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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
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

5 CONCOURSE PARKWAY NE
8TH FLOOR
ATLANTA, GA 30328-5350

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.	10/13/2026	SCOTT SMITH
	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
5 CONCOURSE PKWY NE
8TH FLOOR
ATLANTA, GA 30328-5350

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**	11348
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)**	864
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	768
b	Retired or separated participants receiving benefits	**6b**	4953
c	Other retired or separated participants entitled to future benefits	**6c**	4266
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	9987
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1155
f	Total. Add lines **6d** and **6e**.	**6f**	11142
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
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 Characteristic 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 Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] 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) [X] **R** (Retirement Plan Information)
- (2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached _____
- (5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) [X] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [X] **A** (Insurance Information) – Number Attached 1
- (4) [X] **C** (Service Provider Information)
- (5) [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.

1 Coverage Information:

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	1346 GAC	39	01/01/2025	12/31/2025

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	1872163
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	76889		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	76889
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	1949052
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	25306		
	(2) Administration charge made by carrier	7e(2)	12572		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶	7e(4)			
	(5) Total deductions			7e(5)	37878
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	1911174

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. ▶

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	633566345
b Actuarial value	**2b**	633695732

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	5528	408799564	408799564
b For terminated vested participants	4713	162056773	162056773
c For active participants	864	17743475	17793737
d Total	11105	588599812	588650074

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**	5.28 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2550000
c Target normal cost	**6c**	2550000

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

08/17/2026
Date

TIMOTHY J. DIIULIO
Type or print name of actuary

26-07805
Most recent enrollment number

MERCER
Firm name

212-345-8680
Telephone number (including area code)

1166 AVENUE OF THE AMERICAS
NEW YORK, NY 10036
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 [ ]

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	117219802
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	117219802
10	Interest on line 9 using prior year's actual return of 2.70 %	0	3164935
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 5.12 %		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		
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	120384737

Part III Funding Percentages

14	Funding target attainment percentage	14	87.20 %
15	Adjusted funding target attainment percentage	15	105.99 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	102.10 %
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	0
b	Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used
b Applicable month (enter code)			**21b**	
22 Weighted average retirement age			**22**	61

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [ ] Prescribed - separate [X] 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. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [ ] Yes [X] 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. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	2550000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	75339079	6943905
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**	9493905

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		9493905	9493905

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 [X] 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NEWELL BRANDS CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NEWELL OPERATING COMPANY

D Employer Identification Number (EIN)
36-1953130

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] 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

36-1561860

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

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

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

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)

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	RDKPINMT	822703	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NEW YORK LIFE INVESTMENT MANAGEMENT

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?
12 50	TRUSTECO	418180	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	TRTE-DIR	357265	Yes [ ] No [X]	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)

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	INV-MGMT	206629	Yes [ ] No [X]	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?
14 50	ACTURAL	196338	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BLACKROCK

30-0587659

(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	TRUSTECO	106858	Yes [ ] No [X]	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)

FORVIS MAZARS, 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	ACCNTG	51240	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

INCOME RESEARCH & MGMT COLLECTIVE

46-1964829

(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	INVCO-MF	41323	Yes [ ] No [X]	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	INV-MGMT	24114	Yes [ ] No [X]	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 STREET RESEARCH & MGMT CO.

13-6314213

(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	INV-MGMT	23122	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

JOHN HANCOCK MUTUAL LIFE INSURANCE

04-1414660

(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	INSAGT	11693	Yes [ ] No [X]	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	CONSULTG	11065	Yes [ ] No [X]	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: GRACE BARBIERI
b EIN: 13-2834414
c Position: ENROLLED ACTUARY
d Address: 99 HIGH STREET
BOSTON, MA 02110
e Telephone: 617-747-9579

Explanation: CHANGE IN ACTUARY DUE TO TERMINATION WITHIN FIRM.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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)

a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC DIVERSIFIED CREDIT CIT

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
86-6497312-004	C	24649944

a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE LONG CREDIT COLLECTIVE TRUS

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
46-2596644-062	C	52250000

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
86-6497312-001	C	58173738

a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC EMERGING MARKETS EQUITY CIT

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
86-6597312-002	C	15107070

a Name of MTIA, CCT, PSA, or 103-12 IE: IR&M INTERMEDIATE CORP COLLET FD

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
37-6567224-006	C	122583465

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
40-0025081-004	C	52202096

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	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
40-0025081-477	C	32180443

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 46-6138589-084	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16845614

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 TRUSST 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) 50363266

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) 20573490

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI EAFE INDX NL FUND FD12

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

c EIN-PN 04-0025081-241	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17922031

a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC US SMALL CAP EQTY CIT

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

c EIN-PN 86-6597312-003	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14995926

a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA MSCI EAFE 100% HEDGED USD INDX

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) 19156381

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NEWELL BRANDS CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NEWELL OPERATING COMPANY

D Employer Identification Number (EIN)
36-1953130

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	2194334	1740667
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	58962987	61819184
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	4008118	733340
(B) All other	1c(3)(B)	67511951	79220470
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	
(B) Common	1c(4)(B)	44595	70657
(5) Partnership/joint venture interests	1c(5)	1312680	1187191
(6) Real estate (other than employer real property)	1c(6)	19610	19610
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	385041054	497003839
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	105417751	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1872163	1910986
(15) Other	1c(15)	8421190	8458548

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	
(2) Employer real property	1d(2)	0	
1e Buildings and other property used in plan operation	1e	0	
1f Total assets (add all amounts in lines 1a through 1e)	1f	634806433	652164492
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	65985	57335
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	1240087	500998
1k Total liabilities (add all amounts in lines 1g through1j)	1k	1306072	558333
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	633500361	651606159

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)	0	
(B) Participants	2a(1)(B)	0	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	-87	
(B) U.S. Government securities	2b(1)(B)	1226921	
(C) Corporate debt instruments	2b(1)(C)	4036094	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	0	
(F) Other	2b(1)(F)	555234	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		5818162
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	1030	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	5096276	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		5097306
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	177405211	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	173186446	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		4218765
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	4630117	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		4630117

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		46239005
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3275432
c Other income	2c		-481576
d Total income. Add all **income** amounts in column (b) and enter total	2d		68797211
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	47419980	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		47419980
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	62715	
(3) Recordkeeping fees	2i(3)	822703	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	309041	
(6) Bank or trust company trustee/custodial fees	2i(6)	882303	
(7) Actuarial fees	2i(7)	196338	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	998333	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		3271433
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		50691413
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		18105798
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) [X] 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) [X] 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 MAZARS **(2)** EIN: 44-0160260

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
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.)	4a		X	
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?	4e	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
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 [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 585928.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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** |

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** | 40

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6	**a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	**6a**	
	b Enter the amount contributed by the employer to the plan for this plan year	**6b**	
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	**6c**	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

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**	

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) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 30.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 65.0 %
High-Yield Debt: 2.0 % Real Assets: _____ % Cash or Cash Equivalents: 2.0 % Other: 1.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

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._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Newell Brands Consolidated Pension Plan

EIN 36-1953130 PN 001

Independent Auditor's Report, Financial Statements and Supplemental Schedules

December 31, 2025 and 2024

Newell Brands Consolidated Pension Plan

December 31, 2025 and 2024

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Forvis Mazars, LLP
820 Massachusetts Avenue, Suite 1370
Indianapolis, IN 46204
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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, 2025 and 2024, 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, 2025 and 2024, 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 Mazars, LLP

Indianapolis, Indiana
October 8, 2026

Federal Employer Identification Number: 44-0160260

Newell Brands Consolidated Pension Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	December 31,	
	2025	**2024**
Assets		
Investments		
At fair value	$ 648,512,839	$ 630,739,936
At contract value	1,910,986	1,872,163
	650,423,825	632,612,099
Receivables		
Pending trade sales	207,375	370,012
Accrued investment income	1,533,292	1,824,322
	1,740,667	2,194,334
Total Assets	652,164,492	634,806,433
Liabilities		
Accrued expenses payable	57,335	65,985
Pending trade purchases	259,595	790,432
Other payables	241,403	449,655
Total Liabilities	558,333	1,306,072
Net Assets Available for Benefits	$ 651,606,159	$ 633,500,361

See Notes to Financial Statements

Newell Brands Consolidated Pension Plan
Statements of Changes in Net Assets Available for Benefits
Twelve months ended December 31, 2025 and 2024

	Twelve months ended December 31,	
	2025	**2024**
Additions		
Investment Income		
Net appreciation (depreciation) in fair value of instruments	$ 57,485,201	$ (710,139)
Interest and dividends	11,312,010	11,219,259
Total Investment Income	68,797,211	10,509,120
Deductions		
Benefits paid to participants	47,419,980	48,453,881
Administrative expenses	3,271,433	3,461,102
Total Deductions	50,691,413	51,914,983
Net Increase (Decrease)	18,105,798	(41,405,863)
Net Assets Available for Benefits, Beginning of Year	633,500,361	674,906,224
Net Assets Available for Benefits, End of Year	$ 651,606,159	$ 633,500,361

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. work force 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 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 at year end. 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 as a 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, 2025 and 2024, the Plan held an investment contract with John Hancock Life Insurance Company (U.S.A.) (John Hancock), which is carried at contract value. Contract value represents contributions made under the contract plus interest credited, less funds used to pay benefits and administrative expenses. The investment contract with John Hancock is in 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 (depreciation) 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

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 30, 2026, 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, 2025 and 2024
- Investment income in the statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024
- Investment information included in the accompanying schedule of assets (held at year end) as of December 31, 2025 and schedule of reportable transactions for the year ended December 31, 2025

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, 2025 and 2024:

	December 31, 2025			
		Fair Value Measurements Using		
	Fair Value	Level 1	Level 2	Level 3
Fixed Income				
Government and municipal bonds	$ 70,277,731	$ 70,277,731	$ —	$ —
Corporate bonds	79,953,813	79,953,813	—	—
	150,231,544	150,231,544	—	—
Equity	70,657	70,657	—	—
Real estate	19,610	—	—	19,610
Cash equivalents	16,845,988	16,845,988	—	—
Total assets in the fair value hierarchy	167,167,799	$ 167,148,189	$ —	$ 19,610
Investments measured at NAV (A)	481,345,040			
Investments at fair value	$ 648,512,839			

	December 31, 2024			
		Fair Value Measurements Using		
	Fair Value	Level 1	Level 2	Level 3
Fixed Income				
Government and municipal bonds	$ 67,384,177	$ 67,384,177	$ —	$ —
Corporate bonds	71,520,069	71,520,069	—	—
Mutual funds	105,417,751	105,417,751	—	—
	244,321,997	244,321,997	—	—
Equity	44,595	44,595	—	—
Real estate	19,610	—	—	19,610
Cash equivalents	12,307,255	12,307,255	—	—
Total assets in the fair value hierarchy	256,693,457	$ 256,673,847	$ —	$ 19,610
Investments measured at NAV (A)	374,046,479			
Investments at fair value	$ 630,739,936			

(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 December 31, 2025. 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.

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

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, 2025 and 2024.

	December 31, 2025			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	$ 254,961,119	$ —	Daily	30 days
Fixed Income (2)	225,196,731	—	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	1,187,190	2,787,692	N/A	N/A
	$ 481,345,040			

	December 31, 2024			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Equity (1)	$ 197,344,497	$ —	Daily	30 days
Fixed Income (2)	175,389,302	—	Daily or Quarterly	30 to 90 days
Partnership/joint venture interests (3)	1,312,680	2,709,880	N/A	N/A
	$ 374,046,479			

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

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

(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 additional one-year periods. As of December 31, 2025, two of the partnerships had been placed into liquidation. The remaining partnership was placed into liquidation in March 2026. The General Partners are targeting dissolution of the partnerships, with final distributions to investors expected during 2026 and 2027 as remaining structures are closed out and related indemnity periods expire. The financial statements of these partnerships are on a liquidation basis of accounting due to their existing termination dates. The investment in Virtus International Small-Cap Opportunities LLC has been terminated in 2024.

Note 5: Contract with Insurance Company

The Plan invests in an investment contract with John Hancock that is carried at contract value due to the contract 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 investment contract for the year ended December 31, 2025 was 3.38%.

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.

Note 6: Accumulated Plan Benefits

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

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

		2025
Actuarial present value of accumulated plan benefits:		
Vested benefits		
Participants currently receiving payments	$	378,463,163
Other participants		159,062,376
		537,525,539
Nonvested benefits		62,513
Total actuarial present value of accumulated plan benefits	$	537,588,052

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

Actuarial present value of accumulated plan benefits, January 1, 2024	$	567,264,764
Increase (decrease) during the year attributable to:		
Benefits paid		(48,453,881)
Increase for interest due to the decrease in discount period		32,461,135
Change in actuarial assumptions		(2,501,131)
Actuarial gain		(11,182,835)
Net decrease		(29,676,712)
Actuarial present value of accumulated plan benefits, January 1, 2025	$	537,588,052

Significant assumptions underlying the actuarial computations are:

- Assumed rate of return on investments: 6.50%
- Mortality basis:
  - Male and female nonannuitants and annuitants: 2024 IRS approved substitute plan-specific mortality tables using experience from the 2018 through 2022 Plan years
- Retirement: At normal retirement age (in accordance with the legacy sub plans)
- Asset valuation: Market
- Expense assumption: $2,550,000

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.

	Twelve months ended December 31,	
	2025	**2024**
PBGC premiums	$ 1,202,888	$ 1,216,848
Actuarial services	1,023,094	992,473
Trust fees	775,435	677,576
Investment manager fees	203,791	454,934
Other fees	66,225	119,271
	$ 3,271,433	$ 3,461,102

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, 2025

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Governmental and Municipal Bonds			
Indonesia Rep Bd 3.05% 03-12-2051	33,000 principal amount	22,028	22,046
Indonesia(Republic Of) 4.2% 10-15-2050	145,000 principal amount	120,442	119,122
Indonesia(Republic Of) 5.45% Due 09-20-2052 Reg	10,000 principal amount	9,862	9,930
Republic Of Indonesia 4.3% Due 03-31-2052 Reg	125,000 principal amount	103,719	103,782
Republic Of Indonesia 4.9% 04-16-2036	60,000 principal amount	59,949	59,827
Israel St 3.375% Due 01-15-2050 Reg	125,000 principal amount	95,182	83,769
State Of Israel 3.875% Due 07-03-2050 Reg	15,000 principal amount	11,033	10,986
State Of Israel 6.043% 03-12-2054	210,000 principal amount	199,146	201,894
State Of Israel Bd 4.125% Due 01-17-2048Reg	15,000 principal amount	13,110	11,746
Pvtpl Kuwait Intl Bond 4.652% 10-09-2035	285,000 principal amount	285,000	284,005
Mexico(United Mexican States) 5.75% Due 10-12-2110	70,000 principal amount	59,115	58,695
United Mexican States 4.28% 08-14-2041	245,000 principal amount	192,451	196,735
United Mexican States 6.625% 01-29-2038	485,000 principal amount	496,483	506,097
United Mexican States 6.875% 05-13-2037	380,000 principal amount	384,197	405,460
United Mexican Sts 4.6% Due 01-23-2046	435,000 principal amount	321,249	341,475
United Mexican Sts Global Nt 3.771% 05-24-2061	60,000 principal amount	34,725	36,930
United Mexican Sts Global Nt 4.4% 02-12-2052	165,000 principal amount	120,835	120,202
United Mexican Sts Global Nt 4.6% Due 02-10-2048 Reg	75,000 principal amount	61,145	57,937
Utd Mexican Sts Tranche # Tr 00026 4.75 Due 03-08-2044	245,000 principal amount	197,201	201,880
Panama Rep 4.5% Due 04-16-2050 Reg	40,000 principal amount	31,243	30,844
Panama Rep 6.875% 01-31-2036	55,000 principal amount	59,950	59,790
Panama(Republic Of) 8.0% 03-01-2038	206,000 principal amount	240,639	240,526
Republic Of Panama 4.5% 04-01-2054	80,000 principal amount	60,914	59,936
Peru Rep 2.78% 12-01-2060	11,000 principal amount	6,034	5,957
Philippines Rep 3.2% 07-06-2046	220,000 principal amount	187,911	158,399
Philippines Rep Global Bd 2.65% 12-10-2045	130,000 principal amount	80,110	85,797
Philippines Rep Global Bd 2.95% 05-05-2045	165,000 principal amount	115,171	115,522
Philippines(Republic Of) 5.9% 02-04-2050	220,000 principal amount	221,265	230,677
Republic Of Philippines 4.2% 03-29-2047	25,000 principal amount	23,453	20,883
Pvptl Saudi Arabia Kingdom Global Med Term Nt Program 5.25% 01-16-2050	20,000 principal amount	18,550	18,775
United States Of Amer Treas Bonds 4.75% 08-15-2055	680,000 principal amount	674,668	671,500
United States Of Amer Treas Notes 4.0% 11-15-2035	204,000 principal amount	201,491	201,514
United States Of Amer Treas Notes 2.875%Due 05-15-2032 Reg	6,845,000 principal amount	6,030,693	6,463,177
United States Treas Bds 1.875% Due 02-15-2041 Reg	2,415,000 principal amount	1,704,441	1,693,519
United States Treas Bds 2% 11-15-2041	10,075,000 principal amount	6,860,793	7,059,190
United States Treas Bds 4.625% 11-15-2045	0 principal amount	-	-
United States Treas Bds Dtd 00271 1.125%Due 08-15-2040	4,370,000 principal amount	2,817,796	2,755,319
United States Treas Bds Wit 1 7/8 08/15/41 1.75% Due 08-15-2041 Reg	825,000 principal amount	551,687	558,841
United States Treas Nts 1.375% 11-15-2031	3,855,000 principal amount	3,089,572	3,362,433
United States Treas Nts 1.875% Due 02-15-2032 Reg	405,000 principal amount	326,832	361,700
United States Treas Nts 2.375% 03-31-2029	3,090,000 principal amount	2,964,469	2,978,350
United States Treas Nts 2.75% 08-15-2032	4,570,000 principal amount	3,881,644	4,266,345

