service on or after Normal Retirement Date, but before commencing to receive pension payments from the plan.</p>
Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity (QJSA)

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	• Single life annuity. • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant
• Optional form conversion factors	As specified in Tables 1, 2, 3 and 4 in Appendix M of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

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

Effective Date	January 1, 1982
Plan Code	09101
History	The plan was merged into and became part of the Pension Plan for Employees of Sunbeam Products, Inc. effective June 29, 1994 and part of the current plan as of December 31, 2002.
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to January 1, 1984 shall be bound in all respects by the provisions of the plan as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
Normal retirement	
• Eligibility	Age 65
• Benefit	<p>For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below.</p> <p>A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years.</p> <p>B. 1.6% of Final Average Earnings multiplied by his year of Eligible Service (including fractional years) not in excess of 35 years minus 1.6% of his Social Security Benefit multiplied by his years of Eligible Service (including fractional years) not in excess of 35 years plus 0.5% of Final Average Earnings multiplied by his years of Eligible Service (including fractional years) in excess of 35 years. For purposes of B, Eligible Service after 12/31/88 shall be disregarded.</p>
Early retirement	
• Eligibility	<p>Basic Age 55 and ten years of Service.</p> <p>Supplement Age 55 and thirty years of Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Basic

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

Supplement

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

70/80

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

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested

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

Pre-retirement death

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

Form of benefits

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

Effective Date	July 1, 1983
Plan Code	05007
Freeze Date	December 31, 1990
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.

Definitions

• Applicability	These provisions apply only to Employees who complete an Hour of Service on or after January 1, 1984. Employees whose Severance Date occurred prior to December 31, 1984 shall be bound in all respects by the provisions of the plan document as in effect on their Severance Dates. This plan is not applicable to Employees who retired or terminated service prior to January 1, 1986 or to the surviving spouses or other beneficiaries of such employees. This plan was merged into the current plan as of December 31, 2002.
• Vesting	For Employees whose Severance Date was prior to January 1, 1989, ten Years of Service. For Employees whose Severance Date is or was on or after January 1, 1989, five Years of Service.
• Benefit Accrual Service	No service credit after the Freeze Date or after normal retirement date for Employees who have not completed an Hour of Service on or after January 1, 1988.

Normal retirement

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

Schedule SB, Part V — Summary of Plan Provisions

Early retirement

• Eligibility

Basic

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

Supplement

Age 55 and thirty years of Service.

• Benefit

Basic

Benefit commences at (a) Early Retirement Date based on the Participant's Final Average Earnings, Eligible Service and Social Security Benefit as of the earlier of the Freeze Date or such date, but reduced by one-half of one percent for each month that the date of his benefit commencement precedes his Normal Retirement Date, or (b) in an unreduced amount beginning on Normal Retirement Date. Participants retiring on their early retirement date who were participants in the plan as in effect as of December 31, 1983 are entitled to a guaranteed benefit which will be the greater of (a) or (b):

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

Supplement

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

Effective date	October 1, 1986
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.

Definitions

• Eligibility	Participation begins on the first of the month coincident with or next following attainment of age 21 and completion of one year of Credited Service.
• Vesting Service	Vesting Service for eligibility and vesting purposes consists of a participant's period of employment after attainment of age 18. Years of service with the predecessor employer, Diamond Match Company, shall be included.
• Credited Service	Credited Service for calculation of benefits begins on the later of the plan's effective date (10/01/1986) or the date the employee becomes a participant in the plan. Credited Service is measured using elapsed time, with partial months of 15 days or more rounded to the next month. Effective 11/1/1988 for Dixfield employees and 9/30/1989 for Cloquet employees, no additional Credited Service is earned under the plan.
• Accrued Benefit	A monthly benefit payable at Normal Retirement Date calculated in the same manner as the Normal Retirement Benefit but using Credited Service as of the date of determination. Note: 1) <u>Cloquet, MN facility</u> : Benefit accruals were frozen as of 9/30/1989. 2) <u>Dixfield, Maine facility</u> : Benefit accruals were frozen as of 11/1/1988.

Normal retirement

• Eligibility	First day of the month coincident with or next following attainment of age 65.
• Benefit	A monthly benefit payable at Normal Retirement Date equal to: A) <u>Cloquet, MN Facility (IUOE)</u> : \$12.25 times years of Credited Service prior to 1/1/1987; plus \$12.75 times years of Credited Service from 1/1/1987 to 12/31/1987; plus \$13.25 times years of Credited Service on or after 1/1/1988. B) <u>Dixfield, Maine Facility (UUPIU)</u> : \$9.50 times years of Credited Service. Note: 1) <u>Cloquet, MN facility</u> : Benefit accruals were frozen as of 9/30/1989. 2) <u>Dixfield, Maine Facility</u> : Benefit accruals were frozen as of 11/1/1988.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	First day of the month coincident with or next following attainment of age 55, and completion of 5 years of vesting service.
• Benefit	<p>Accrued Benefit actuarially reduced for payments beginning before Normal Retirement Date.</p> <p>If actuarially possible, a participant may elect to receive a converted portion of his retirement benefit to begin at early retirement date and which shall provide for payment at a certain rate prior to his normal retirement date and at a reduced rate thereafter; such benefit to be determined in accordance with the preceding paragraph and subject to further adjustment so that the difference in annual amounts payable before and after his normal retirement date shall equal as nearly as possible to estimated annual primary insurance benefit payable to him under the Social Security law at age 65, notwithstanding that he shall elect to receive such insurance benefit at an age earlier than 65, pursuant to the Social Security law then in effect.</p>
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Accrued Benefit payable at Normal Retirement Date. Payments may commence as early as age 55, with Accrued Benefit actuarially reduced for the payments commencing prior to Normal Retirement Date.
Disability	
• Benefit	Upon disability, as determined by a qualified physician selected by the employer, after qualification for a Social Security disability benefit, provided the participant completes a greater number of full years of employment than the number of full years between separation from employment and normal retirement date. Disability Benefit is a monthly benefit commencing five consecutive months after date of disability equal to the Participant's Accrued Benefit, reduced by weekly Workman's Compensation or similar benefits (unless the payment is made as reimbursement for medical expenses or in a lump sum).
Pre-retirement death	
• Benefit	If a vested participant dies prior to retirement and has been married one year or more, a qualified pre-retirement Survivor Annuity will be payable to the surviving spouse. Any Death Benefit payable after retirement benefits have begun to the Participant will be in accordance with the optional form of benefit payments selected by the Participant.

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

-
- Optional form conversion factors
 - 50% Joint & Survivor Annuity:
90% increased/decreased by 0.5% for each year by which the contingent annuitant is older/younger than the participant.
 - 75% Joint & Survivor Annuity:
86% increased/decreased by 0.65% for each year by which the contingent annuitant is older/younger than the participant.
 - 100% Joint & Survivor Annuity:
82% increased/decreased by 0.8% for each year by which the contingent annuitant is older/younger than the participant.
 - For contingent annuitants 15 years or more older/younger than the participant, and all other purposes:
The 1971 Group Annuity Mortality Table projected to 1975 with Scale B, with a 1 1/2 –year setback, and an interest rate of 8% per year.
-

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

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

Schedule SB, Part V — Summary of Plan Provisions

- Service considered

Vesting Service

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

Credited Service

The sum of (A) and (B):

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

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

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

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

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

Normal retirement

- Eligibility Age 65
-

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

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

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

Monthly accruals were frozen effective December 31, 2003.

Early retirement

- Eligibility Age 55 and one year of Credited Service or 30 years of Vesting Service
 - Benefit A participant who terminates on or after attaining early retirement age may receive the accrued normal retirement benefit, reduced by 0.6% for each month by which the early retirement date precedes age 62.
-

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Normal retirement

- Eligibility Age 65.
- Benefit The annual accrued benefit is defined as follows:
For each year of service up to 35 years, the participant accrues:
(a) 1.20% of earnings for the plan year up to covered compensation, plus
(b) 1.85% of earnings for the plan year in excess of covered compensation.
For each year of service after 35 years, the participant accrues 1.2% of earnings. Benefits were frozen as of December 31, 1998.

Early retirement

- Eligibility Age 55 and 10 years of vesting service.
- Benefit The accrued benefit as defined above reduced by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months by which commencement precedes normal retirement age.

Deferred vested

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

Pre-retirement death

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

Post-retirement death

- Benefit As set forth in option selected.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint and Survivor Annuity
- Optional forms 5, 10, 15-Year Certain and Life
66-2/3%, 75%, 100% Joint and Survivor
- Optional form conversion factors Mortality Table: 1971 Group Annuity Mortality Table for males set back one year for participants and five years for beneficiaries.
Interest rate: 7%

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

Early Retirement	
• Eligibility	Age 55 and 1 year of Credited Service or 30 years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit reduced by actuarial reduction to Social Security retirement age if benefits commence prior to Social Security retirement age less three years.
Deferred Vested	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued Predecessor Normal Retirement benefit payable at age 55. Early commencement may begin as early as age 55 with actuarial reduction from age 65.
Disability	
• Eligibility	Eligible to receive benefits under the Company's Long-Term Disability Income Plan.
• Benefit	Benefit payable at Normal Retirement Age with final average pay calculated as of the date of disability and credited service as if the participant had remained active to his or her Normal Retirement Date.
Pre-retirement Death	
• Benefit	The amount which the surviving spouse would have received if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died.
Form of Benefits	
• Automatic form for unmarried participants	Life Annuity payable monthly
• Automatic form for married participants	50% Joint and Survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Single life annuity • 5, 10 year certain and life • 50% and 100% contingent annuitant • Level income • Lump sum for non-highly compensated Cash Accumulation Plan Participants after 12/31/2003
• Optional form conversion factors	Mortality Table: The 1971 Male Group Annuity Table with a two-year setback Interest Rate: 6%

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

<ul style="list-style-type: none"> Opening balance calculation 	<p>The December 31, 1998, accrued benefit was converted into a lump sum based on the following assumptions:</p> <p>Interest rate: 7%</p> <p>Mortality: 1983 Group Annuity Mortality Table (50/50 Male/Female Weighting)</p> <p>Retirement age: 65</p>																		
<ul style="list-style-type: none"> Pay Credits 	<p>Eligibility – 10 years of service or 45 points and 5 years of vesting service</p> <p>Amount – According to the following schedule:</p> <table data-bbox="795 630 1218 1029"> <thead> <tr> <th>Unit Points</th><th>Pay Credits</th></tr> </thead> <tbody> <tr> <td>Under 55</td><td>3.75%</td></tr> <tr> <td>55 – 59</td><td>4.25%</td></tr> <tr> <td>60 – 64</td><td>5.00%</td></tr> <tr> <td>65 – 69</td><td>6.00%</td></tr> <tr> <td>70 – 74</td><td>7.00%</td></tr> <tr> <td>75 – 79</td><td>8.00%</td></tr> <tr> <td>80 – 84</td><td>9.00%</td></tr> <tr> <td>85 and Over</td><td>10.00%</td></tr> </tbody> </table> <p>Pay credits are earned for a complete year of service during the calendar year, based on elapsed time. However, participants who terminate with one year of service and are age 55 or have at least 30 years of service, die or become totally and permanently disabled will get a pay credit for the final partial year of service.</p> <p>Unit Points are determined at the beginning of the year (1/1) and are equal to age plus vesting service in complete years.</p>	Unit Points	Pay Credits	Under 55	3.75%	55 – 59	4.25%	60 – 64	5.00%	65 – 69	6.00%	70 – 74	7.00%	75 – 79	8.00%	80 – 84	9.00%	85 and Over	10.00%
Unit Points	Pay Credits																		
Under 55	3.75%																		
55 – 59	4.25%																		
60 – 64	5.00%																		
65 – 69	6.00%																		
70 – 74	7.00%																		
75 – 79	8.00%																		
80 – 84	9.00%																		
85 and Over	10.00%																		
<ul style="list-style-type: none"> Interest credits 	<p>Average yield on 30-year Treasuries for the November preceding the plan year, subject to a minimum of 5% and maximum of 9%.</p>																		
<ul style="list-style-type: none"> Cash balance account 	<p>Equal to the prior year cash balance account plus pay credits and interest credits earned during the year.</p>																		
<ul style="list-style-type: none"> Wear-away protection 	<p>The lump sum payable at retirement is the greater of (a) or (b):</p> <ol style="list-style-type: none"> The cash balance account. The lump-sum value of the December 31, 1998 accrued benefit plus the pay credits with interest. 																		
<ul style="list-style-type: none"> Lump-sum basis 	<p>Minimum prescribed under the Pension Protection Act (PPA) based on segment rates with a two month look back.</p>																		
<ul style="list-style-type: none"> Annuity conversion 	<p>Applicable mortality table specified in Section 417(e)(3)(B) of the Code, and applicable interest rate specified in Section 417(e)(3)(C) of the Code for the month of November.</p>																		