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
United States Treas Nts Dtd 02/15/2023 3.5% 02-15-2033	4,460,000 principal amount	4,150,528	4,341,357
United States Treas Sec Stripped Int Pmt00833 08-15-2031 (Unddate) Reg	3,655,000 principal amount	2,944,468	2,936,152
United States Treas Sec Stripped Int Pmt00834 02-15-2032 (Unddate) Beo	2,490,000 principal amount	1,960,841	1,954,940
United States Treas Sec Stripped Int Pmt00839 08-15-2034 (Unddate) Reg	9,795,000 principal amount	7,452,918	6,813,347
United States Treas Sec Stripped Int Pmt00883 11-15-2031 (Unddate) Reg	2,330,000 principal amount	1,852,956	1,850,930
United States Treas Sec Stripped Int Pmt00886 05-15-2033 (Unddate) Reg	8,960,000 principal amount	7,059,763	6,632,711
United Sts Treas Nts .625% 11-30-2027	3,270,000 principal amount	2,994,936	3,099,219
Us Treas Sec Stripped Int Pmt 00116 11-15-2039	1,870,000 principal amount	997,982	974,077
Us Treasury N/B 2.375% 05-15-2029	2,570,000 principal amount	2,757,831	2,472,220
Us Treasury N/B 3.375% 05-15-2033	170,000 principal amount	156,732	163,705
Republica Orient Uruguay 5.25% T-Bond 09-10-2060	20,000 principal amount	18,222	18,670
Republica Orient Uruguay 5.442% T-Bond 02-14-2037	90,000 principal amount	94,028	93,515
Republica Oriental Del Uruguay Bd 4.975%Due 04-20-2055 Reg	150,000 principal amount	137,367	136,613
Pvtpl Electricite De France 6.9% 05-23-2053	20,000 principal amount	21,267	22,104
Pvtpl Electricite De France Sa 6.0% 04-22-2064	40,000 principal amount	39,118	39,447
Tenn Valley Authority 5.25% 02-01-2055	210,000 principal amount	206,886	208,639
Bay Area Toll Auth Calif Toll Brdg Rev 3.126% 04-01-2055 Beo Taxable	55,000 principal amount	55,000	36,494
Bay Area Toll Auth Calif Toll Brdg Rev 6.263 04-01-2049 Beo	30,000 principal amount	32,609	31,648
Bay Area Toll Auth Calif Toll Brdg Rev 6.907% 10-01-2050 Beo Taxable	125,000 principal amount	197,638	141,471
California Health Facs Fing Auth Rev 4.19% 06-01-2037 Beo Taxable	95,000 principal amount	95,000	90,754
California Health Facs Fing Auth Rev 4.353% 06-01-2041 Beo Taxable	90,000 principal amount	90,000	82,663
California St 7.6% 11-01-2040 Beo Taxable	130,000 principal amount	176,755	159,122
California St 7.625% 03-01-2040 Beo Taxable	350,000 principal amount	425,998	421,971
California St Univ Rev 5.183% 11-01-2053Beo Taxable	45,000 principal amount	43,703	42,769
California State 7.55 Mun Bds Due 04-01-2039 Usd5000	185,000 principal amount	223,241	224,512
City Of New York 5.517 Due 10-01-2037	40,000 principal amount	47,846	40,687
Dallas Tex Area Rapid Tran Sales Tax Rev2.613% 12-01-2048 Beo Taxable	60,000 principal amount	60,000	41,129
Dallas Tex Area Rapid Tran Sales Tax Rev5.999% 12-01-2044 Beo Taxable	90,000 principal amount	95,864	94,250
Golden St Tob Securitization Corp Calif 3.293% Due 06-01-2042 Beo	10,000 principal amount	10,000	7,829
Golden St Tobacco 2.746% Mun 06/01/2034 Usd	70,000 principal amount	70,267	62,242
Indiana St Fin Auth Rev 3.051% 01-01-2051 Beo Taxable	55,000 principal amount	55,000	40,069
Kansas St Dev Fin Auth Rev 2.774% 05-01-2051 Beo Taxable	75,000 principal amount	75,000	53,604
La Loc Govt Envi Facs & Taxable-La Utils Restoration 4.475% Due 08-01-2039	80,000 principal amount	80,000	78,167
Los Angeles Calif Cmnty College Dist 6.75% 08-01-2049 Beo Taxable	40,000 principal amount	47,436	44,358
Ma St Sch Bldg Auth Dedicated Tax Build Amer Bds-B 5.715 Due 08-15-2039	40,000 principal amount	41,198	41,688
Maryland St Health & Higher Edl Facs Auth Rev 3.052% 07-01-2040 Beo Taxable	15,000 principal amount	11,715	11,734
Massachusetts St Taxable-Cons Ln-Ser E- 5.456% Due 12-01-2039 Reg Taxable	30,000 principal amount	29,400	30,656
Metropolitan Transn Auth N Y Rev Unrefunded Balance 6.814% 11-15-2040	5,000 principal amount	9,150	5,580
Metropolitan Wash D C Arpts Auth Dulles Toll Rd Rev 7.462 10-01-2046 Beo Taxable	45,000 principal amount	54,990	53,488
Michigan Fin Auth Rev Muni 3.384% 12-01-2040	75,000 principal amount	75,000	63,407
Municipal Elec Auth Ga 6.637% 04-01-2057Beo Taxable	107,000 principal amount	157,016	115,715
New Jersey St Tpk Auth Tpk Rev 7.102% 01-01-2041 Beo Taxable	135,000 principal amount	161,249	157,734
New Jersey St Tpk Auth Tpk Rev 7.414% 01-01-2040 Beo Taxable	60,000 principal amount	78,014	71,913
New York N Y 5.114% 10-01-2054	30,000 principal amount	30,000	28,073
New York N Y 5.263% 10-01-2052	25,000 principal amount	23,263	24,003
New York N Y 5.935% 02-01-2055 Beo Taxable	235,000 principal amount	240,299	245,897
New York N Y 6.291% 02-01-2045 Beo Taxable	45,000 principal amount	48,290	47,284
New York N Y Taxable-Fiscal 2024-Subser B-1 5.828% Due 10-01-2053 Reg Taxable	35,000 principal amount	37,260	36,020
New York N Y Taxable-Fiscal 2025-Subser D-1 5.094% 10-01-2049	55,000 principal amount	55,000	51,745
New York St Dorm Auth Revs Non St 5.832%07-01-2055	25,000 principal amount	25,000	26,130

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
New York St Urban Dev Corp Rev 5.77% 03-15-2039 Beo Taxable	70,000 principal amount	85,971	72,098
North Tex Twy Auth Rev 6.718% 01-01-2049Beo Taxable	85,000 principal amount	142,639	93,454
Ny N Y Cy Mun Wtr Fin Auth Wtr&Taxable 2Nd Genser Ee 6.011 6-15-2042Beo Taxable	20,000 principal amount	22,010	20,712
Ny N Y Taxable-Build Amer Bds-F-1 6.271 Due 12-01-2037	15,000 principal amount	16,322	16,081
Ohio Univ Gen Rcpts Athens 5.59% 12-01-2114 Beo Taxable	65,000 principal amount	76,409	61,376
Oklahoma Dev Fin Auth Rev Muni 4.714% Due 05-01-2052 Reg	10,000 principal amount	10,000	9,214
Port Auth N Y & N J 3.287% Due 08-01-2069 Reg Taxable	50,000 principal amount	43,661	31,743
Port Auth N Y & N J 4.81% 10-15-2065 Beotaxable	30,000 principal amount	31,509	26,863
Port Auth N Y & N J 5.31% 08-01-2046 Beotaxable	45,000 principal amount	43,971	43,850
Port Auth N Y & N J Muni 5.072% Due 07-15-2053	95,000 principal amount	95,000	90,144
Sales Tax Securitization Corp Ill 3.82% 01-01-2048 Beo Taxable	35,000 principal amount	35,000	28,170
San Antonio Tex Elec & Gas Rev Taxable 5.808 02-01-41	75,000 principal amount	78,413	77,342
San Diego Cnty Calif Regl Transn Commn Sales Tax Rev 5.911% 04-01-2048 Reg	50,000 principal amount	51,926	50,447
San Francisco Calif Cy & Cnty Pub Utils Commn Wtr Rev 6.95 11-01-2050 Beotaxable	25,000 principal amount	37,091	27,799
South Carolina St Pub Svc Auth Rev 6.454% 01-01-2050 Beo Taxable	10,000 principal amount	15,719	10,635
Texas A & M Univ Perm Univ Fd 3.66% 07-01-2047 Beo Taxable	55,000 principal amount	42,859	44,971
Texas Private Activity Bd Surface Transncorp Rev 3.922% 12-31-2049 Beo Taxable	25,000 principal amount	28,584	19,999
Texas St 5.517% 04-01-2039 Beo Taxable	121,850 principal amount	132,662	124,869
Tx Nat Gas Securitization Fin Corp 5.169% 04-01-2041	230,000 principal amount	232,769	234,566
Univ Calif Regts Med Ctr Pooled Rev 6.548% 05-15-2048 Beo Taxable	35,000 principal amount	39,775	37,386
Univ Calif Regts Med Ctr Pooled Rev 6.583% 05-15-2049 Beo Taxable	105,000 principal amount	155,461	112,047
University Calif Revs 4.858% 05-15-2112 Beo Taxable	55,000 principal amount	56,814	45,642
University Mich Univ Revs Taxable-Gen-Ser A 4.454% 04-01-2122	155,000 principal amount	155,000	120,587
University Tex Univ Revs 2.439% 08-15-2049 Beo Taxable	30,000 principal amount	19,083	18,673
University Va Univ Revs 6.2% 09-01-2039 Beo Taxable	110,000 principal amount	158,323	120,700
&&&Int In Participation Of Uec Stock And Uec Inc Com Stk	29,919 principal amount	15,163	20
Pvtpl Electricite De France Sa 4.95% 10-13-2045	50,000 principal amount	45,034	44,379
		70,607,410	70,277,731
Corporate Bonds			
Barrick Pd 5.95% Due 10-15-2039	240,000 principal amount	304,729	252,781
Bhp Billiton Fin Usa Ltd 5.75% 09-05-2055	80,000 principal amount	82,411	81,882
Rio Tinto Fin Usa 5.125% Due 03-09-2053	120,000 principal amount	118,805	112,123
Rio Tinto Fin Usa Plc 5.75% 03-14-2055	65,000 principal amount	64,258	66,492
Rio Tinto Fin Usa Plc 5.875% 03-14-2065	17,000 principal amount	17,183	17,621
Woodside Fin Ltd 6% Due 05-19-2035	60,000 principal amount	59,419	62,599
Anheuser Busch Inbev Fin Inc 4.625 Due 02-01-2044 Reg	40,000 principal amount	36,337	36,033
Anheuser Busch Inbev Wor 5.55% 01-23-2049	205,000 principal amount	204,239	205,131
Anheuser-Busch 4.9% Due 02-01-2046	305,000 principal amount	276,798	282,310
Anheuser-Busch 4.95% Due 01-15-2042	180,000 principal amount	170,821	172,449
Anheuser-Busch Cos Llc Corp 4.9% 02-01-2046	671,000 principal amount	617,576	623,454
Bell Canada 5.55% 02-15-2054	33,000 principal amount	32,056	31,483
Brookfield Asset Mgmt Ltd 6.077% 09-15-2055	30,000 principal amount	29,999	30,797
Brookfield Ast 5.298% Due 01-15-2036	35,000 principal amount	34,995	35,024
Brookfield Fin Inc 5.968% 03-04-2054	3,000 principal amount	3,036	3,035
Brookfield Fin Llc 3.45% Due 04-15-2050	30,000 principal amount	20,236	20,738
Canadian Natl Ry Co 3.65% 02-03-2048	20,000 principal amount	15,415	15,276
Canadian Pac Ry Co 4.3% 05-15-2043	15,000 principal amount	12,750	13,029
Canadian Pac Ry Co New 3.0% Due 12-02-2041 Beo	250,000 principal amount	179,300	187,398
Cdn Nat Res Ltd 6.25% Due 03-15-2038	131,000 principal amount	149,881	139,231
Cdn Nat Res Ltd 6.75% Due 02-01-2039	45,000 principal amount	62,628	49,578

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cdn Pac Ry Co New 6.125% Due 09-15-2115	20,000 principal amount	20,642	20,022
Cenovus Energy Inc Nt 3.75% 02-15-2052	31,000 principal amount	27,231	21,750
Fairfax Finl Hldgs Ltd 6.35% 03-22-2054	140,000 principal amount	141,954	145,401
Manulife Finl Corp 4.986% 12-11-2035	105,000 principal amount	105,002	104,969
Nutrien Ltd Fixed 5.25% Due 01-15-2045	25,000 principal amount	29,778	23,442
Petro-Cda 6.8% Due 05-15-2038	172,000 principal amount	202,586	190,390
Rogers Communications Inc 4.5% 03-15-2042	40,000 principal amount	34,596	34,296
Transcanada 5.85% Due 03-15-2036	10,000 principal amount	12,538	10,455
Transcanada 6.2% Due 10-15-2037	40,000 principal amount	51,088	42,707
Alibaba Group Hldg 2.7% Due 02-09-2041	30,000 principal amount	21,149	22,051
Alibaba Group Hldg 4.4% Due 12-06-2057	59,000 principal amount	68,146	49,237
Alibaba Group Hldg Ltd 3.15% Due 02-09-2051	75,000 principal amount	57,427	51,150
Pvtpl Societe Generale 7.132% 01-19-2055	120,000 principal amount	120,802	125,937
Total Cap Intl 2.986% Due 06-29-2041 Reg	23,000 principal amount	19,332	17,438
Total Cap Intl 3.127% Due 05-29-2050 Reg	145,000 principal amount	127,522	97,015
Total Cap Intl 3.386% Due 06-29-2060	25,000 principal amount	17,189	16,304
Totalenergies Cap 5.425% 09-10-2064	60,000 principal amount	59,452	56,353
Totalenergies Capital S.A. 5.638% 04-05-2064	20,000 principal amount	19,960	19,387
Totalenergies Capital Sa 5.488% 04-05-2054	76,000 principal amount	74,172	73,836
Pvtpl Bayer Us Fin Ii Llc 3.95% Due 04-15-2045 Beo	35,000 principal amount	24,397	26,190
Pvtpl Bayer Us Fin Ii Llc 4.7% 07-15-2064	25,000 principal amount	17,566	18,860
Pvtpl Deutsche Telekom Ag 3.625% Due 01-21-2050	2,000 principal amount	1,481	1,448
Pvtpl Siemens Financieringsmaatschappij N V Nt 4.4% 05-27-2045 Beo	25,000 principal amount	22,416	22,095
Pvtpl Siemens Funding Bv 5.8% 05-28-2055	95,000 principal amount	101,664	99,261
Pvtpl Siemens Funding Bv 5.9% 05-28-2065	28,000 principal amount	28,662	29,329
Mitsubishi Ufj Finl Group Inc 5.615% 04-24-2036	100,000 principal amount	100,186	105,061
Sumitomo Mitsui Finl Group Inc 5.796% 07-08-2046	405,000 principal amount	402,861	411,502
Sumitomo Mitsui Finl Group Inc 5.836% 07-09-2044	70,000 principal amount	70,000	72,509
Takeda Pharmaceutical 5.8% 07-05-2064	35,000 principal amount	35,836	34,619
Takeda Pharmaceutical Co Ltd Sr Nt 3.025% 07-09-2040	89,000 principal amount	68,360	68,303
Takeda Pharmaceutical Co Ltd Sr Nt 3.175% 07-09-2050	55,000 principal amount	41,170	36,862
Amer Movil S A B De C V Formerly Ame Gtdsr Nt 6.125 Due 11-01-2037 Reg	135,000 principal amount	155,348	145,181
Grupo Televisa S A 5% Due 05-13-2045	25,000 principal amount	21,309	16,560
Grupo Televisa S A 6.625% Due 01-15-2040	45,000 principal amount	44,222	38,921
Cooperatieve 5.25% Due 05-24-2041	130,000 principal amount	128,412	130,899
Cooperatieve Centrale Raiffeisen Boerenl5.75 Due 12-01-2043 Reg	25,000 principal amount	34,242	25,287
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.125% 02-15-2042	25,000 principal amount	24,727	18,290
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.25% 05-11-2041	100,000 principal amount	99,172	76,045
Equinor Asa 3.25% Due 11-18-2049	210,000 principal amount	143,341	147,018
Equinor Asa 3.625% Due 04-06-2040	60,000 principal amount	62,220	50,875
Statoil Asa 3.95 Due 05-15-2043	30,000 principal amount	26,334	25,302
Statoil Asa 4.8 Due 11-08-2043	80,000 principal amount	74,382	74,666
Statoil Asa 5.1 Due 08-17-2040	110,000 principal amount	109,981	109,579
Southn Copper Corp 5.25% Due 11-08-2042	71,000 principal amount	62,899	68,043
Southn Copper Corp 7.5% Due 07-27-2035	42,000 principal amount	56,813	49,488
Pvtpl Ubs Group Ag 5.01% 03-23-2037	165,000 principal amount	164,908	163,977
Ubs Ag London Brh 4.5% 06-26-2048	45,000 principal amount	39,196	39,380
Ubs Group Ag 4.875% 05-15-2045	94,000 principal amount	87,767	87,414
Ubs Group Ag 5.528% Due 05-06-2047	70,000 principal amount	69,657	69,357
Aon Plc 4.6% Due 06-14-2044	25,000 principal amount	20,687	21,915

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
B A T Cap Corp 4.758% Due 09-06-2049	205,000 principal amount	157,733	173,717
B A T Cap Corp Fixed 3.734% Due 09-25-2040	115,000 principal amount	104,505	93,304
Barclays Plc 5.86% 08-11-2046	180,000 principal amount	181,725	185,056
Hsbc Hldgs Plc Fltg Rt 5.79% Due 05-13-2036	300,000 principal amount	300,295	317,605
Pvtpl Swiss Re Sub Fin Plc 6.191% 04-01-2046	77,000 principal amount	75,460	79,772
Reynolds Amern Inc 7.25% Due 06-15-2037	45,000 principal amount	42,119	52,099
Reynolds Amern Inc Fixed 5.85% Due 08-15-2045	120,000 principal amount	118,030	118,418
Shell Intl Fin B V 2.875% Due 11-26-2041	49,000 principal amount	43,905	36,343
Vodafone Group Plc 5.875% 06-28-2064	180,000 principal amount	174,819	174,852
3M Co Medium Term 5.7% Due 03-15-2037	40,000 principal amount	42,206	42,240
Abbott Labs 4.75% 04-15-2043	10,000 principal amount	9,407	9,478
Abbott Labs 4.9% Due 11-30-2046	5,000 principal amount	4,687	4,722
Abbott Labs 6.15% Due 11-30-2037	20,000 principal amount	22,301	22,410
Abbvie Inc 4.05% Due 11-21-2039 Reg	295,000 principal amount	286,886	264,019
Abbvie Inc 4.25% Due 11-21-2049 Reg	285,000 principal amount	236,499	235,576
Abbvie Inc 4.4% Due 11-06-2042	60,000 principal amount	52,666	53,524
Abbvie Inc 4.45% Due 05-14-2046	235,000 principal amount	215,746	204,790
Abbvie Inc 4.625% Due 10-01-2042 Reg	5,000 principal amount	4,581	4,570
Abbvie Inc 4.75% 03-15-2045	130,000 principal amount	147,915	118,827
Abbvie Inc 4.85% Due 06-15-2044 Reg	63,000 principal amount	57,799	58,549
Abbvie Inc 4.875% Due 11-14-2048	110,000 principal amount	99,675	100,478
Abbvie Inc 5.35% 03-15-2044	15,000 principal amount	14,225	14,877
Abbvie Inc Fixed 4.7% Due 05-14-2045	90,000 principal amount	82,760	81,685
Ace Ina Hldgs Inc 4.15% Due 03-13-2043	42,000 principal amount	34,726	36,238
Aep Tex Inc Fixed 3.8% Due 10-01-2047	40,000 principal amount	29,727	29,672
Aep Tex Inc Sr Nt Ser J 3.45% 05-15-2051	10,000 principal amount	10,418	6,781
Aep Texas Inc 5.85% 10-15-2055	75,000 principal amount	74,628	73,917
Aep Transm Co Llc 3.15% Due 09-15-2049	30,000 principal amount	30,005	20,360
Aep Transm Co Llc 5.375% Due 06-15-2035	45,000 principal amount	44,741	46,521
Aetna Inc New 4.5% Due 05-15-2042	30,000 principal amount	25,757	25,787
Aetna Inc New 4.75% Due 03-15-2044	180,000 principal amount	211,064	157,708
Aflac Inc 4% Due 10-15-2046	70,000 principal amount	60,379	56,313
Air Prods & Chems Fixed 2.7% Due 05-15-2040	70,000 principal amount	69,971	52,655
Alabama Pwr Co 3.45% Due 10-01-2049	42,000 principal amount	28,683	29,988
Alabama Pwr Co 3.75% Due 03-01-2045	115,000 principal amount	107,313	90,760
Alabama Pwr Co 3.85% Due 12-01-2042	60,000 principal amount	59,820	49,182
Alabama Pwr Co 4.15% Due 08-15-2044	60,000 principal amount	67,458	50,292
Alexandria Real Estate Equities Inc 3.0% 05-18-2051	60,000 principal amount	42,893	36,821
Allstate Corp 4.5% Due 06-15-2043	45,000 principal amount	39,203	39,501
Alphabet Inc 1.9% Due 08-15-2040	40,000 principal amount	26,332	27,165
Alphabet Inc 4.7% 11-15-2035	155,000 principal amount	155,435	155,343
Alphabet Inc 5.25% 15 May 2055	280,000 principal amount	276,056	269,318
Alphabet Inc 5.3% 05-15-2065	239,000 principal amount	232,088	225,516
Alphabet Inc 5.35% 11-15-2045	20,000 principal amount	20,125	19,933
Alphabet Inc 5.45% 11-15-2055	155,000 principal amount	153,513	152,540
Alphabet Inc Sr Bd 5.7% 11-15-2075	210,000 principal amount	210,409	207,533
Altria Group Inc 3.4% Due 02-04-2041	90,000 principal amount	66,186	69,785
Altria Group Inc 4.25% Due 08-09-2042	120,000 principal amount	93,266	100,439
Altria Group Inc 4.45% Due 05-06-2050/05-06-2020 Reg	80,000 principal amount	63,382	64,317
Altria Group Inc 4.5% Due 05-02-2043	45,000 principal amount	47,669	38,503

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Amazon Com Inc 2.5% Due 06-03-2050	160,000 principal amount	101,976	96,243
Amazon Com Inc 4.05% 08-22-2047	55,000 principal amount	46,787	45,391
Amazon Com Inc 5.45% 11-20-2055	315,000 principal amount	314,392	308,552
Amazon Com Inc 5.55% 11-20-2065	380,000 principal amount	375,768	369,962
Amazon Com Inc Nt 3.1% 05-12-2051	335,000 principal amount	237,699	225,779
Amazon Com Inc Nt 4.1% 04-13-2062	10,000 principal amount	7,802	7,716
Amazon.Com Inc 3.95% 04-13-2052	25,000 principal amount	20,592	19,599
Ameren Ill Co 3.7% 12-01-2047	24,000 principal amount	23,459	18,375
Ameren Ill Co 4.5% 03-15-2049	30,000 principal amount	33,201	25,662
Ameren Ill Co 5.55% Due 07-01-2054	63,000 principal amount	62,880	62,153
Ameren Illinois Co 3.25% Due 03-15-2050	40,000 principal amount	40,260	27,509
Ameren Illinois Co 5.625% 03-01-2055	30,000 principal amount	31,217	29,958
American Wtr Cap Corp 5.7% 09-01-2055	95,000 principal amount	94,177	95,560
Amern Express Co 4.05% Due 12-03-2042	139,000 principal amount	118,114	120,127
Amern Express Co Fltg Rt 5.667% Due 04-25-2036	210,000 principal amount	210,970	222,300
Amgen Inc 2.77% 09-01-2053	115,000 principal amount	72,998	68,501
Amgen Inc 4.4% 05-01-2045	38,000 principal amount	32,676	32,616
Amgen Inc 4.875% 03-01-2053	20,000 principal amount	18,075	17,669
Amgen Inc 4.95% Due 10-01-2041	195,000 principal amount	200,155	184,821
Amgen Inc 5.15% Due 11-15-2041	31,000 principal amount	40,748	30,075
Amgen Inc Fixed 3.15% 02-21-2040	63,000 principal amount	48,581	49,803
Amgen Inc New Issue 30Yr 4.2% 02-22-2052	209,000 principal amount	165,563	166,478
Amphenol Corp 5.3% 11-15-2055	135,000 principal amount	133,782	129,500
Amphenol Corp New Sr Nt 4.625% 02-15-2036	180,000 principal amount	178,250	176,736
Analog Devices Inc 2.8% Due 10-01-2041/10-05-2021 Beo	55,000 principal amount	40,770	40,686
Anheuser Busch Cos 6.5% Due 05-01-2042	30,000 principal amount	31,795	32,120
Anthem Inc 3.6% Due 03-15-2051	110,000 principal amount	83,548	78,601
Anthem Inc 4.375% 12-01-2047	67,000 principal amount	69,217	55,773
Anthem Inc 4.65% Due 01-15-2043	20,000 principal amount	18,193	17,966
Anthem Inc Fixed 3.7% 09-15-2049	55,000 principal amount	41,729	40,624
Aon Corp Fixed 2.9% Due 08-23-2051	116,000 principal amount	97,299	72,467
Aon Corp/Aon Global Hold Aon 3.9% 02-28-2052	140,000 principal amount	105,740	105,133
Appalachian Pwr Co 4.4% Due 05-15-2044	50,000 principal amount	61,331	42,088
Appalachian Pwr Co 4.45% Due 06-01-2045	50,000 principal amount	44,686	41,851
Appalachian Pwr Co Fixed 4.5% 03-01-2049	38,000 principal amount	29,400	31,235
Apple Inc 2.375% Due 02-08-2041	50,000 principal amount	35,259	36,197
Apple Inc 2.65% Due 05-11-2050 Reg	425,000 principal amount	330,530	266,737
Apple Inc 3.45% Due 02-09-2045	40,000 principal amount	31,093	31,133
Apple Inc 3.75% Due 09-12-2047	125,000 principal amount	139,453	99,039
Apple Inc 3.85% Due 08-04-2046	110,000 principal amount	94,692	89,464
Apple Inc 4.25% Due 02-09-2047	45,000 principal amount	38,864	38,753
Apple Inc 4.375% Due 05-13-2045	140,000 principal amount	125,873	125,194
Apple Inc Fixed 2.95% 09-11-2049	100,000 principal amount	66,597	67,032
Applied Matls Inc 5.85% Due 06-15-2041	45,000 principal amount	55,102	47,947
Aqua Amer Inc Fixed 4.276% 05-01-2049	20,000 principal amount	17,312	16,185
Archer-Daniels 4.5% Due 03-15-2049	96,000 principal amount	89,410	82,418
Arizona Pub Svc Co 4.35% Due 11-15-2045	80,000 principal amount	64,662	66,826
Arthur J Gallagher & Co 5.55% 02-15-2055	130,000 principal amount	127,208	125,259
Arthur J Gallagher & Co 6.75% 02-15-2054	15,000 principal amount	16,096	16,629
Arthur J Gallagher 5.75% Due 03-02-2053	15,000 principal amount	14,497	14,777

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Ascension 3.106% Due 11-15-2039	55,000 principal amount	43,106	43,876
Ascension Hlth 3.945% Due 11-15-2046	30,000 principal amount	25,273	24,452
At&T Inc 3.5% Due 06-01-2041	20,000 principal amount	15,695	15,777
At&T Inc 3.5% Due 09-15-2053 Reg	615,000 principal amount	419,767	413,338
At&T Inc 3.55% Due 09-15-2055	391,000 principal amount	263,307	261,416
At&T Inc 3.65% Due 06-01-2051	50,000 principal amount	36,178	35,277
At&T Inc 3.65% Due 09-15-2059	110,000 principal amount	72,784	72,929
At&T Inc 3.8% 12-01-2057	937,000 principal amount	737,767	647,033
At&T Inc 3.85% Due 06-01-2060	17,000 principal amount	11,914	11,718
At&T Inc 4.35% Due 06-15-2045	65,000 principal amount	52,489	53,828
At&T Inc 4.5% Due 03-09-2048	215,000 principal amount	178,512	178,069
At&T Inc 4.75% Due 05-15-2046	50,000 principal amount	43,385	43,478
At&T Inc 5.55% 11-01-2045	40,000 principal amount	39,152	38,636
At&T Inc 5.7% 11-01-2054	145,000 principal amount	141,030	139,564
At&T Inc 6.3% Due 01-15-2038	15,000 principal amount	16,178	16,295
At&T Inc Fixed 5.15% Due 02-15-2050	20,000 principal amount	18,064	18,012
Atmos Energy Corp 5.45% 01-15-2056	85,000 principal amount	84,520	82,502
Avista Corp 4.35% Due 06-01-2048	50,000 principal amount	40,659	41,151
Balt Gas & Elec Co 4.55% Due 06-01-2052	40,000 principal amount	33,445	33,780
Bank Amer Corp 2.831% 10-24-2051	70,000 principal amount	43,527	44,690
Bank Amer Corp 3.311% Due 04-22-2042	225,000 principal amount	167,183	178,198
Bank Amer Corp 3.946% 01-23-2049	57,000 principal amount	45,852	45,757
Bank Amer Corp 4.083% 03-20-2051	30,000 principal amount	24,506	24,160
Bank Amer Corp 4.75% Due 04-21-2045	10,000 principal amount	8,995	9,032
Bank Amer Corp 4.875% Due 04-01-2044	30,000 principal amount	27,311	28,539
Bank Amer Corp 5% Due 01-21-2044	75,000 principal amount	72,347	72,511
Bank Of America Corporation 2.676% Due 06-19-2041/06-19-2020 Reg	555,000 principal amount	454,069	410,753
Bank Of America Corporation 4.33% 03-15-2050	45,000 principal amount	38,902	37,960
Bank Of America Corporation 4.443%01-20-2048	10,000 principal amount	8,727	8,714
Bank Of America Corporation 6.11% 01-29-2037	25,000 principal amount	25,860	27,003
Baxter Intl Inc 5.65% 12-15-2035	70,000 principal amount	70,044	71,049
Baylor Scott & White Hldgs 2.839% 11-15-2050	95,000 principal amount	73,098	60,433
Berkshire Hathaway Energy Co 2.85% 05-15-2051	30,000 principal amount	19,399	18,672
Berkshire Hathaway Fin Corp 2.5% Due 01-15-2051 Reg	46,000 principal amount	27,684	27,605
Berkshire Hathaway Fin Corp 2.85% Due 10-15-2050	315,000 principal amount	250,877	203,510
Berkshire Hathaway Fin Corp 4.2% Due 08-15-2048 Reg	70,000 principal amount	57,786	58,648
Berkshire Hathaway Finance Corp 3.85% 03-15-2052	225,000 principal amount	176,413	173,965
Biogen Inc Corp 3.15% 05-01-2050	55,000 principal amount	33,557	35,629
Black Hills Corp 3.875% Due 10-15-2049	50,000 principal amount	35,225	37,366
Blackrock Funding Inc 5.25% 03-14-2054	239,000 principal amount	238,045	229,892
Blackstone Reg Fin 4.95% Due 02-15-2036	40,000 principal amount	39,962	39,787
Boeing Co 3.375% Due 06-15-2046	25,000 principal amount	16,583	17,737
Boeing Co 3.65% Due 03-01-2047	10,000 principal amount	7,099	7,300
Boeing Co 3.75% Due 02-01-2050	235,000 principal amount	167,738	171,787
Boeing Co 3.9% 05-01-2049	50,000 principal amount	40,571	37,359
Boeing Co 5.93% Due 05-01-2060	310,000 principal amount	300,142	305,157
Boeing Co 6.625 Deb Due 02-15-2038	15,000 principal amount	15,863	16,738
Boeing Co 6.875% Due 03-15-2039	40,000 principal amount	43,866	45,088
Boeing Co Fixed 3.5% Due 03-01-2039	95,000 principal amount	94,502	77,721
Boeing Co Fixed 3.55% Due 03-01-2038	200,000 principal amount	181,003	168,841