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

Effective dates	Original Plan: December 1, 1973 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Covered employees	Any person employed by K2.
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: Years and months of uninterrupted employment as a covered employee.
• Compensation	The salary, wages, overtime pay, commissions, bonuses, and similar forms of incentive compensation actually paid by the company to the employee during the calendar year (not exceeding \$50,000 for sales managers and \$35,000 for salesmen of the Anthony Plan, and limited by the pensionable earnings cap.)
• Average Compensation	The average of the highest five consecutive years of annual compensation paid to an employee.
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of benefit service and average annual five-year compensation at termination.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), (2), or (3): (1) 1% of average five-year compensation times years of service up to 35 years. (2) \$120 times years of service (3) 37.5% of average five-year compensation (reduced by 1979 Social Security covered compensation) reduced ratable over 25 years for years of service on June 1, 1996.
Early retirement	
• Benefit	Monthly pension benefit determined at the early retirement date. The reduction for early commencement of benefits is 7% for each year before age 65 up to five years, and 5% for each year before age 60. In addition, the accrued benefit and early retirement factors as of June 1, 1996 are grandfathered, and will apply if greater than the accrued benefit and early retirement factors under the plan after June 1, 1996.

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Monthly pension benefit payable at age 65, based on benefit service earned while on disability up to age 65 and average monthly earnings at a disability date.
Pre-retirement death	
• Benefit	In the event of the death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially Equivalent 50% Joint and Survivor
• Optional forms	Single Life Annuity 50%, 66-2/3%, 100% Joint and Survivor Annuity 10, 15-year Certain and Life Annuity
• Optional form conversion factors	10-Year Certain and Life: 95% 15-Year Certain and Life: 91% 50% Joint & Survivor Annuity: 91% increased/decreased by 4/10 of 1% for each year by which the contingent annuitant is older/younger than the participant 66-2/3% Joint and Survivor Annuity: 88% increased/decreased by 6/10 of 1% for each year by which the contingent annuitant is older/younger than the participant. 100% Joint & Survivor Annuity: 83% increased/decreased by 7/10 of 1% for each year by which the contingent annuitant is older/younger than the participant

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

Effective dates	Original Plan: December 1, 1967 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Employee	Any person employed by K2.
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of Service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: The aggregate of an employee's periods of pensionable service.
• Compensation	Employee's regular basic monthly rate of earnings, excluding commissions, bonuses, maintenance, overtime, and other extra compensation while employed by a company (not exceeding \$50,000 for salesmen and \$75,000 for sales managers of fishing tackle division, and limited by the pensionable earnings cap). Monthly earnings shall be determined on each Accounting Date and remain in effect for all plan purposes until the next Accounting Date.
• Average compensation	The highest average monthly earnings as determined on any five consecutive accounting dates of the ten accounting dates coinciding with or immediately preceding the member's termination, disability retirement, early retirement, or actual retirement date.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
• Accrued benefit	Monthly pension benefit determined as of termination date, reduced 0.5% for each month that commencement precedes the participant's 62nd birthday.
Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), or (2) (1) 1.4% of average monthly earning times benefit service. (2) \$5 times benefit service But not more than (3): (3) 60% of average monthly earnings.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Benefit	Monthly pension benefit determined at the early retirement date, reduced 0.5% for each month that commencement precedes the 62nd birthday.
Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Monthly pension benefit, based on credited service earned while on disability up to age 64 and average monthly earnings at disability date. If participant is eligible for early retirement, he may elect a benefit payable immediately based on service up to commencement date, subject to the same reductions for early retirement benefits.
Pre-retirement death	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 60% joint and survivor with 120 months certain benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	10-Year Certain and Life
• Automatic form for married participants	Joint and 60% Survivor Annuity with 10-Year Certain
• Optional forms	10-Year Certain and Life Lump sum
• Optional form conversion factors	10-Year Certain and Life to JS60% with 10-Year Certain: 90% increased/decreased by 1% for each year by which the contingent annuitant is older/younger than the participant (maximum adjustment is 7%).