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Boeing Co Fixed 3.625% Due 03-01-2048	70,000 principal amount	68,832	50,151
Boeing Co Fixed 3.825% 03-01-2059	25,000 principal amount	16,111	17,412
Boeing Co Fixed 3.95% Due 08-01-2059	125,000 principal amount	84,580	88,788
Boeing Co Fixed 5.805% Due 05-01-2050	30,000 principal amount	30,087	29,638
Boeing Co Sr Nt 5.875 Due 02-15-2040	35,000 principal amount	36,957	36,114
Bp Cap Mkts Amer 2.772% Due 11-10-2050	80,000 principal amount	46,791	49,494
Bp Cap Mkts Amer Inc 3.0% Due 02-24-2050	114,000 principal amount	89,929	74,645
Bristol Myers 2.55% Due 11-13-2050	365,000 principal amount	234,326	216,776
Bristol Myers Fixed 4.25% Due 10-26-2049	160,000 principal amount	129,393	131,152
Bristol Myers Fixed 4.35% Due 11-15-2047	85,000 principal amount	70,640	72,096
Bristol Myers Fixed 4.55% Due 02-20-2048	24,000 principal amount	29,709	20,826
Bristol Myers Squibb Co Corp 4.625% 05-15-2044	72,000 principal amount	85,795	65,008
Bristol-Myers Squibb Co 3.7% 03-15-2052	170,000 principal amount	128,336	125,319
Bristol-Myers Squibb Co 3.9% 03-15-2062	55,000 principal amount	39,954	40,069
Broadcom Inc 4.9% 02-15-2038	75,000 principal amount	73,529	73,751
Broadcom Inc Sr Nt 3.5% 02-15-2041	126,000 principal amount	101,103	102,770
Broadcom Inc Sr Nt 4.8% 02-15-2036	290,000 principal amount	286,667	286,752
Broadcom Inc Sr Nt 5.2% 07-15-2035	140,000 principal amount	144,027	143,811
Brown & Brown Inc 6.25% 06-23-2055	20,000 principal amount	19,952	20,871
Brown Forman Corp 4.5% Due 07-15-2045	30,000 principal amount	26,927	26,172
Brown Univ 2.924% Due 09-01-2050	45,000 principal amount	31,934	29,709
Burl North Santa Fixed 4.7% Due 09-01-2045	70,000 principal amount	70,748	63,398
Burl Northn 4.4 Due 03-15-2042	45,000 principal amount	36,121	40,285
Burl Northn Deb 5.05 Due 03-01-2041	25,000 principal amount	31,405	24,582
Burl Northn Santa 4.15% Due 04-01-2045	70,000 principal amount	68,017	58,939
Burl Northn Santa 4.375% Due 09-01-2042	50,000 principal amount	52,131	44,482
Burl Northn Santa 4.45% Due 03-15-2043	35,000 principal amount	30,171	31,224
Burl Northn Santa 4.95% Due 09-15-2041	55,000 principal amount	69,370	53,258
Burl Northn Santa 7.29% Due 06-01-2036	90,000 principal amount	103,567	109,472
Burl Northn Santa Fixed 3.05% 02-15-2051	30,000 principal amount	20,272	19,840
Burlingtn North Santa Fe 5.55% 03-15-2056	95,000 principal amount	94,444	94,049
Burlington Northern Santa Fe Llc 4.125% Deb Snr 06-15-2047 Usd	43,000 principal amount	34,843	35,490
Burlington Northern Santa Fe Llc 4.15% 12-15-2048	40,000 principal amount	33,692	32,855
Burlington Northn Santa 4.55 09-01-2044	140,000 principal amount	158,311	124,762
Burlington Northn Santa Fe 5.8% 03-15-2056	205,000 principal amount	209,389	210,141
Burlington Northn Santa Fe Llc 2.875% 06-15-2052	35,000 principal amount	21,654	22,064
Burlington Northn Santa Fe Llc 3.3% 09-15-2051	145,000 principal amount	120,073	100,399
Burlington Northn Santa Fe Llc 4.45% Due01-15-2053 Beo	70,000 principal amount	58,198	59,268
Burlington Northn Santa Fe Llc 5.2% 04-15-2054	60,000 principal amount	55,896	56,646
California Institute Of Technology 3.65%09-01-2119	10,000 principal amount	10,460	6,365
Cardinal Hlth Inc 4.6% Due 03-15-2043	70,000 principal amount	59,538	61,582
Case Westn Resv 5.405% Due 06-01-2122	130,000 principal amount	129,882	118,415
Caterpillar Inc Fixed 3.25% Due 09-19-2049	68,000 principal amount	49,216	48,611
Cbs Corp New 4.6% Due 01-15-2045	30,000 principal amount	22,969	20,866
Cbs Corp New 4.85% Due 07-01-2042	75,000 principal amount	60,771	55,443
Centerpoint Ener Houston 4.95% 08-15-2035	20,000 principal amount	19,925	20,190
Centerpoint Energy 3.95% 03-01-2048	30,000 principal amount	29,855	23,980
Charter 5.375% 05-01-2047	35,000 principal amount	28,205	28,915
Charter 6.484% Due 10-23-2045	279,000 principal amount	262,085	262,825
Charter 6.834% Due 10-23-2055	40,000 principal amount	37,663	38,552

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Charter Comm Opt Llc/Cap 3.9% Due 06-01-2052 Reg	35,000 principal amount	22,592	22,641
Charter Communications Oper Llc / Sr Secd Nt 3.95% 06-30-2062	320,000 principal amount	193,536	193,125
Charter Communications Oper Llc 4.4% Due12-01-2061 Beo	137,000 principal amount	99,099	89,967
Charter Fixed 3.85% Due 04-01-2061	126,000 principal amount	75,934	75,450
Chevron Corp New Fixed 3.078% Due 05-11-2050	2,000 principal amount	1,341	1,364
Chevron U S A Inc 4.85% 10-15-2035	165,000 principal amount	167,421	167,322
Childrens Hosp 2.704% Due 07-01-2050	40,000 principal amount	24,009	24,967
Chubb Corp 6% Due 05-11-2037	40,000 principal amount	42,536	43,515
Chubb Corp 6.5% Due 05-15-2038	55,000 principal amount	61,477	62,429
Chubb Ina Hldgs Inc 4.9% 08-15-2035	345,000 principal amount	344,562	347,041
Cigna Corp New 3.875% Due 10-15-2047 Reg	105,000 principal amount	107,270	81,153
Cigna Corp New 6.125% Due 11-15-2041 Beo	40,000 principal amount	42,391	42,396
Cigna Corp New Corp 4.9% 12-15-2048	35,000 principal amount	31,181	31,319
Cigna Corp New Fixed 3.2% Due 03-15-2040	125,000 principal amount	129,588	98,946
Cigna Corp New Fixed 3.4% Due 03-15-2050	110,000 principal amount	80,103	77,190
Cigna Group Sr Nt 3.4% 03-15-2051	15,000 principal amount	9,965	10,461
Cisco Sys Inc 5.3% 02-26-2054	135,000 principal amount	133,709	129,958
Cisco Sys Inc 5.5% 02-24-2055	100,000 principal amount	98,698	99,207
Cisco Sys Inc Sr Nt 5.9 Due 02-15-2039 Reg	45,000 principal amount	57,077	48,503
Cisco Systems Inc 5.35% 02-26-2064	95,000 principal amount	93,322	90,146
Citigroup Inc 4.65% Due 07-30-2045	50,000 principal amount	44,669	45,151
Citigroup Inc 4.75% Due 05-18-2046	35,000 principal amount	30,958	30,803
Citigroup Inc 5.612% 03-04-2056	430,000 principal amount	427,086	429,588
Citigroup Inc 5.875 Due 01-30-2042	70,000 principal amount	71,918	73,877
Citigroup Inc 6.875% Due 02-15-2098	30,000 principal amount	40,084	34,421
Cms Energy Corp 4.875 Due 03-01-2044	20,000 principal amount	18,579	17,924
Cms Energy Corp Sr Nt 4.7 03-31-2043	20,000 principal amount	23,950	17,488
Coca Cola Co 2.5% 03-15-2051	15,000 principal amount	9,355	9,036
Coca Cola Co 5.4% 05-13-2064	105,000 principal amount	105,148	102,429
Coca Cola Co Fixed 2.5% Due 06-01-2040	35,000 principal amount	25,121	26,097
Coca-Cola Co/The 3.0% Due 03-05-2051	30,000 principal amount	19,475	20,101
Coca-Cola Co/The 5.2% 01-14-2055	115,000 principal amount	111,819	111,417
Comcast Corp 5.35% 05-15-2053	80,000 principal amount	75,630	72,099
Comcast Corp New 2.8% Due 01-15-2051/05-28-2020 Reg	130,000 principal amount	92,221	75,733
Comcast Corp New 2.887% 11-01-2051 Beo	480,000 principal amount	301,677	282,458
Comcast Corp New 2.937% 11-01-2056	230,000 principal amount	160,570	129,762
Comcast Corp New 3.4% Due 07-15-2046	60,000 principal amount	47,121	41,879
Comcast Corp New 3.999% 11-01-2049	173,000 principal amount	134,739	128,035
Comcast Corp New 4% Due 03-01-2048	60,000 principal amount	43,248	45,278
Comcast Corp New 4% Due 08-15-2047	25,000 principal amount	18,912	18,940
Comcast Corp New 4.049% Due 11-01-2052	30,000 principal amount	22,528	22,026
Comcast Corp New 4.95% Due 10-15-2058	74,000 principal amount	63,544	61,581
Comcast Corp New 5.65% 06-01-2054	35,000 principal amount	34,200	32,917
Comcast Corp New Fixed 3.969% Due 11-01-2047	205,000 principal amount	167,319	154,054
Comcast Corp New Sr Nt 144A 5.168% 01-15-2037	105,000 principal amount	105,362	103,763
Commonspirit Hlth 3.91% Due 10-01-2050	60,000 principal amount	61,894	45,039
Commonspirit Hlth 4.187% Due 10-01-2049	140,000 principal amount	114,612	110,219
Commonwealth Edison 4.0% Due 03-01-2049 Beo	60,000 principal amount	58,496	46,905
Commonwealth Edison Co 1St Mtg Bd Ser 113 3.8 Due 10-01-2042	35,000 principal amount	34,916	28,348
Commonwealth Edison Co 1St Mtg Bd Ser 130 3.125% 03-15-2051	95,000 principal amount	66,854	63,163

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Commonwealth Edison Co 3.75% 08-15-2047	65,000 principal amount	64,138	49,843
Commonwealth Edison Co 3.85% 03-15-2052	35,000 principal amount	26,876	26,268
Commonwealth Edison Co 5.65% 06-01-2054	35,000 principal amount	34,853	34,821
Comwlth Edison Co 2.75% Due 09-01-2051	90,000 principal amount	50,964	55,432
Comwlth Edison Co 4.35% Due 11-15-2045	80,000 principal amount	103,749	68,259
Comwlth Edison Co 4.6% Due 08-15-2043	130,000 principal amount	146,579	116,277
Conagra Brands Inc 5.4% 11-01-2048	120,000 principal amount	107,185	107,885
Conocophillips 5.3% 05-15-2053	80,000 principal amount	77,706	74,765
Conocophillips Co 3.8% 03-15-2052	40,000 principal amount	29,899	29,489
Conocophillips Co 5.7% 09-15-2063	148,000 principal amount	147,303	143,234
Conocophillips Co Fixed 4.025% Due 03-15-2062	50,000 principal amount	37,085	36,436
Conocophillips Company 5.5% 01-15-2055	20,000 principal amount	19,267	19,191
Cons Edison Co N Y 3.2% Due 12-01-2051	80,000 principal amount	52,638	53,389
Cons Edison Co N Y 3.875% Due 06-15-2047	20,000 principal amount	22,012	15,564
Cons Edison Co N Y 3.95% Due 03-01-2043	70,000 principal amount	57,805	57,706
Cons Edison Co N Y 4.2% Due 03-15-2042	35,000 principal amount	31,336	30,012
Cons Edison Co N Y 4.5% Due 05-15-2058	95,000 principal amount	78,265	78,062
Consolidated Edison Co N Y Inc 3.7% Due 11-15-2059	50,000 principal amount	56,068	35,025
Consolidated Edison Co N Y Inc 4.125% 05-15-2049 Reg	50,000 principal amount	40,872	39,833
Consolidated Edison Co N Y Inc 5.5% 03-15-2055	45,000 principal amount	43,915	43,778
Consolidated Edison Co N Y Inc 5.75% 11-15-2055	10,000 principal amount	10,020	10,014
Consolidated Edison Co(N.Y) 6.15% Due 11-15-2052 Beo	45,000 principal amount	47,585	47,496
Constellation Brands Inc 4.95% 11-01-2035	40,000 principal amount	39,886	39,557
Consumers Energy 4.35% Due 04-15-2049	25,000 principal amount	20,895	20,866
Corning Inc 5.45% Due 11-15-2079	60,000 principal amount	67,944	55,010
Coterra Energy Inc 5.4% 02-15-2035	15,000 principal amount	14,931	15,259
Coterra Energy Inc 5.9% 02-15-2055	25,000 principal amount	24,839	24,103
Csx Corp 3.35% 09-15-2049	15,000 principal amount	10,514	10,575
Csx Corp 4.1 Due 03-15-2044	30,000 principal amount	32,583	25,207
Csx Corp 4.4 Due 03-01-2043 Reg	55,000 principal amount	69,392	48,480
Csx Corp 4.5% Due 08-01-2054	30,000 principal amount	24,881	25,239
Csx Corp Fixed 4.65% Due 03-01-2068	115,000 principal amount	120,031	94,539
Cvs Health Corp 4.125% Due 04-01-2040 Reg	123,000 principal amount	106,145	105,439
Cvs Health Corp 5.05% Due 03-25-2048	230,000 principal amount	208,999	203,557
Cvs Health Corp 5.125% Due 07-20-2045	50,000 principal amount	45,777	45,275
Cvs Health Corp 5.875% 06-01-2053	35,000 principal amount	33,582	34,120
Cvs Health Corp 6.0% 06-01-2044	80,000 principal amount	79,231	80,653
Cvs Health Corp 6.125% Due 09-15-2039	45,000 principal amount	45,831	46,770
Danaher Corp 2.6% Due 10-01-2050	35,000 principal amount	21,932	21,440
Dell Int Llc / Emc Corp 5.1% 02-15-2036	65,000 principal amount	64,761	64,320
Devon Energy Corp 4.75% Due 05-15-2042	115,000 principal amount	124,313	99,905
Devon Energy Corp Fixed 5% Due 06-15-2045	15,000 principal amount	12,040	13,095
Dh Europe Fin Ii S Fixed 3.25% 11-15-2039	195,000 principal amount	175,666	160,178
Dicks Sporting Goods Inc 4.1% 01-15-2052	55,000 principal amount	40,562	40,346
Disney Walt Co 2.75% Due 09-01-2049	245,000 principal amount	198,634	156,200
Disney Walt Co 3% Due 07-30-2046	15,000 principal amount	10,356	10,404
Disney Walt Co New 4.375% Due 08-16-2041	164,000 principal amount	141,763	147,481
Disney Walt Co Sr Nt 4.75% 09-15-2044	50,000 principal amount	47,205	45,755
Disney Walt Co Sr Nt 4.75% 11-15-2046	20,000 principal amount	17,902	18,119
Disney Walt Co Sr Nt 4.95% 10-15-2045	45,000 principal amount	42,000	42,419

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Dominion Energy 4.85% Due 08-15-2052	35,000 principal amount	30,567	30,167
Dominion Res Inc 4.05% Due 09-15-2042	60,000 principal amount	65,848	48,914
Dow Chem Co 5.25% Due 11-15-2041	36,000 principal amount	34,462	32,709
Dow Chem Co Nt 9.4 Due 05-15-2039	103,000 principal amount	136,847	132,693
Dow Chemical Co 4.375% Due 11-15-2042	95,000 principal amount	98,940	75,348
Dow Chemical Co 6.9% Due 05-15-2053 Beo	30,000 principal amount	31,289	30,866
Dow Chemical Co Fixed 5.55% Due 11-30-2048	35,000 principal amount	33,822	30,845
Dow Chemical Co Nt 4.8% 05-15-2049	80,000 principal amount	70,846	63,002
Dowdupont Inc 5.319% Due 11-15-2038	38,000 principal amount	42,073	38,167
Dr Pepper Snapple 4.5% Due 11-15-2045	70,000 principal amount	59,204	58,567
Dte Elec Co 3.65% 03-01-2052	20,000 principal amount	15,021	14,775
Dte Elec Co 3.75% Due 08-15-2047	52,000 principal amount	39,238	40,020
Dte Electric Comp 5.85% 05-15-2055	145,000 principal amount	146,494	149,296
Duke Energy 3.2% Due 08-15-2049	20,000 principal amount	14,255	13,713
Duke Energy 3.7% Due 10-15-2046	45,000 principal amount	32,434	34,400
Duke Energy 3.75% Due 06-01-2045	25,000 principal amount	19,512	19,705
Duke Energy 4.15% Due 12-01-2044	35,000 principal amount	31,319	29,242
Duke Energy 4.25% Due 12-15-2041	25,000 principal amount	20,854	22,038
Duke Energy 4.375% Due 03-30-2044	170,000 principal amount	205,890	145,944
Duke Energy 6.05% Due 04-15-2038	25,000 principal amount	25,984	27,068
Duke Energy Carolinas Llc 3.45% Due 04-15-2051 Beo	65,000 principal amount	49,431	46,261
Duke Energy Corp 3.75% Due 09-01-2046	15,000 principal amount	11,413	11,412
Duke Energy Corp 3.95% Due 08-15-2047	115,000 principal amount	90,998	88,927
Duke Energy Corp 4.8% Due 12-15-2045	20,000 principal amount	17,234	17,794
Duke Energy Fixed 3.7% Due 12-01-2047	124,000 principal amount	91,176	93,983
Duke Energy Fla 3.4% Due 10-01-2046	75,000 principal amount	86,105	54,909
Duke Energy Fla 4.2% Due 07-15-2048	50,000 principal amount	47,911	40,779
Duke Energy Ind 3.75% Due 05-15-2046	189,000 principal amount	171,876	147,691
Duke Energy Ind 4.9 Due 07-15-2043	45,000 principal amount	44,609	42,045
Duke Energy Ind 6.35% Due 08-15-2038	40,000 principal amount	56,688	44,248
Duke Energy Ind Llc 3.25% Due 10-01-2049	130,000 principal amount	135,878	89,003
Duke Energy Oh Inc 3.7% Due 06-15-2046	120,000 principal amount	120,113	91,655
Duke Energy Ohio Inc 5.65% 04-01-2053	56,000 principal amount	52,967	55,521
Duke Energy Progress Llc 3.6% 09-15-2047	80,000 principal amount	78,359	59,690
Duke Univ 2.832% 10-01-2055	35,000 principal amount	23,567	22,015
Eastman Chem Co 4.65% Due 10-15-2044	20,000 principal amount	23,395	17,019
Ecolab Inc 2.75% 08-18-2055 Beo	11,000 principal amount	9,209	6,645
Ecolab Inc Fixed 2.125% Due 08-15-2050	75,000 principal amount	42,668	41,838
El Paso Pipeln 4.7% Due 11-01-2042	115,000 principal amount	97,452	101,716
El Paso Pipeln 7.5% Due 11-15-2040	65,000 principal amount	84,324	75,947
Elevance Health Inc 5.125% Due 02-15-2053	55,000 principal amount	52,356	49,824
Elevance Health Inc 5.65% 06-15-2054	45,000 principal amount	43,801	43,878
Elevance Health Inc 5.7% 02-15-2055	50,000 principal amount	49,663	48,946
Elevance Health Inc 5.85% 11-01-2064	50,000 principal amount	49,264	49,259
Elevance Hlth Inc 4.65% Due 08-15-2044	15,000 principal amount	13,308	13,261
Eli Lilly & Co 4.875% 02-27-2053	101,000 principal amount	99,545	92,588
Eli Lilly & Co 4.95% 02-27-2063	100,000 principal amount	92,683	90,582
Eli Lilly & Co 5.05% 08-14-2054	60,000 principal amount	57,576	56,390
Eli Lilly & Co 5.1% 02-09-2064	195,000 principal amount	193,761	180,269
Eli Lilly & Co 5.6% 02-12-2065	40,000 principal amount	39,905	40,256

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Eli Lilly & Co 5.65% 10-15-2065	90,000 principal amount	91,046	91,041
Eli Lilly And Co 4.15% 03-15-2059	30,000 principal amount	23,834	23,904
Eli Lilly And Company 3.95% 03-15-2049	60,000 principal amount	48,693	48,414
Eli Lilly And Company 5.0% 02-09-2054	225,000 principal amount	219,108	210,570
Enable Midstream Partners Lp Step 05-15-2044	30,000 principal amount	33,000	26,089
Enbridge Energy 7.375% Due 10-15-2045	55,000 principal amount	64,551	63,901
Energy Transfer 5.15% Due 02-01-2043	115,000 principal amount	101,368	103,812
Energy Transfer 5.15% Due 03-15-2045	20,000 principal amount	16,475	17,738
Energy Transfer 6% Due 06-15-2048	65,000 principal amount	64,024	63,241
Energy Transfer 6.25% Due 04-15-2049	90,000 principal amount	87,540	89,350
Energy Transfer Fixed 5.3% Due 04-15-2047	250,000 principal amount	223,932	222,412
Energy Transfer Fixed 6.125% Due 12-15-2045	20,000 principal amount	19,596	19,686
Energy Transfer Oper L P 5.0% 05-15-2050	70,000 principal amount	59,711	58,780
Entergy Ar Llc Fixed 3.35% Due 06-15-2052	20,000 principal amount	20,083	13,606
Entergy Ark Llc 2.65% Due 06-15-2051	60,000 principal amount	43,140	35,823
Entergy Arkansas Llc 4.2% 04-01-2049	15,000 principal amount	12,130	12,150
Entergy La Llc 4.2% 04-01-2050	35,000 principal amount	26,165	28,034
Entergy La Llc Fixed 3.1% Due 06-15-2041	85,000 principal amount	84,459	64,746
Entergy Louisiana Llc 5.8% 03-15-2055	55,000 principal amount	54,767	55,488
Entergy Miss Llc 3.85% Due 06-01-2049	99,000 principal amount	93,165	75,777
Entergy Miss Llc 5.8% 04-15-2055	25,000 principal amount	24,991	25,210
Entergy Miss Llc 5.85% 06-01-2054	10,000 principal amount	9,995	10,104
Entergy Tex Inc 3.55% Due 09-30-2049	15,000 principal amount	15,936	10,739
Entergy Tex Inc 4.5% 03-30-2039	25,000 principal amount	24,828	23,255
Enterprise Prods 3.7% Due 01-31-2051	45,000 principal amount	31,371	33,133
Enterprise Prods 4.2% Due 01-31-2050	45,000 principal amount	33,728	36,239
Enterprise Prods 4.45 Due 02-15-2043	133,000 principal amount	123,862	117,219
Enterprise Prods 5.1% Due 02-15-2045	26,000 principal amount	24,303	24,440
Enterprise Prods Fixed 3.2% 02-15-2052	70,000 principal amount	43,705	46,571
Enterprise Prods Oper Llc 4.25% 02-15-2048	132,000 principal amount	125,900	108,801
Enterprise Prods Oper Llc 4.8% 02-01-2049	36,000 principal amount	30,200	31,822
Enterprise Prods Oper Llc 5.55% 02-16-2055	20,000 principal amount	19,279	19,448
Enterprise Prods Oper Llc Gtd Sr Nt 4.85Due 08-15-2042	75,000 principal amount	73,812	69,598
Enterprise Products Oper L P 3.3% 02-15-2053	35,000 principal amount	22,205	23,474
Eog Res Inc 4.95% Due 04-15-2050	35,000 principal amount	31,719	31,421
Eog Res Inc 5.35% 01-15-2036	45,000 principal amount	44,963	46,344
Eog Res Inc 5.95% 07-15-2055	105,000 principal amount	106,428	107,350
Eog Resources Inc 5.65% 12-01-2054	170,000 principal amount	166,723	166,783
Essential Utilities Inc 5.25% 08-15-2035	70,000 principal amount	69,859	71,505
Essential Utils Fixed 3.351% Due 04-15-2020	105,000 principal amount	101,585	72,471
Essential Utils Inc Sr Nt 5.3% 05-01-2052	70,000 principal amount	62,239	65,667
Estee Lauder Cos Fixed 4.375% Due 06-15-2045	25,000 principal amount	20,978	21,131
Evergy Metro Inc 5.125% 08-15-2035	153,000 principal amount	153,056	154,973
Exxon Mobil Corp 2.995% Due 08-16-2039	75,000 principal amount	73,842	60,192
Exxon Mobil Corp 3.095% Due 08-16-2049	66,000 principal amount	46,489	45,233
Exxon Mobil Corp 3.452% Due 04-15-2051 Reg	70,000 principal amount	51,996	50,389
Exxon Mobil Corp 4.114% Due 03-01-2046	120,000 principal amount	99,368	100,649
Exxon Mobil Corp Fixed 4.327% Due 03-19-2050	245,000 principal amount	206,320	206,033
Fedex Corp 3.25% 05-15-2041	40,000 principal amount	28,577	30,149
Fedex Corp 4.05% 02-15-2048	70,000 principal amount	53,482	53,707

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Fedex Corp 4.1% 02-01-2045	100,000 principal amount	80,205	79,140
Fedex Corp 4.1% 04-15-2043	20,000 principal amount	16,577	16,145
Fedex Corp 4.4% 01-15-2047	90,000 principal amount	72,191	73,486
Fedex Corp 4.75% 11-15-2045	85,000 principal amount	73,672	73,831
Fedex Corp 4.95% 10-17-2048	120,000 principal amount	103,061	105,222
Fedex Corp 5.1% 01-15-2044	30,000 principal amount	25,484	27,346
Fedex Corp Nt 3.875% 08-01-2042	35,000 principal amount	26,758	27,801
Fedex Corp Nt 4.55% 04-01-2046	85,000 principal amount	79,489	71,676
Fid Natl 4.5% Due 08-15-2046	20,000 principal amount	16,923	16,673
Firstenergy Corp 3.4% Due 03-01-2050	65,000 principal amount	43,841	45,002
Fiserv Inc 4.4% Due 07-01-2049	50,000 principal amount	40,582	39,372
Fl Pwr & Lt Co 1St Mtg Bd 5.96 Due 04-01-2039	30,000 principal amount	32,301	32,441
Fl Pwr & Lt Co 3.15% Due 10-01-2049	55,000 principal amount	40,099	37,780
Fl Pwr & Lt Co 3.7% 12-01-2047	175,000 principal amount	139,749	134,989
Fl Pwr & Lt Co 3.95% 03-01-2048	90,000 principal amount	72,877	72,138
Fl Pwr & Lt Co 4.125% Due 06-01-2048	35,000 principal amount	30,652	28,625
Florida Power & Light Company 2.875% 12-04-2051	150,000 principal amount	97,506	95,989
Florida Power & Light Company 5.6% 02-15-2066	65,000 principal amount	64,480	64,202
Florida Power & Light Company 5.6% 06-15-2054	130,000 principal amount	132,811	130,922
Florida Pwr & Lt Co Fixed 3.99% 03-01-2049	35,000 principal amount	27,301	27,877
Florida Pwr Corp 3.85% Due 11-15-2042	50,000 principal amount	60,104	41,265
Florida Pwr Corp 6.4% Due 06-15-2038	146,000 principal amount	159,661	163,057
Fmc Corp 4.5% Due 10-01-2049	8,000 principal amount	8,703	5,100
Fmc Corp 6.375% 05-18-2053	20,000 principal amount	19,657	14,906
Ford Fndtn 2.815% Due 06-01-2070	40,000 principal amount	36,744	22,649
Ford Mtr Co Del Nt 4.75 01-15-2043	30,000 principal amount	23,651	23,822
Fred Hutchinson 4.966% Due 01-01-2052	75,000 principal amount	75,000	67,988
Gallagher Arthur J & Co Sr Nt 3.5% 05-20-2051	21,000 principal amount	17,850	14,697
Gatx Corp 3.1% Due 06-01-2051	13,000 principal amount	12,690	8,249
Ge Cap Intl Fdg Co 4.418% Due 11-15-2035	49,000 principal amount	44,791	47,912
Gen Dynamics Corp Fixed 4.25% Due 04-01-2040	40,000 principal amount	37,172	36,770
Gen Elec Cap Corp Medium Term Nts Bo Tranche # Tr 00818 6.875 Due 01-10-2039	36,000 principal amount	47,349	42,484
General Elec Co 4.5% Due 03-11-2044	40,000 principal amount	34,496	36,106
General Mtrs Co 5.2% Due 04-01-2045	115,000 principal amount	99,281	103,607
General Mtrs Co 6.25% Due 10-02-2043	30,000 principal amount	29,798	30,495
Gilead Sciences 4.15% Due 03-01-2047	40,000 principal amount	33,701	33,330
Gilead Sciences 4.5% Due 02-01-2045	55,000 principal amount	48,880	48,789
Gilead Sciences 4.8% Due 04-01-2044	184,000 principal amount	190,581	170,206
Gilead Sciences Inc 2.6% Due 10-01-2040	87,000 principal amount	80,114	64,537
Glaxosmithkline 6.375% Due 05-15-2038	125,000 principal amount	147,169	140,473
Global Payments Inc 5.95% Due 08-15-2052Beo	20,000 principal amount	19,912	19,173
Goldman Sachs 4.75% Due 10-21-2045	90,000 principal amount	81,439	81,803
Goldman Sachs 5.15% Due 05-22-2045	105,000 principal amount	96,815	98,898
Goldman Sachs 6.25% Due 02-01-2041	92,000 principal amount	97,739	100,995
Goldman Sachs 6.75% Due 10-01-2037	38,000 principal amount	42,425	42,525
Goldman Sachs Group Inc 3.436% 02-24-2043	60,000 principal amount	46,144	47,135
Goldman Sachs Group Inc 2.908% Due 07-21-2042 Beo	90,000 principal amount	66,137	66,186
Goldman Sachs Group Inc 3.21% Due 04-22-2042 Beo	115,000 principal amount	102,266	89,304
Goldman Sachs Group Inc 5.561% 11-19-2045	570,000 principal amount	563,008	572,212
Goldman Sachs Group Inc 5.734% 01-28-2056	531,000 principal amount	533,645	539,282