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

Effective date	Original Plan: April 1, 1977 Frozen to Future Accruals as of August 31, 2004																		
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.																		
Definitions																			
• Covered employees	Any person employed by K2																		
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None																		
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.																		
• Year of service	Benefit Accrual: For service prior to April 1, 1977, service after age 22. For service according to the following schedule: Hours of Service with the Company During the <table> <tr> <th>Plan Year</th><th>Years of Benefit Service</th></tr> <tr> <td>1,600 – 1,699</td><td>16/17th</td></tr> <tr> <td>1,500 – 1,599</td><td>15/17th</td></tr> <tr> <td>1,400 – 1,499</td><td>14/17th</td></tr> <tr> <td>1,300 – 1,399</td><td>13/17th</td></tr> <tr> <td>1,200 – 1,299</td><td>12/17th</td></tr> <tr> <td>1,100 – 1,199</td><td>11/17th</td></tr> <tr> <td>1,000 – 1,099</td><td>10/17th</td></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> </table> <p>Service will not be broken for approved absence. The maximum period of benefit service is 30 years.</p> <p>Vesting: For service prior to April 1, 1977, service after age 18, measured in completed years and months. For service after March 31, 1977, one year of vesting service will be credited for each plan year after age 18 in which an employee completed 1,000 hours or more of service.</p>	Plan Year	Years of Benefit Service	1,600 – 1,699	16/17th	1,500 – 1,599	15/17th	1,400 – 1,499	14/17th	1,300 – 1,399	13/17th	1,200 – 1,299	12/17th	1,100 – 1,199	11/17th	1,000 – 1,099	10/17th	Less than 1,000	None
Plan Year	Years of Benefit Service																		
1,600 – 1,699	16/17th																		
1,500 – 1,599	15/17th																		
1,400 – 1,499	14/17th																		
1,300 – 1,399	13/17th																		
1,200 – 1,299	12/17th																		
1,100 – 1,199	11/17th																		
1,000 – 1,099	10/17th																		
Less than 1,000	None																		
Normal retirement																			
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.																		
• Benefit	The sum of (1) plus (2): (1) \$6 times years of service prior to January 1, 1995. (2) \$12 times years of benefit service on or after January 1, 1995.																		

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

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

Late retirement

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

Pre-retirement death

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

Form of benefits

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
<ul style="list-style-type: none">Benefit	The amount that would have been payable to the spouse had the participant terminated on the first day of the month in which death occurred, survived to his earliest retirement date, having elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as the first day to the month following the participant's death or age 55 if later, and will continue for the spouse's life.
Form of benefits	
<ul style="list-style-type: none">Automatic form for unmarried participants	Life Annuity
<ul style="list-style-type: none">Automatic form for married participants	Actuarially equivalent 50% Joint and Survivor
<ul style="list-style-type: none">Optional form conversion factors	Mortality table: The 1984 Unisex Pension Table Interest rate: 8%

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

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

Schedule SB, Part V — Summary of Plan Provisions

Late retirement	
• Benefit	Monthly pension benefit determined as of actual retirement date.
Disability	
• Benefit	Normal retirement benefit based on benefit service as of termination, reduced by disability benefit under any Federal or State statute, payable six months after disability.
Pre-retirement death	
• Benefit	In the event of death of a married participant with a nonforfeitable right to a benefit, the surviving spouse shall receive the benefit that would have been payable had the participant terminated, survived to his earliest retirement date (or date of death if later), elected the 50% joint and survivor benefit to commence immediately, and then died.
Form of benefits	
• Automatic form for unmarried participants	5-Year Certain and Life
• Automatic form for married participants	Qualified Joint and 50% Survivor Annuity
• Optional form conversion factors	Mortality table: The 1971 Group Annuity Mortality Tables assuming a composition of 80% male and 20% female beneficiaries. Interest rate: 8%

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

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

Schedule SB, Part V — Summary of Plan Provisions

Early retirement									
• Benefit	Normal retirement benefit reduced by 1/180 for each month by which the early retirement date precedes age 65.								
Late retirement									
• Benefit	Monthly retirement benefit determined as of actual retirement date.								
Disability									
• Benefit	Monthly retirement benefit payable at age 65, based on years of benefit service at disability date.								
Pre-retirement death									
• Benefit prior to early retirement	<p>The amount that would have been payable to the spouse if the participant had terminated on the first day of the month in which death occurred, survived to his early retirement date, and elected a 50% joint and survivor annuity with the spouse named as survivor. Monthly payments will begin as of the first day of the month following the participant's death or age 55 if later, and will continue for the spouse's life.</p> <p>The retirement benefit of an employee shall be reduced for each month the Preretirement Spouse's benefit is in effect by 1/12 of the following percentages:</p> <table> <tr> <td>Ages 35-44</td><td>0.1%</td></tr> <tr> <td>Ages 45-54</td><td>0.4%</td></tr> <tr> <td>Ages 55-64</td><td>0.8%</td></tr> <tr> <td>Ages 65+</td><td>No charge</td></tr> </table>	Ages 35-44	0.1%	Ages 45-54	0.4%	Ages 55-64	0.8%	Ages 65+	No charge
Ages 35-44	0.1%								
Ages 45-54	0.4%								
Ages 55-64	0.8%								
Ages 65+	No charge								
Form of benefits									
• Automatic form for unmarried participants	Life Annuity								
• Automatic form for married participants	Actuarially equivalent 50% joint and survivor annuity								
• Optional forms Conversion factors	<p>50% Joint & Survivor Annuity: Factor is 88% +/- 5/10 of 1% for each complete year of the difference between the ages of the employee and the contingent annuitant.</p> <p>Other Optional form of benefit payments: Mortality table: The 1951 Group Annuity Mortality Table Interest rate: 5%</p>								

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Late retirement

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

Deferred vested

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

Service	Vested Percentage
Less than 5 years	0%
5 or more years	100%

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

- Eligibility 3 years of vesting service.
- Benefit The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:

Service	Vested Percentage
Less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%
6 years	80%
7 or more years	100%

Disability

- Eligibility Age 55 and 15 years of vesting service.
- Benefit The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.

Pre-retirement death

- Eligibility 3 years of vesting service.
- Benefit The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.

Form of benefits

- Normal form of payment Single Life Annuity
- Optional forms 50%, 75%, 100% Joint & Survivor Annuity
- Optional form conversion factors As specified in Section 4.5 of Plan Supplement #2 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.

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

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

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

- Eligibility 3 years of vesting service.
- Benefit The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable at normal retirement date. The vested percentage is based on the following table:

Service	Vested Percentage
Less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%
6 years	80%
7 or more years	100%

Disability

- Eligibility Age 55 and 15 years of vesting service.
- Benefit The accrued retirement benefit as of the disability retirement date shall be payable commencing at normal retirement. However, a participant may elect to have his benefit commence prior to normal retirement in a reduced monthly amount determined by applying reduction factors as defined above.

Pre-retirement death

- Eligibility 3 years of vesting service.
- Benefit The death benefit payable to a participant's surviving spouse is the benefit that would be payable if the participant had retired the day before his death with a joint and survivor option (with 50% continuing to his spouse) in effect.

Form of benefits

- Normal form of payment Single Life Annuity
- Optional forms 50%, 75%, 100% Joint & Survivor Annuity
- Optional form conversion factors As specified in Section 4.5 of Plan Supplement #3 of Exhibit XII (Jarden Corporation Consolidated Hourly Pension Plan Component) of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions**JARDEN CORPORATION CONSOLIDATED HOURLY PENSION SUB-PLAN: CONSUMER PRODUCTS COMPANY – MUNCIE, INDIANA**

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

• Jostens salaried employees	<p>Active participants on June 30, 1976 continue as active participants on July 1, 1976. On and after July 1, 1976 a salaried employee (excluding employees compensated in whole or in part on a commission basis and any employees represented by a collective bargaining agreement) shall be eligible to participate on the January 1 or July 1 immediately following the later of his completion of 1 year of employment or attainment of age 21.</p> <p>The Photo division employees began participation in Plan D effective July 1, 1998. College division employees (former sales reps) began participation effective July 1, 1997. Indiana School Pictures, Inc. employees began participation in Plan D effective January 1, 2003. School Annual Publishing Company employees began participation in Plan D effective September 22, 2003.</p> <p>Effective January 1, 2006 the plan is closed to new hires.</p>
• Lehigh Press	<p>The January 1 or July 1 coincident with or next following attainment of age 21 and completion of twelve months of service following date of hire, or any subsequent plan year, in which 1,000 or more hours of service are credited.</p> <p>Effective January 1, 2007, the plan is closed to new hires.</p>
• Von Hoffman	<p>Employees of the Von Hoffmann Jefferson City facility who were in covered employment as of January 1, 2007, became eligible to participate in Plan C on that date. They were eligible to accrue the same benefits as Jostens Plan C employees until their termination due to the sale of Von Hoffmann in May 2007.</p>
Vesting service	
• Jostens hourly employees – Former Jostens Pension Plan A	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 21 (age 17 effective July 1, 1985), in which an employee works at least 1,000 hours.</p>
• Jostens hourly employees – Former Jostens Pension Plan C	<p>Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, in which an employee works at least 1,000 hours. No vesting service is given prior to the attainment of age 18.</p>
• Jostens salaried employees	<p>One day of future vesting service is credited for each day, subsequent to the employee's eighteenth birthday, that a person is in the employ of the company.</p>
• Lehigh Press	<p>A full year is credited for each calendar year (excluding calendar years ending before attainment of age 18) in which 1,000 or more hours of service are credited. For Lehigh Press participants employed at the Dallas and Carrollton locations, no vesting service is earned before June 1, 1977.</p>

Schedule SB, Part V — Summary of Plan Provisions

Benefit service											
<ul style="list-style-type: none"> Jostens hourly employees 	<p>Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.</p> <p>Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:</p> <table> <tr> <th>Hours Worked per Plan Year or Calendar Year</th><th>Benefit Service</th></tr> <tr> <td>Less than 1,000</td><td>None</td></tr> <tr> <td>1,000 to 1,399</td><td>.50 year</td></tr> <tr> <td>1,400 to 1,799</td><td>.75 year</td></tr> <tr> <td>1,800 or more</td><td>1.00 year</td></tr> </table>	Hours Worked per Plan Year or Calendar Year	Benefit Service	Less than 1,000	None	1,000 to 1,399	.50 year	1,400 to 1,799	.75 year	1,800 or more	1.00 year
Hours Worked per Plan Year or Calendar Year	Benefit Service										
Less than 1,000	None										
1,000 to 1,399	.50 year										
1,400 to 1,799	.75 year										
1,800 or more	1.00 year										
<ul style="list-style-type: none"> Jostens salaried employees 	One day of benefit service is credited for each day a person is a salaried employee of the company.										
<ul style="list-style-type: none"> Service freeze 	Effective January 1, 2013, non-union employees do not accrue additional service after December 31, 2012. Effective January 1, 2014, union employees do not accrue additional service after December 31, 2013.										
Credited service											
<ul style="list-style-type: none"> Lehigh Press 	A full year is credited for each plan year after 1975 in which 1,000 or more hours of service are credited. However, in the first and last plan years of service only, a participant shall accrue a partial year (to the nearest month) of credited service if a pro rata number of hours of service are credited. For participants employed at the Dallas and Carrollton locations, no credited service is earned before June 1, 1977. Effective January 1, 2007, a participant who is an office employee of Lehigh Lithographers or Lehigh Direct shall not accrue additional service after December 31, 2006.										
Pensionable earnings											
<ul style="list-style-type: none"> Jostens salaried employees 	Basic earnings plus bonuses, 401(k) deferrals and other specified pay.										
<ul style="list-style-type: none"> Lehigh Press 	Base earnings plus bonuses, overtime pay up to \$2,000, qualified pre-tax salary deferrals, unused vacation pay and severance pay, but excluding commissions and fringe benefits. For benefits accruing after 2001, annual Compensation may not exceed the inflation-adjusted limit specified by the IRS.										
Average Compensation / Average Annual Salary											
<ul style="list-style-type: none"> Jostens salaried employees 	<p>Average of highest five consecutive annual salaries. Annual salary is limited to the level prescribed by IRC Section 401(a)(17).</p> <p>The average Compensation for non-union salaried employees is frozen as of December 31, 2012.</p>										

Schedule SB, Part V — Summary of Plan Provisions

• Lehigh Press	The average of Compensation in the 60 consecutive months within the last 120 months of service for which such average is the highest. The average of Compensation for an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.
• Covered Compensation	Average of Social Security Taxable Wage Bases over 35 years. Effective July 1, 1989 the average is over the 35-year period ending with the last day of the year in which the employee attains Social Security Normal Retirement Age. The Covered Compensation for non-union salaried employees is frozen as of December 31, 2012.