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Halliburton Co 4.75% Due 08-01-2043	60,000 principal amount	67,904	53,004
Hca Inc 3.5% Due 07-15-2051 Beo	275,000 principal amount	195,880	187,214
Hca Inc 4.375% 03-15-2042	40,000 principal amount	34,544	34,238
Hca Inc 5.25% Due 06-15-2049	95,000 principal amount	84,293	86,171
Hca Inc 5.9% 06-01-2053	40,000 principal amount	38,389	39,279
Hca Inc 5.95% 09-15-2054	140,000 principal amount	137,560	138,859
Hca Inc 6.2% 03-01-2055	20,000 principal amount	19,835	20,447
Hca Inc Sr Secd Nt 4.625% 03-15-2052	205,000 principal amount	172,690	167,903
Hess Corp 5.6% Due 02-15-2041	50,000 principal amount	48,235	51,813
Hess Corp 5.8% Due 04-01-2047	15,000 principal amount	15,080	15,419
Hess Corp 6% Due 01-15-2040	35,000 principal amount	35,936	37,854
Highlands Energy Corp Part Deb Ser 1 0.00001 Bd Due 09-30-2010 Filed 11	138,432 principal amount	138,432	-
Home Depot Inc 3.125% Due 12-15-2049	155,000 principal amount	156,237	106,025
Home Depot Inc 3.35% Due 04-15-2050 Reg	91,000 principal amount	72,895	64,411
Home Depot Inc 3.9% Due 06-15-2047	55,000 principal amount	43,636	43,894
Home Depot Inc 4.2% Due 04-01-2043	117,000 principal amount	112,675	101,765
Home Depot Inc 4.25% Due 04-01-2046	40,000 principal amount	34,155	33,961
Home Depot Inc 4.4 Due 03-15-2045 Reg	85,000 principal amount	85,666	74,054
Home Depot Inc 4.5% Due 12-06-2048	15,000 principal amount	12,918	13,004
Home Depot Inc 5.3% 06-25-2054	45,000 principal amount	43,625	43,212
Home Depot Inc Sr Nt 2.75% 09-15-2051	30,000 principal amount	18,574	18,612
Honeywell Intl Inc 5.7 Due 03-15-2036 Beo	65,000 principal amount	68,192	69,208
Hp Enterprise Co 5.6% 10-15-2054	95,000 principal amount	93,576	88,280
Humana Inc 4.625 Due 12-01-2042	5,000 principal amount	4,177	4,315
Humana Inc 4.95% Due 10-01-2044	25,000 principal amount	21,512	22,138
Humana Inc 5.5% 03-15-2053	35,000 principal amount	33,327	31,945
Humana Inc 5.75% 04-15-2054	50,000 principal amount	50,018	47,210
Humana Inc Fixed 3.95% Due 08-15-2049	19,000 principal amount	13,197	14,099
Imb Internat Capital 5.3% 02-05-2054	185,000 principal amount	176,494	173,066
In Mich Pwr Co 3.75% Due 07-01-2047	40,000 principal amount	30,404	30,311
In Univ Hlth Inc 2.852% Due 11-01-2051	60,000 principal amount	40,381	38,016
Indiana Mich Pwr Co 3.25% Due 05-01-2051Beo	35,000 principal amount	29,863	23,328
Intel Corp 3.25% Due 11-15-2049	195,000 principal amount	168,928	124,781
Intel Corp 3.734% 12-08-2047 Beo	130,000 principal amount	127,113	92,855
Intel Corp 4.1% Due 05-11-2047	215,000 principal amount	164,227	163,051
Intel Corp 4.1% Due 05-19-2046	60,000 principal amount	45,002	46,140
Intel Corp 4.25% Due 12-15-2042	55,000 principal amount	44,808	44,724
Intel Corp 4.9% 07-29-2045	35,000 principal amount	30,323	30,285
Intel Corp 4.9% 08-05-2052	55,000 principal amount	45,605	45,645
Intel Corp 5.05% Due 08-05-2062 Beo	180,000 principal amount	162,665	146,708
Intercontinental Exchange Inc 3.0% Due 06-15-2050 Beo	150,000 principal amount	101,371	98,718
Intercontinental Exchange Inc 5.2% 06-15-2062	45,000 principal amount	45,615	41,381
Intercontinental Exchange Inc New Issue 30Yr 4.95% 06-15-2052	1,000 principal amount	911	920
International Business Machs Corp 4 Nts Due 06-20-2042 Usd1000	35,000 principal amount	28,260	29,409
Interstate Pwr & Lt Co 5.6% 10-01-2055	10,000 principal amount	9,690	9,718
Intl Business 3.43% Due 02-09-2052	75,000 principal amount	55,135	51,455
Intl Business 4.7% Due 02-19-2046	25,000 principal amount	21,950	22,144
Intl Business Fixed 2.85% Due 05-15-2040	185,000 principal amount	141,450	139,933
Intl Business Machs Corp 7.125 Deb Due 12-01-2096 Call	20,000 principal amount	23,701	23,791
Intl Paper Co 4.8% Due 06-15-2044	63,000 principal amount	71,056	55,691

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Intl Paper Co 5.15% Due 05-15-2046	15,000 principal amount	13,524	13,821
Intl Paper Co 6 Due 11-15-2041	50,000 principal amount	55,230	51,916
Intst Pwr & Lt Co 3.7% Due 09-15-2046	115,000 principal amount	120,000	86,204
Intuit Inc 5.5% 09-15-2053	50,000 principal amount	49,586	49,376
Jbs Usa Lux S A / Jbs Usa Food Co 7.25% 11-15-2053	45,000 principal amount	48,976	50,403
Jbs Usa Lux S A 6.5% Due 12-01-2052	170,000 principal amount	173,160	175,258
Jbs Usa/Food/Finance 4.375% 02-02-2052	55,000 principal amount	39,471	42,753
Johns Hopkins Univ 2.813% Due 01-01-2060	30,000 principal amount	17,931	17,785
Johnson & Johnson 2.1% Due 09-01-2040 Reg	41,000 principal amount	35,015	28,982
Johnson & Johnson 3.4% 01-15-2038	25,000 principal amount	21,074	22,076
Johnson & Johnson 3.625% Due 03-03-2037	165,000 principal amount	159,954	150,315
Johnson & Johnson 3.75% Due 03-03-2047	94,000 principal amount	84,558	76,067
Johnson Ctls Intl Plc Sr Nt Step Up 07-02-2064 12-28-2016	70,000 principal amount	85,805	60,587
Johnsonville Aerod Com Tur Gen Llc 5.078% 10-01-2054	88,886 principal amount	88,886	85,621
Jpmorgan Chase & 4.95% Due 06-01-2045	90,000 principal amount	81,101	85,080
Jpmorgan Chase & 5.6% Due 07-15-2041	70,000 principal amount	72,844	73,194
Jpmorgan Chase & Co 3.109% Due 04-22-2051	110,000 principal amount	75,082	74,934
Jpmorgan Chase & Co 3.109% Due 04-22-2041/10-22-2020 Reg	225,000 principal amount	194,490	177,302
Jpmorgan Chase & Co 3.157% 04-22-2042	190,000 principal amount	141,075	147,975
Jpmorgan Chase & Co 3.897% 01-23-2049	270,000 principal amount	218,481	215,689
Jpmorgan Chase & Co 3.964% 11-15-2048	415,000 principal amount	352,513	335,159
Jpmorgan Chase & Co 4.032% 07-24-2048	155,000 principal amount	154,456	126,994
Jpmorgan Chase & Co 4.26% 02-22-2048	60,000 principal amount	51,778	51,100
Jpmorgan Chase & Co 5.4 Snr Nts Due 01-06-2042 Usd1000	70,000 principal amount	70,359	71,345
Jpmorgan Chase & Co Formerly J P Morgan Nt 6.4 Due 05-15-2038 Beo	140,000 principal amount	156,735	158,521
Jpmorgan Chase & Fltg Rt 2.525% Due 11-19-2041	47,000 principal amount	40,166	33,937
Kaiser Fndtn Hosps 3.002% Due 06-01-2051Reg	140,000 principal amount	130,798	91,935
Kaiser Fndtn Hosps 3.266% Due 11-01-2049	35,000 principal amount	24,266	24,487
Kaiser Fndtn Hosps 4.15% Due 05-01-2047	105,000 principal amount	90,070	87,640
Kellanova Sr Nt 5.75% 05-16-2054	48,000 principal amount	47,108	48,342
Kentucky Utilities Co 5.85% 08-15-2055	55,000 principal amount	55,105	55,683
Kentucky Utils Co 4.375% Due 10-01-2045	40,000 principal amount	40,738	33,943
Kenvue Inc 5.05% 03-22-2053	55,000 principal amount	51,330	50,314
Kenvue Inc 5.2% 03-22-2063	140,000 principal amount	134,035	127,439
Keurig Dr Pepper 5.085% Due 05-25-2048	10,000 principal amount	9,023	8,904
Keurig Dr Pepper Inc 3.8% Due 05-01-2050Beo	5,000 principal amount	3,632	3,646
Kinder Morgan 5.5 Due 03-01-2044	25,000 principal amount	21,413	24,017
Kinder Morgan 6.375% Due 03-01-2041	85,000 principal amount	100,340	91,004
Kinder Morgan 6.55% Due 09-15-2040	30,000 principal amount	31,609	32,595
Kinder Morgan 6.95% Due 01-15-2038	150,000 principal amount	165,679	168,901
Kinder Morgan Inc Del Sr Nt 3.6% 02-15-2051	165,000 principal amount	111,026	115,849
Kinder Morgan Inc Fixed 3.25% Due 08-01-2050	35,000 principal amount	22,621	23,248
Kla Corp 3.3% 03-01-2050	85,000 principal amount	67,528	59,244
Kla Corp 5% Due 03-15-2049	15,000 principal amount	20,248	13,860
Kla Corp 5.25% 07-15-2062	80,000 principal amount	77,693	74,602
Kraft Foods Group 6.875% Due 01-26-2039	20,000 principal amount	22,306	22,392
Kraft Heinz Foods 5.2% Due 07-15-2045	226,000 principal amount	203,605	207,855
Kraft Heinz Foods Co Gtd Sr Nt 4.625% 10-01-2039	45,000 principal amount	40,186	41,201
Kroger Co 3.875% Due 10-15-2046	20,000 principal amount	18,628	15,610
Kroger Co 4.45% Due 02-01-2047	100,000 principal amount	113,987	84,400

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Kroger Co 5.65% 09-15-2064	170,000 principal amount	163,046	162,693
Ks Cy Pwr & Lt Co 4.2% Due 06-15-2047	25,000 principal amount	22,790	20,364
Ky Utils Co 4.65 Due 11-14-2043	40,000 principal amount	44,034	35,085
Lockheed Martin 3.8% Due 03-01-2045	100,000 principal amount	79,813	80,503
Lockheed Martin 4.07% Due 12-15-2042	265,000 principal amount	239,900	227,015
Lockheed Martin 4.7% Due 05-15-2046	28,000 principal amount	28,465	25,470
Lockheed Martin Corp 4.09% 09-15-2052	105,000 principal amount	82,784	83,608
Lockheed Martin Corp 5.2% 02-15-2055	10,000 principal amount	9,467	9,444
Lockheed Martin Corp 5.7% Due 11-15-2054	11,000 principal amount	11,124	11,134
Lockheed Martin Corp Sr Nt 4.15% 06-15-2053	40,000 principal amount	34,099	32,074
Lockheed Martin Corp Sr Nt 4.3% 06-15-2062	25,000 principal amount	19,883	19,800
Lockheed Martin Fixed 2.8% Due 06-15-2050	150,000 principal amount	93,682	95,422
Louisville Gas & Elec 5.85% 08-15-2055	55,000 principal amount	56,466	55,598
Louisville Gas & Elec Co 4.25% 04-01-2049	109,000 principal amount	106,081	89,184
Lowe'S Companies Fixed 3.5% Due 04-01-2051	25,000 principal amount	26,227	17,407
Lowe'S Companies Inc 2.8% 09-15-2041	45,000 principal amount	30,797	32,442
Lowes Cos Inc 3% Due 10-15-2050	45,000 principal amount	28,735	28,641
Lowes Cos Inc 3.7% Due 04-15-2046	70,000 principal amount	51,384	53,139
Lowes Cos Inc 4.05% Due 05-03-2047	70,000 principal amount	53,713	55,519
Lowes Cos Inc 4.25% 04-01-2052	64,000 principal amount	50,407	50,591
Lowes Cos Inc 5.125% Due 04-15-2050 Beo	23,000 principal amount	21,139	20,867
Lowes Cos Inc Fixed 4.55% 04-05-2049	54,000 principal amount	45,710	45,360
Lyb Intl Fin B V 5.25% Due 07-15-2043	46,000 principal amount	40,680	39,811
Lyb Intl Fin Iii 3.375% Due 10-01-2040	100,000 principal amount	90,552	72,551
Lyb Intl Fin Iii Llc 4.2% Due 05-01-2050Reg	150,000 principal amount	119,764	107,429
Lyb Intl Fin Iii Llc 4.2% Due 10-15-2049	50,000 principal amount	53,512	36,000
Ma Inst Tech 3.067% Due 04-01-2052	35,000 principal amount	24,422	23,171
Ma Inst Tech 5.618% Due 06-01-2055	150,000 principal amount	149,873	154,569
Ma Inst Tech Fixed 2.294% Due 07-01-2051	30,000 principal amount	17,887	17,151
Ma Inst Tech Fixed 2.989% Due 07-01-2050	95,000 principal amount	66,989	63,408
Marathon Pete Corp 4.75% Due 09-15-2044	35,000 principal amount	29,082	30,025
Marathon Pete Corp Fixed 4.5% Due 04-01-2048	25,000 principal amount	29,268	20,198
Marsh & Mclennan 4.9% Due 03-15-2049	125,000 principal amount	114,612	113,403
Marsh & Mclennan Companies Inc 5.45% 03-15-2053	68,000 principal amount	65,370	66,173
Marsh & Mclennan Cos Inc Sr Nt 2.9% 12-15-2051	65,000 principal amount	40,669	41,311
Massachusetts Mut Life Ins Co 5.672% 12-01-2052	35,000 principal amount	35,000	33,901
Mastercard Inc 3.65% Due 06-01-2049	115,000 principal amount	127,701	87,883
Mastercard Inc 3.8% Due 11-21-2046	15,000 principal amount	11,779	12,024
Mcdonald'S Corp Fixed 4.45% Due 09-01-2048	65,000 principal amount	52,597	55,163
Mcdonalds Corp 4.45% Due 03-01-2047 Reg	60,000 principal amount	50,084	51,513
Mcdonalds Corp 4.2% 04-01-2050	20,000 principal amount	15,764	16,180
Mcdonalds Corp 4.875% Due 12-09-2045	20,000 principal amount	18,254	18,280
Mcdonalds Corp Fixed 4.6% Due 05-26-2045	20,000 principal amount	17,732	17,682
Mcdonalds Corp Medium Term Nts Book Tranche # Tr 00147 5% 02-13-2036	75,000 principal amount	74,645	75,754
Mcdonalds Corp Medium Term Nts Book 3.625% Due 09-01-2049	35,000 principal amount	26,857	25,838
Merck & Co Inc 2.9% Due 12-10-2061	238,000 principal amount	137,254	138,994
Merck & Co Inc 2.75% Due 12-10-2051 Beo	365,000 principal amount	244,641	226,891
Merck & Co Inc 3.6 Due 09-15-2042	66,000 principal amount	52,558	53,385
Merck & Co Inc 4.15% Due 05-18-2043	43,000 principal amount	36,766	37,116
Merck & Co Inc 5.5% 03-15-2046	115,000 principal amount	115,210	115,001