Normal retirement***Jostens hourly employees – Former Jostens Pension Plan A***

• Eligibility	The day on which the participant's 65th birthday occurs. Normal retirement benefits commence on the first day of the month following the later of a participant's normal retirement date or his actual retirement date.
• Benefit	Benefit Level times Benefit Service at Normal Retirement:

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

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Jostens hourly employees – Former Jostens Pension Plan C

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

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

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

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

Jostens salaried employees

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	Five years of vesting service.
• Benefit	Same as Early Retirement Benefit. The benefit is available at age 55 if the participant has 10 years of vesting service.
Disability	
<i>Jostens hourly employees – Former Jostens Pension Plan A</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of Vesting Service may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on Benefit Service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens hourly employees –Former Jostens Pension Plan C</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service and attaining age 50 may be eligible to receive disability benefits.
• Benefit	The accrued normal retirement benefit (without actuarial reduction) based on benefit service to the date of disability is payable beginning on the disability retirement date and continuing until death.
<i>Jostens salaried employees</i>	
• Eligibility	A participant totally and permanently disabled while actively employed after completing 10 years of vesting service may be eligible to receive disability benefits.
• Benefit	The normal retirement benefit, with actuarial reduction, based on benefit service accruing until normal retirement date is payable beginning on the disability retirement date and continuing until death. The average annual salary is determined on the date of disability.
<i>Lehigh Press</i>	
• Eligibility	Eligibility for Social Security disability benefits, provided that disability commences after completion of five years of vesting service.
• Benefit	The accrued normal retirement benefit (reduced if it commences before the normal retirement date) with credited service accruing during the period of disability until retirement and assuming that compensation in the last full plan year preceding the date of disability remains level to retirement.

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death

Jostens

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

Pre-age 55 death and post-termination death

Jostens

- | | |
|---|---|
| <ul style="list-style-type: none"> • Eligibility | <p>If the Participant had completed at least 10 Years of Vesting Service, the survivor benefit starts on the later of the month during which the Participant would have attained age 55 had he lived, or the month during which the Participant's death occurs, if such Qualified Spouse is then living.</p> <p>If the Participant had completed less than 10 Years of Vesting Service the survivor benefit starts on the month following the month during which the Participant would have attained his Normal Retirement Date.</p> |
| <ul style="list-style-type: none"> • Benefit | <p>The survivor portion of the Qualified Joint and Survivor annuity (based on the Participant's Accrued Benefit as of the date of his death) that the Participant would have been entitled to if the Participant had retired and died on the date the spouse elects to commence receiving benefits (age 55 or later),</p> <p>The Qualified Spouse who is entitled to a benefit that commences prior to the Participant's Normal Retirement Date may elect to defer commencement of such benefit to any month not later than the month during which the Participant would have attained age 65 had he lived.</p> |
-

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

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

Form of Benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | Joint and 50% Survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens |
| • Optional form conversion factors | <p>For Jostens hourly and salaried employees, the actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 1994 GAR tables, projected to 2002.</p> <p>For Lehigh Press employees, the optional form conversion factors are defined at each specific age in the plan document for each optional form.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000 |
|--------------------|--|

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

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

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement

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

- Benefit Benefit Level times Benefit Service at Normal Retirement

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

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

- Eligibility Age 55 and 10 years of Vesting Service.
- Benefit Normal retirement benefit based on Benefit Service to the date of termination and reduced according to the following table for benefit commencement prior to age 65:

Commencement Age	Percentage of Benefit payable
65 and over	100%
64	94%
63	88%
62	82%
61	76%
60	70%
59	65%
58	60%
57	56%
56	51%

Late retirement

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

Deferred vested

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

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death

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

Pre-age 55 and post-termination death

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Joint and 50% Survivor annuity
• Optional forms	<ul style="list-style-type: none"> • Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens
• Optional form conversion factors	The actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 94 GAR, projected to 2002.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2022, the limit is \$245,000.

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

Effective date and plan year	Original plan: February 3, 1961 Amended and Restated plan: October 1, 1999 Most recent amendment effective: May 15, 2015
Status of the plan	Benefit accruals were frozen for all participants effective January 1, 2008.
Definitions	
• Eligibility and participation	Employee who is not in a collectively bargained unit becomes a participant on the October 1 following date of hire.
• Pensionable earnings	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of 180,000 be used to determine benefits. Compensation is frozen as of January 1, 2008.
• Final average earnings	Plan Compensation averaged over the highest five consecutive years. Compensation is frozen as of January 1, 2008.
• Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
• Accrued benefit	Benefits are frozen as of January 1, 2008.
Normal retirement	
• Eligibility	Age 65 and five years of participation.
• Benefit	<p>The sum of (i) and (ii):</p> <p>(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.</p> <p>(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.</p> <p>For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.</p> <p>Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).</p> <p>Benefit accruals were frozen effective January 1, 2008.</p>

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	Age 55 and 10 years of service
• Benefit	<p>Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii):</p> <p>(i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced.</p> <p>(ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.</p>
Postponed retirement	
• Eligibility	Retirement after normal retirement date
• Benefit	Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation, payable at Normal Retirement.
Disability	<p><u>Ineligible for long-term disability benefits:</u> amount calculated under the Normal Retirement formula as of the date of Disability.</p> <p><u>Eligible for long-term disability benefits:</u> amount calculated under the Normal Retirement formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on the first date of absence.</p>
Pre-retirement death	<p><u>Death before early retirement eligibility:</u> plan provides for a qualified joint and survivor benefit.</p> <p><u>Death after early retirement eligibility:</u> spouse shall receive an immediate benefit equal to ½ of the participant's accrued benefit at the time of death.</p>
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Joint & 50% survivor annuity
• Optional forms	Certain & life annuity; 50%, 75% or 100% joint and survivor annuities; lump sum
• Optional form conversion factors	UP-1984 mortality table, applying a two-year setback for participants and one-year setback for spouses and 7.5% interest.