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Merck & Co Inc 5.55% 12-04-2055	10,000 principal amount	9,932	9,904
Merck & Co Inc 5.85% Due 06-30-2039	25,000 principal amount	27,316	26,840
Merck & Co Inc New 4.0% 03-07-2049	40,000 principal amount	32,074	32,117
Merck & Co Inc New 5.7% Due 12-04-2065	70,000 principal amount	69,577	69,472
Merck & Co Inc New Fixed 2.45% Due 06-24-2050	85,000 principal amount	53,510	49,916
Meta Platforms Inc 4.65% 08-15-2062	145,000 principal amount	132,889	117,644
Meta Platforms Inc 5.4% 08-15-2054	105,000 principal amount	102,278	97,994
Meta Platforms Inc 5.5% 11-15-2045	160,000 principal amount	159,434	155,947
Meta Platforms Inc 5.55% 08-15-2064	260,000 principal amount	260,704	242,013
Meta Platforms Inc 5.6% Due 05-15-2053	75,000 principal amount	75,899	72,043
Meta Platforms Inc 5.75% 05-15-2063	145,000 principal amount	143,685	139,739
Meta Platforms Inc Fixed 4.45% Due 08-15-2052	160,000 principal amount	135,299	130,607
Meta Platforms Inc Sr Nt 5.75% 11-15-2065	610,000 principal amount	608,872	584,118
Methodist Hosp Houston Tex 2.705% Due 12-01-2050/08-27-2020 Reg	35,000 principal amount	23,953	21,640
Metlife Inc 4.125% Due 08-13-2042	85,000 principal amount	73,277	72,661
Metlife Inc 5.0% 07-15-2052	29,000 principal amount	26,458	26,590
Metlife Inc 5.875% Due 02-06-2041	45,000 principal amount	47,582	47,363
Microsoft Corp 2.525% Due 06-01-2050 Beo	669,000 principal amount	503,222	410,598
Microsoft Corp 2.921% 03-17-2052 Usd	110,000 principal amount	72,845	72,381
Microsoft Corp 3.7% Due 08-08-2046	350,000 principal amount	346,905	281,022
Microsoft Corp 3.95% Due 08-08-2056	10,000 principal amount	8,130	7,869
Microsoft Corp 4.5% 06-15-2047	15,000 principal amount	13,521	13,502
Microsoft Corp 4.75% Due 11-03-2055	95,000 principal amount	84,459	87,215
Microsoft Corp Sr Nt 2.5% 09-15-2050	55,000 principal amount	33,580	33,471
Midamerican Energy 4.8% Due 09-15-2043	30,000 principal amount	39,914	27,343
Midamerican Energy 5.858% 09-15-2054	180,000 principal amount	182,301	185,657
Midamerican Energy Co 3.65% 08-01-2048	70,000 principal amount	58,314	52,526
Midamerican Energy Co 3.95% 08-01-2047	45,000 principal amount	44,576	35,727
Midamerican Energy Co 4.25% 07-15-2049	70,000 principal amount	77,841	57,546
Midamerican Energy Co 4.25% 05-01-2046	75,000 principal amount	64,559	62,853
Mississippi Pwr Co 4.25 Due 03-15-2042	45,000 principal amount	51,266	38,658
Mississippi Pwr Co 4.75% Due 10-15-2041	35,000 principal amount	37,223	30,658
Molson Coors 4.2% Due 07-15-2046	145,000 principal amount	115,418	116,781
Mondelez Intl Inc Fixed 2.625% Due 09-04-2050	25,000 principal amount	15,105	14,965
Moody'S Corporation 4.875% 12-17-2048 Beo	105,000 principal amount	111,957	94,619
Morgan Stanley 2.802% 01-25-2052	100,000 principal amount	61,809	63,859
Morgan Stanley 3.971% 07-22-2038	4,000 principal amount	3,389	3,606
Morgan Stanley 4.3% Due 01-27-2045	255,000 principal amount	215,338	221,573
Morgan Stanley 4.375% Due 01-22-2047	155,000 principal amount	135,000	134,330
Morgan Stanley 5.597% 03-24-2051	45,000 principal amount	46,828	45,221
Morgan Stanley Fixed 3.217% Due 04-22-2042	160,000 principal amount	118,852	125,777
Morgan Stanley Fixed 5.516% 11-19-2055	525,000 principal amount	518,356	520,648
Mplx Lp 4.7% 04-15-2048	170,000 principal amount	143,405	141,803
Mplx Lp 5.65% 03-01-2053	70,000 principal amount	66,274	65,191
Mplx Lp 5.95% 04-01-2055	25,000 principal amount	24,657	24,189
Mplx Lp 6.2% 09-15-2055	135,000 principal amount	135,313	134,675
Mplx Lp Fixed 5.2% 12-01-2047	15,000 principal amount	13,132	13,411
Mplx Lp Fixed 5.2% Due 03-01-2047	50,000 principal amount	44,447	44,828
Mylan Inc Formerly Fixed 5.2% Due 04-15-2048	25,000 principal amount	20,354	20,369
Mylan N V Fixed 5.25% Due 06-15-2046	30,000 principal amount	24,041	24,725

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Narragansett Elec 5.638% Due 03-15-2040	30,000 principal amount	29,585	30,709
Nasdaq Inc 6.1% 06-28-2063	125,000 principal amount	122,450	131,682
Nature Conservancy 3.957% Due 03-01-2052	20,000 principal amount	20,171	15,675
Nbcuniversal Media 4.45% Due 01-15-2043	40,000 principal amount	33,156	34,108
Netflix Inc 5.4% 08-15-2054	50,000 principal amount	50,704	48,614
Nevada Pwr Co 6.0% 03-15-2054	95,000 principal amount	94,384	97,603
Nevada Pwr Co 6.65% Due 04-01-2036	75,000 principal amount	102,946	84,461
Nevada Pwr Co Gen & Ref Nt 5.9% 05-01-2053	50,000 principal amount	52,487	50,399
New Issue Home Depot 30Yr Usd 3.625% 04-15-2052	35,000 principal amount	26,036	25,636
Nike Inc 3.625% Due 05-01-2043	97,000 principal amount	78,895	78,193
Nisource Fin Corp 4.8% Due 02-15-2044	45,000 principal amount	41,030	40,605
Nisource Fin Corp 5.65% Due 02-01-2045	65,000 principal amount	77,952	64,734
Nisource Fin Corp 5.8% Due 02-01-2042	25,000 principal amount	34,483	25,220
Nisource Inc 5.85% 04-01-2055	60,000 principal amount	62,178	60,040
Norfolk Southn 3.05% Due 05-15-2050	45,000 principal amount	27,995	29,657
Norfolk Southn 3.4% Due 11-01-2049	25,000 principal amount	18,039	17,688
Norfolk Southn 3.95 Due 10-01-2042	50,000 principal amount	41,262	41,568
Norfolk Southn Corp 4.15% 02-28-2048	70,000 principal amount	56,721	57,203
Norfolk Southn Fixed 3.942% Due 11-01-2047	49,000 principal amount	38,289	38,793
Norfolk Southn Fixed 4.05% Due 08-15-2052	45,000 principal amount	35,925	35,044
Northern Sts Pwr Co Minn 5.65% 05-15-2055	69,000 principal amount	68,187	69,434
Northn Sts Pwr Co 3.4 Due 08-15-2042	20,000 principal amount	21,323	15,691
Northrop Grumman 4.03% Due 10-15-2047	240,000 principal amount	203,015	193,521
Northrop Grumman 4.75% Due 06-01-2043	25,000 principal amount	22,620	23,100
Northrop Grumman Corp 4.95% 03-15-2053	51,000 principal amount	46,409	46,146
Northrop Grumman Corp 5.2% 06-01-2054	58,000 principal amount	55,044	54,404
Northwestern Univ 3.662% Due 12-01-2057	35,000 principal amount	35,410	25,502
Northwestern Univ 4.94% 12-01-2035	75,000 principal amount	75,000	76,686
Novant Health Inc 3.168% Due 11-01-2051	130,000 principal amount	121,273	86,968
Novartis Cap Corp 3.7% Due 09-21-2042	70,000 principal amount	64,791	58,273
Novartis Cap Corp 4% Due 11-20-2045	50,000 principal amount	42,547	41,964
Novartis Capital Corp 5.3% 11-05-2055	35,000 principal amount	34,585	34,009
Nucor Corp Fixed 2.979% Due 12-15-2055	2,000 principal amount	1,932	1,244
Nucor Corp Nt 3.85% 04-01-2052	33,000 principal amount	26,473	25,278
Nvidia Corp 3.5% Due 04-01-2050	40,000 principal amount	32,176	29,735
Occidental Pete 4.625% Due 06-15-2045	55,000 principal amount	42,319	44,381
Occidental Pete 6.2% Due 03-15-2040	60,000 principal amount	57,451	60,968
Occidental Pete 7.95% Due 06-15-2039	45,000 principal amount	48,704	52,920
Oglethorpe Pwr 5.25% Due 09-01-2050	25,000 principal amount	22,880	22,623
Oglethorpe Pwr Corp 1St Mtg Bd Ser 2024A5.8% 06-01-2054	30,000 principal amount	29,921	29,409
Oglethorpe Pwr Corp 3.75% 08-01-2050	25,000 principal amount	18,208	17,974
Oglethorpe Pwr Corp 4.5% 04-01-2047	60,000 principal amount	54,513	50,317
Oglethorpe Pwr Corp 5.05% Due 10-01-2048	65,000 principal amount	72,264	58,522
Oklahoma Gas & Elec Co 5.8% 04-01-2055	42,000 principal amount	41,164	42,575
Oncor Elec 3.75% Due 04-01-2045	45,000 principal amount	35,829	35,387
Oncor Elec Delivery Co Llc 3.1% 09-15-2049	85,000 principal amount	58,971	56,585
Oncor Elec Delivery Co Llc 3.7% Due 05-15-2050 Reg	60,000 principal amount	46,035	44,201
Oncor Elec Delivery Co Llc 5.55% 06-15-2054	14,000 principal amount	13,994	13,648
Oncor Elec Delivery Co Llc Corp 3.8% 06-01-2049	90,000 principal amount	113,247	68,127
Oncor Elec Fixed 2.7% Due 11-15-2051	45,000 principal amount	28,917	26,933

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Oncor Elec Fixed 3.8% Due 09-30-2047	85,000 principal amount	96,791	65,323
Oncor Elec Fixed 4.1% Due 11-15-2048	20,000 principal amount	17,558	16,113
Oncor Elec Fixed 4.95% Due 09-15-2052	15,000 principal amount	13,929	13,412
Oneok Inc 5.7% 11-01-2054	65,000 principal amount	63,215	60,842
Oneok Inc New 3.95% 03-01-2050	40,000 principal amount	29,894	29,119
Oneok Inc New 4.2% 10-03-2047	130,000 principal amount	113,608	101,211
Oneok Inc New 4.25% 09-15-2046	15,000 principal amount	10,694	11,787
Oneok Inc New 5.45% 06-01-2047	10,000 principal amount	9,171	9,210
Oneok Inc New 6.25% 10-15-2055	70,000 principal amount	69,796	70,442
Oneok Partners L P 6.65% Due 10-01-2036	30,000 principal amount	31,485	32,740
Oracle Corp 3.6% Due 04-01-2040 Reg	405,000 principal amount	349,399	301,317
Oracle Corp 3.6% Due 04-01-2050 Reg	215,000 principal amount	150,360	134,463
Oracle Corp 3.85% Due 07-15-2036	15,000 principal amount	13,327	12,554
Oracle Corp 3.95% Due 03-25-2051	247,000 principal amount	182,735	163,236
Oracle Corp 4% 11-15-2047	75,000 principal amount	54,313	51,657
Oracle Corp 4% Due 07-15-2046	95,000 principal amount	71,722	66,155
Oracle Corp 4.125% Due 05-15-2045	175,000 principal amount	138,562	126,279
Oracle Corp 4.375% Due 05-15-2055	20,000 principal amount	14,504	13,857
Oracle Corp 4.5% Due 07-08-2044	35,000 principal amount	27,972	26,856
Oracle Corp 5.375 Due 07-15-2040	25,000 principal amount	24,672	22,434
Oracle Corp 5.375% 09-27-2054	299,000 principal amount	264,481	242,716
Oracle Corp 5.5% 09-27-2064	195,000 principal amount	182,304	156,160
Oracle Corp 5.55% 02-06-2053	110,000 principal amount	102,451	91,556
Oracle Corp 5.875% 09-26-2045	10,000 principal amount	10,037	9,055
Oracle Corp 6% 08-03-2055	40,000 principal amount	36,713	35,395
Oracle Corp 6.125% 08-03-2065	80,000 principal amount	77,123	71,100
Oracle Corp Fixed 3.65% Due 03-25-2041	90,000 principal amount	69,935	65,855
Oracle Corp Fixed 6.9% Due 11-09-2052	50,000 principal amount	53,169	49,565
Owens Corning New 4.4% Due 01-30-2048	25,000 principal amount	29,423	20,565
Pac Gas & Elec Co 4.2% Due 06-01-2041	52,000 principal amount	41,352	43,435
Pac Gas & Elec Co Fixed 4.5% Due 07-01-2040	110,000 principal amount	95,800	96,147
Pac Gas & Elec Co Fixed 4.95% Due 07-01-2050	230,000 principal amount	196,467	194,964
Pacific Gas & Elec Co 3.95% 12-01-2047	41,000 principal amount	32,783	30,588
Pacific Gas & Elec Co 4.25% 03-15-2046	75,000 principal amount	59,051	58,950
Pacific Gas & Elec Co 4.45% Due 4-15-2042	50,000 principal amount	39,220	41,485
Pacific Gas & Elec Co 4.5% 12-15-2041	40,000 principal amount	28,369	33,317
Pacific Gas & Elec Co 4.6% 06-15-2043	65,000 principal amount	48,630	54,427
Pacific Gas & Elec Co 4.75% Due 02-15-2044	230,000 principal amount	187,506	194,893
Pacific Gas & Elec Co 5.25% 03-01-2052	30,000 principal amount	26,411	26,255
Pacific Gas & Elec Co 6.7% 04-01-2053	35,000 principal amount	35,930	37,056
Pacific Gas & Elec Co 6.75% 01-15-2053	74,000 principal amount	76,709	78,934
Pacific Gas & Electric 4.3% 03-15-2045	95,000 principal amount	72,841	75,577
Pacific Gas & Electric 6.15% 03-01-2055	65,000 principal amount	63,454	64,562
Pacific Gas & Electric Co 3.75% 08-15-2042	110,000 principal amount	77,744	83,500
Pacificorp 4.125% Due 01-15-2049	130,000 principal amount	100,595	97,166
Pacificorp 4.15% 02-15-2050	95,000 principal amount	103,019	70,589
Pacificorp 5.8% 01-15-2055	75,000 principal amount	73,182	70,197
Pacificorp 6.1% Due 08-01-2036	10,000 principal amount	13,213	10,384
Pacificorp Fixed 3.3% Due 03-15-2051	93,000 principal amount	62,069	59,510
Paypal Hldgs Inc 5.25% 06-01-2062	10,000 principal amount	9,169	9,211