Schedule SB, Part V — Summary of Plan Provisions

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

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

Unless noted below, all benefits provided by the plan, as restated and amended through January 1, 2020 and last amended July 7, 2020 are included in this valuation:

- **Most recent plan amendments included:** Effective July 7, 2020.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. This valuation includes increases for current participants over age 70.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase from the plan provisions or back payments to age 65.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* Not applicable.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

None.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for funding valuation**

Discount rate sponsor elections			
• Segment rates or full yield curve	Segment		
• Look-back months	4		
• PBGC premium method	Alternative, election made in 2020		
	Stabilized	Nonstabilized	PBGC Premium
• First 5 years	4.75%	1.07%	1.07%
• Next 15 years	5.18%	2.68%	2.68%
• Over 20 years	5.92%	3.36%	3.36%
Mortality sponsor elections			
• Healthy and disabled participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on the RP-2014 mortality tables with improvements beyond 2006 removed with static mortality improvement based on the IRS methodology and projection scale MP-2020.		
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.		
Non-417(e) lump sums (Thermco)			
• Mortality table	1971 Group Annuity Mortality table for males		
• Interest rate	3.50% per year		
Cash balance plans (Kirsch only)			
• Interest accumulation rate	3.30% per year		
• Whipsaw calculations	Not applicable		
• Annuity conversion			
— Mortality table	1994 Group Annuity Reserving Table, unloaded, projected to 2002, and blended 50/50 for males and females		
— Interest rate basis	Funding segment rates		
Cash balance plans (JCPP only)			
• Interest accumulation rate	5.00% per year		
• Whipsaw calculations	Not applicable		
• Annuity conversion			
— Mortality table	2022 PPA unisex mortality		
— Interest rate basis	Funding segment rates		

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

Other economic assumptions				
• Expected investment return	4.91% for 2020, 4.16% for 2021, and 3.52% for 2022.			
• Expenses	<ul style="list-style-type: none">• Per participant amount for expected administration costs and PBGC flat rate premium• Anticipated variable rate premium• Estimated actuarial, audit, legal and other administrative fees• Investment management fees in excess of passive management fees• For 2022, the assumption is \$3,330,000			
Demographic assumptions				
• Withdrawal	Withdrawal rates from 2019 Experience Study. See table of sample rates.			
• Disability incidence	NRPP: See table of sample rates JCPP, Plan A and Plan B: 1985 Pension Disability Table, Class 3, for males and females. Elmer's: None			
• Retirement age	Retirement rates from 2019 Experience Study. See table of sample rates.			
• Benefit commencement age for				
— Future vested deferred	63			
— Current vested deferred	63			
• Spouse assumptions	Male participants	Female participants		
— Percentage married	70%	55%		
— Spouse age difference	2 years younger	2 years older		
Form of payment — (except for certain subplans/locations in JCPP as shown below)	Single Life Annuity	J&S 100%	Survivor Portion of QJSA	10-Year Certain & Life
• Active retirements	50%	35%	0%	15%
• Future vested deferred	50%	35%	0%	15%
• Future disabilities	100%	0%	0%	0%
• Future deaths	0%	0%	100%	0%
• Current vested deferred	50%	35%	0%	15%
• Prior Plan Benefits	100% normal form (varies by participant)			
• Kirsch Vested Terms (Cash Balance)	100% Lump sum			
Form of payment — For certain subplans/locations in JCPP	Sunbeam Products, Inc. Subplan			
	<ul style="list-style-type: none">• <i>Thermco</i>: Participants are assumed to elect a lump sum distribution.• <i>Coleman Salaried</i>: Non-highly compensated employees are assumed to elect a lump sum distribution. Deferred vested participants are assumed to elect a single life annuity.			

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

- *BRK*: 100% of Non-Union active participants are assumed to elect a lump sum distribution, and 80% of deferred vested participants are assumed to elect a lump sum distribution.

Sunbeam Allegheny, Oster, Almet/Lawnlite, and Forster

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

K2 Subplan

Shakespeare Salaried and Shakespeare Hourly Subplans

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

Stearns Salaried, Stearns Hourly, and Simplex UAW Subplans

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

Enka

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

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

<i>Jarden Corporation Consolidated Hourly Subplan</i>				
	Single Life Annuity	J&S 100%	Survivor Portion of QJSA	
Active retirements	65%	35%	0%	
Future vested deferred	65%	35%	0%	
Future disabilities	65%	35%	0%	
Future deaths	0%	0%	100%	
Current vested deferred	65%	35%	0%	
Unpredictable contingent event assumptions	Not applicable			

Table of sample rates

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

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

Attained age	Retirement Percentages ¹	
	Active Participants	
	Male	Female
55-58	6%	8%
59	13%	8%
60	24%	18%
61	18%	18%
62	28%	18%
63	20%	18%
64	20%	24%
65	35%	40%
66-69	30%	25%
70 and above	100%	100%

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

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for Significant Assumptions**

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

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

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

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

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Missing participants:** Participants deemed "missing" by the plan administrator under the NRPP subplan have been removed from the valuation data. However, they are still included in the counts for PBGC premium purposes.
- **Annuity contracts:** The plan has participating annuity contracts with John Hancock (GAC 1346), Mass Mutual (PF 169-01), Aetna (GA-379) and AXA (AC-2166) covering a small group of participants. We value the annuity payable under this contract as a plan obligation and the current value of the contract as an asset to the plan.

Minimum Funding Methods

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

A detailed description of the calculation follows:

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

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

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	8%	10,000	800	44,000
56	8%	9,200	736	41,216
57	8%	8,464	677	38,589
58	8%	7,787	623	36,134
59	8%	7,164	573	33,807
60	18%	6,591	1,186	71,160
61	18%	5,405	973	59,353
62	18%	4,432	798	49,476
63	18%	3,634	654	41,202
64	24%	2,980	715	45,760
65	40%	2,265	906	58,890
66	25%	1,359	340	22,440
67	25%	1,019	255	17,085
68	25%	764	191	12,988
69	25%	573	143	9,867
70	100%	430	430	30,100
Total			10,000	612,067
Average				61.21

Gender	Active participants count	Average retirement age	Weight
Male	821	61.15	58.27%
Female	588	61.21	41.73%
	1,409		
Weighted average retirement age		61.18	

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2022	664,456	8,445,149	69,359,516	78,469,121
2023	898,316	6,758,383	67,152,335	74,809,034
2024	1,122,251	7,920,405	64,821,268	73,863,924
2025	1,301,719	9,285,793	62,425,905	73,013,417
2026	1,413,834	10,413,760	59,944,020	71,771,614
2027	1,603,393	11,314,972	57,390,842	70,309,207
2028	1,762,946	12,250,742	54,792,432	68,806,120
2029	1,870,124	13,026,444	52,124,001	67,020,569
2030	2,001,320	13,755,915	49,406,553	65,163,788
2031	2,103,733	14,502,600	46,639,063	63,245,396
2032	2,202,126	15,125,313	43,878,857	61,206,296
2033	2,295,946	15,475,826	41,104,728	58,876,500
2034	2,374,144	15,808,673	38,324,704	56,507,521
2035	2,458,233	16,102,633	35,550,864	54,111,730
2036	2,506,271	16,225,113	32,796,762	51,528,146
2037	2,543,899	16,195,228	30,077,249	48,816,376
2038	2,555,360	16,089,737	27,408,333	46,053,430
2039	2,549,778	15,944,697	24,806,924	43,301,399
2040	2,531,580	15,693,389	22,290,407	40,515,376
2041	2,510,617	15,438,344	19,876,097	37,825,058
2042	2,487,343	15,097,071	17,580,493	35,164,907
2043	2,443,765	14,698,447	15,418,375	32,560,587
2044	2,375,934	14,214,909	13,402,212	29,993,055
2045	2,299,838	13,676,491	11,541,804	27,518,133
2046	2,215,308	13,102,103	9,843,890	25,161,301
2047	2,122,913	12,486,856	8,311,995	22,921,764
2048	2,023,309	11,842,839	6,946,424	20,812,572
2049	1,918,300	11,162,199	5,744,267	18,824,766
2050	1,808,731	10,457,146	4,699,574	16,965,451
2051	1,695,533	9,733,746	3,803,708	15,232,987
2052	1,579,949	9,000,174	3,045,758	13,625,881
2053	1,463,235	8,264,144	2,413,177	12,140,556
2054	1,346,746	7,535,945	1,892,451	10,775,142
2055	1,231,479	6,820,325	1,469,701	9,521,505
2056	1,118,607	6,126,229	1,131,226	8,376,062
2057	1,009,256	5,460,580	863,957	7,333,793
2058	904,323	4,829,053	655,785	6,389,161
2059	804,625	4,236,544	495,798	5,536,967
2060	710,789	3,686,502	374,405	4,771,696
2061	623,280	3,181,281	283,382	4,087,943
2062	542,397	2,722,090	215,852	3,480,339
2063	468,306	2,309,075	166,198	2,943,579
2064	401,049	1,941,439	129,933	2,472,421
2065	340,552	1,618,147	103,545	2,062,244
2066	286,643	1,335,781	84,333	1,706,757
2067	239,055	1,092,173	70,260	1,401,488
2068	197,447	884,207	59,820	1,141,474
2069	161,424	708,560	48,699	918,683
2070	130,556	561,827	42,551	734,934
2071	104,391	440,626	37,611	582,628

Schedule SB, line 15 — Schedule of Reconciliation of Difference Between Valuation Results and Amounts Used to Calculate AFTAP

The 2022 Plan Year AFTAP for the Newell Brands Consolidated Pension Plan is 119.25%. The actuary certified this AFTAP on September 30, 2022.

The January 1, 2022 funding target reported on Schedule SB reflects data changes made to the valuation after the AFTAP was certified. The AFTAP was not recertified because the changes to the funding target resulted in an AFTAP still over 100%.

The following chart shows a comparison of the amounts used to determine the certified 2022 AFTAP and the amounts shown on the 2022 Schedule SB.

	Certified AFTAP		Schedule SB		Difference
Actuarial value of plan assets	\$	1,086,706,608	\$	1,086,706,608	\$ 0
Prefunding balance at January 1, 2022		146,788,087		146,788,087	0
Annuity purchases for non-HCEs in prior two plan years		157,090,366		N/A	N/A
Funding target	\$	885,885,418	\$	881,159,932	\$ 4,725,486

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts were updated from 2021 to 2022 in accordance with PPA, HATFA, BBA 2015 and ARPA and IIJA.
- Mortality assumptions were updated from 2021 to 2022 in accordance with PPA.
- The expense assumption was updated to \$3,330,000 to reflect our expectations for the current plan year.
- The expected return on asset assumption was lowered to 3.52% for 2022.