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Peacehealth 3.218% Due 11-15-2050	80,000 principal amount	73,495	51,814
Peco Energy Co 1St & Ref Mtg Bd 3.05% 03-15-2051	40,000 principal amount	25,673	26,184
Peco Energy Co 2.8% Due 06-15-2050	35,000 principal amount	19,612	21,975
Peco Energy Co 5.65% 09-15-2055	40,000 principal amount	41,593	39,948
Peco Energy Co Fixed 3.7% 09-15-2047	120,000 principal amount	116,042	91,846
Peco Energy Co Fixed 3.9% Due 03-01-2048	40,000 principal amount	31,233	31,497
Pepsico Inc 2.875% Due 10-15-2049	50,000 principal amount	31,529	32,981
Pepsico Inc 3.6% Due 08-13-2042	15,000 principal amount	12,184	12,222
Pepsico Inc Fixed 2.625% 10-21-2041	165,000 principal amount	117,037	120,135
Pepsico Inc Sr Nt 4 Due 03-05-2042	155,000 principal amount	130,925	133,574
Pepsico Inc Sr Nt 4.875 Due 11-01-2040	55,000 principal amount	55,298	53,756
Pfizer Inc 4.125% Due 12-15-2046	45,000 principal amount	37,299	37,234
Pfizer Investment Enter 5.3% 05-19-2053	65,000 principal amount	63,294	61,756
Pfizer Investment Enter 5.34% 05-19-2063	545,000 principal amount	522,941	508,018
Pg&E Recovery Fdg 5.231% Due 06-01-2042	95,000 principal amount	95,000	96,266
Pg&E Recovery Fdg 5.536% Due 07-15-2049	110,000 principal amount	112,335	110,595
Pg&E Recovery Fdg Llc 5.529% 06-01-2049	100,000 principal amount	99,996	100,148
Pg&E Wildfire Recovery Fdg Llc 4.263% 06-01-2036	55,000 principal amount	54,998	53,564
Pg&E Wildfire Recovery Fdg Llc 4.451% 12-01-2047	180,000 principal amount	176,590	160,197
Pg&E Wildfire Recovery Fdg Llc 4.674% 12-01-2051	100,000 principal amount	99,045	87,648
Pg&E Wildfire Recovery Fdg Llc 4.722% 06-01-2037	10,000 principal amount	9,999	9,912
Pg&E Wildfire Recovery Fdg Llc 5.212% 12-01-2047	140,000 principal amount	139,998	135,578
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.099% 06-01-2054	105,000 principal amount	104,608	98,116
Philip Morris Intl 4.5% Due 03-20-2042	65,000 principal amount	64,644	58,252
Philip Morris Intl Inc 4.625% 10-29-2035	90,000 principal amount	88,965	88,241
Phillips 66 4.875% Due 11-15-2044	75,000 principal amount	66,526	66,073
Phillips 66 Co 4.68% 02-15-2045	45,000 principal amount	38,227	38,222
Phillips 66 Co 4.9% Due 10-01-2046	118,000 principal amount	105,275	103,179
Plains All Amern 4.3% Due 01-31-2043	35,000 principal amount	26,198	28,644
Plains All Amern Pipeline L P / Paa Fin 5.15 Due 06-01-2042 Reg	35,000 principal amount	30,927	32,066
Potomac Elec Pwr 4.15% Due 03-15-2043	45,000 principal amount	37,359	38,178
Ppl Cap Fdg Inc 4% Due 09-15-2047	10,000 principal amount	9,968	7,251
Ppl Electric Utilities Corp 4.15% 06-15-2048	60,000 principal amount	49,873	49,567
Praxair Inc Nt 2% 08-10-2050	40,000 principal amount	31,994	21,313
Precision 3.9% Due 01-15-2043	20,000 principal amount	16,725	16,719
Pres & Fellows Of Harvard 3.745% 11-15-2052	40,000 principal amount	31,276	30,619
Presbyterian 4.875% Due 08-01-2052	10,000 principal amount	8,791	8,960
President & 5.259% Due 03-15-2036	60,000 principal amount	60,000	63,126
President & Fellows Harvard College 2.517% Due 10-15-2050/04-21-2020 Reg	25,000 principal amount	15,369	15,267
President Taxable Bd Ser 2010C 4.875 Due10-15-2040	10,000 principal amount	9,355	9,887
Procter & Gamble Co 3.6% Due 03-25-2050 Reg	35,000 principal amount	26,624	26,755
Progressive Corp 3.7% Due 01-26-2045	35,000 principal amount	27,709	27,569
Progressive Corp 4.2% Due 03-15-2048	70,000 principal amount	86,266	58,270
Progressive Corp 4.35 Due 04-25-2044	5,000 principal amount	4,372	4,352
Progressive Corp Oh 4.125% Due 04-15-2047 Reg	62,000 principal amount	58,490	51,414
Prologis L P 4.375% Due 09-15-2048	30,000 principal amount	36,255	25,268
Prologis Lp 3.0% Due 04-15-2050	45,000 principal amount	29,832	29,790
Prudential Financial Inc 4.418% 03-27-2048	40,000 principal amount	34,067	33,707
Prudential Finl 3.905% Due 12-07-2047	96,000 principal amount	79,497	75,749
Prudential Finl Inc 3.935% Due 12-07-2049	155,000 principal amount	134,124	120,495

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pub Svc Co Of Ok Fixed 3.15% Due 08-15-2051	5,000 principal amount	4,979	3,297
Pub Svc Elec & Gas 3.6% Due 12-01-2047	100,000 principal amount	108,605	75,294
Pub Svc Elec Gas 3.8% Due 03-01-2046	14,000 principal amount	16,088	11,077
Pub Svc Elec Gas Fixed 2.05% Due 08-01-2050	15,000 principal amount	13,322	8,135
Public Service Co Of Colorado 3.6 Due 09-15-2042	90,000 principal amount	104,743	71,052
Public Service Co Of Colorado 4.5% 06-01-2052	35,000 principal amount	34,847	29,305
Public Service Colorado 5.15% 09-15-2035	130,000 principal amount	129,747	132,008
Public Service Colorado 5.85% 05-15-2055	226,000 principal amount	221,550	229,886
Public Service Electric 5.5% 03-01-2055	70,000 principal amount	70,145	68,917
Public Svc Colorado 3.8% 06-15-2047	90,000 principal amount	91,919	69,033
Public Svc Co Colo 4.05% 09-15-2049	30,000 principal amount	27,322	23,485
Public Svc Co N H 3.6% Due 07-01-2049	3,000 principal amount	2,698	2,210
Public Svc Co Okla 5.45% 01-15-2036	45,000 principal amount	44,962	46,243
Public Svc Elec Gas Co Tranche # Tr 00025 3.65 09-01-2042	55,000 principal amount	43,896	44,204
Puget Sound Energy 5.795% Due 03-15-2040	70,000 principal amount	90,036	72,754
Puget Sound Energy Fixed 3.25% Due 09-15-2049	30,000 principal amount	21,187	20,424
Puget Sound Energy Inc 5.638% Due 04-15-2041	50,000 principal amount	49,557	50,083
Puget Sound Energy Inc 5.598% 09-15-2055	120,000 principal amount	120,244	117,328
Puget Sound Energy Inc 5.685% 15/06/20545.685% 06-15-2054	85,000 principal amount	84,999	84,493
Pvtpl American Transmission Sys Inc Sr Nt 5% Due 09-01-2044	75,000 principal amount	77,631	69,972
Pvtpl Boeing Co The 7.008% 05-01-2064	20,000 principal amount	22,849	22,799
Pvtpl Broadcom Inc 3.137% Due 11-15-2035 Beo	255,000 principal amount	213,250	220,125
Pvtpl Broadcom Inc Avgo 3.187 11/15/36 3.187% Due 11-15-2036/09-30-2021 Beo	155,000 principal amount	112,947	131,737
Pvtpl Broadcom Inc Nt 4.926% 05-15-2037	45,000 principal amount	44,686	44,517
Pvtpl Cargill Inc 5.375% 10-23-2055	105,000 principal amount	103,491	101,385
Pvtpl Columbia Pipelines Oper Co Llc 6.544% 11-15-2053	35,000 principal amount	38,415	37,426
Pvtpl Dcp Midstream Llc Defs 6.75 9/15/37 6.75 Due 09-15-2037 Beo	4,000 principal amount	4,452	4,358
Pvtpl Global Atlantic Fin Co 6.75% 03-15-2054	20,000 principal amount	19,865	20,508
Pvtpl Jbs Usa Hldg Lux S A R L/Jbs Usa Food C 6.375% 04-15-2066	70,000 principal amount	69,542	69,697
Pvtpl Jbs Usa Hold/Food Grp/Co 6.25% 03-01-2056	145,000 principal amount	145,152	144,496
Pvtpl Lbj Infrastructure Group Llc Sr Secd Nt 144A 3.797% 12-31-2057	75,000 principal amount	75,000	52,677
Pvtpl Mars Inc 5.65% 05-01-2045	150,000 principal amount	149,949	151,635
Pvtpl Mars Inc 5.7% 05-01-2055	10,000 principal amount	10,051	10,003
Pvtpl Motiva Enterprises Llc Sr Nt 144A 6.85% Due 01-15-2040/01-11-2010 Beo	30,000 principal amount	36,646	32,583
Pvtpl Mutual Of Omaha Ins Co 6.144% 01-16-2064	25,000 principal amount	25,000	26,031
Pvtpl Northwestern Mut Life Ins Co 6.17%05-29-2055	140,000 principal amount	139,989	149,082
Pvtpl Oncor Elec Delivery Co Llc 5.8% 04-01-2055	15,000 principal amount	15,124	15,145
Pvtpl Polar Tankers Inc Nt 144A 5.951% Due 05-10-2037/05-10-2007 Beo	4,192 principal amount	5,354	4,484
Pvtpl Roche Holdings Inc 4.666% 12-02-2035	45,000 principal amount	45,177	44,874
Pvtpl S&P Global Inc 4.8% 12-04-2035	20,000 principal amount	19,956	19,981
Pvtpl Sabal Trail Transm 4.832% Due 05-01-2048	55,000 principal amount	59,579	47,405
Pvtpl Shell Fin Us Inc 5.125% 10-15-2041	20,000 principal amount	19,560	19,587
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 5.057% Due 08-01-2048 Beo	130,000 principal amount	124,647	123,025
Pvtpl Transcontinental Gas Pipe Line Corp 5.1% 03-15-2036	99,000 principal amount	99,079	99,916
Qualcomm Inc 4.3% Due 05-20-2047	145,000 principal amount	121,846	122,324
Raymond James Finl Inc 3.75% 04-01-2051	35,000 principal amount	36,202	25,787
Regeneron Fixed 2.8% Due 09-15-2050	30,000 principal amount	19,877	18,373
Regions Finl Corp 7.375% Due 12-10-2037	15,000 principal amount	16,426	17,165
Reinsurance Group Amer Inc Sub Nt Fixed Rate Reset 6.65% 09-15-2055	20,000 principal amount	20,000	20,670
Republic N Y Corp 7.2% Due 07-15-2097	20,000 principal amount	30,241	24,284

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Rockefeller Fndtn 2.492% Due 10-01-2050	80,000 principal amount	50,049	48,579
Royalty Pharma Plc 3.3% 09-02-2040	6,000 principal amount	4,672	4,656
Royalty Pharma Plc 3.35% 09-02-2051	50,000 principal amount	33,439	33,270
Royalty Pharma Plc Sr Nt 3.55% 09-02-2050	30,000 principal amount	20,739	20,788
Rtx Corporation 2.82% 09-01-2051	61,000 principal amount	38,253	38,181
Rtx Corporation 3.125% 07-01-2050	35,000 principal amount	23,971	23,637
Rtx Corporation 4.05% 05-04-2047	145,000 principal amount	139,252	117,411
Rtx Corporation 4.15% 05-15-2045	40,000 principal amount	32,893	33,500
Rtx Corporation 4.35% Due 04-15-2047	90,000 principal amount	91,334	76,510
Rtx Corporation 4.7% Due 12-15-2041	67,000 principal amount	59,910	62,700
Rtx Corporation 4.8% Due 12-15-2043	140,000 principal amount	126,004	128,825
S Carolina Elec & 4.6% Due 06-15-2043	60,000 principal amount	74,729	53,871
S Carolina Elec & 5.45% Due 02-01-2041	106,000 principal amount	112,656	106,692
S&P Global Inc 3.25% Due 12-01-2049	9,000 principal amount	6,801	6,332
Salesforce.Com Inc 2.9% Due 07-15-2051 Beo	50,000 principal amount	32,849	31,778
San Diego G & E Fixed 2.95% Due 08-15-2051	4,000 principal amount	2,638	2,548
San Diego Gas & 4.15% Due 05-15-2048	55,000 principal amount	42,701	44,361
San Diego Gas & Elec Co 5.55% 04-15-2054	100,000 principal amount	98,770	97,586
San Diego Gas & Electric Co 4.1% 06-15-2049	15,000 principal amount	12,053	11,915
Sce Recovery Fdg 5.541% Due 09-15-2052	130,000 principal amount	129,990	128,685
Sempra 4% Due 02-01-2048	120,000 principal amount	94,037	91,959
Sempra Energy 3.8% Due 02-01-2038	35,000 principal amount	30,043	30,144
Shell Fin Us Inc 4.0% 05-10-2046	215,000 principal amount	184,531	174,382
Shell Fin Us Inc 4.375% 05-11-2045	135,000 principal amount	144,074	116,530
Shell Fin Us Inc Gtd Sr Nt 144A 3.125% 11-07-2049	25,000 principal amount	16,890	16,892
Shell Fin Us Inc Gtd Sr Nt 144A 5.5% 03-25-2040	50,000 principal amount	51,436	51,293
Shell Fin Us Inc Nt 4.55% 08-12-2043	80,000 principal amount	98,575	71,793
Shell Finance Us Inc 3.75% 09-12-2046	130,000 principal amount	111,088	101,620
Shell Intl Fin B V 3.625% Due 08-21-2042	92,000 principal amount	101,425	74,203
Sherwin-Williams 4.55% Due 08-01-2045	25,000 principal amount	29,864	21,422
Sierra Pac Pwr Co 5.9% 03-15-2054	90,000 principal amount	90,659	90,001
Southern Cal Edison 3.6% 02-01-2045	35,000 principal amount	30,179	25,278
Southern Calif Edison Co 1St Mtg Bd Ser 2022E 5.45% 06-01-2052	60,000 principal amount	59,199	54,104
Southern Calif Edison Co 4.875% 03-01-2049	30,000 principal amount	23,530	25,228
Southern Calif Edison Co 6.03% Due 03-01-2053	57,000 principal amount	53,794	53,102
Southern Calif Gas Co 4.3% 01-15-2049	30,000 principal amount	23,318	24,579
Southern Calif Gas Co 5.75% 06-01-2053	60,000 principal amount	58,819	59,842
Southern Calif Gas Co 6.0% 06-15-2055	109,000 principal amount	110,195	112,198
Southern Co 4.25% Due 07-01-2036	65,000 principal amount	69,678	61,047
Southn Cal Edison 3.9 Due 03-15-2043	45,000 principal amount	34,119	34,665
Southn Cal Edison 4% Due 04-01-2047	80,000 principal amount	64,213	60,215
Southn Cal Edison 4.05% Due 03-15-2042	55,000 principal amount	43,737	43,844
Southn Cal Edison 5.55% Due 01-15-2037	135,000 principal amount	160,182	135,080
Southn Cal Edison 5.95% Due 02-01-2038	55,000 principal amount	55,185	56,304
Southn Cal Gas 3.75 Due 09-15-2042	65,000 principal amount	72,499	52,159
Southn Cal Gas Co 3.95% Due 02-15-2050	40,000 principal amount	30,858	30,812
Southn Cal Gas Co 4.125% Due 06-01-2048	40,000 principal amount	30,871	32,000
Southwestern Elec Pwr Co Sr Nt Ser O 3.25% 11-01-2051	35,000 principal amount	34,874	23,099
Southwestern Pub Svc Co 6.0% 06-01-2054	70,000 principal amount	73,732	71,785
Southwestern Public Service Co 3.75% 06-15-2049	85,000 principal amount	100,272	63,016

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Southwestn Elec 3.85% Due 02-01-2048	120,000 principal amount	134,737	89,611
Southwestn Pub Svc 3.4% Due 08-15-2046	75,000 principal amount	67,223	53,337
Southwestn Pub Svc 4.5% Due 08-15-2041	40,000 principal amount	33,900	35,737
Southwestn Pub Svc Fixed 4.4% 11-15-2048	40,000 principal amount	50,550	33,438
Spectra Energy 4.5% Due 03-15-2045	9,000 principal amount	7,700	7,612
Stanford Health Care Taxable Bd Ser 20213.027% 08-15-2051	30,000 principal amount	20,339	19,751
Stanford Hlth Care 3.795% Due 11-15-2048	75,000 principal amount	71,855	58,373
Stanford Univ Cal 2.413% Due 06-01-2050	40,000 principal amount	24,639	24,082
Stanford Univ Cal 3.647% Due 05-01-2048	80,000 principal amount	67,791	63,223
Starbucks Corp 3.75% 12-01-2047	55,000 principal amount	40,321	41,216
Starbucks Corp Fixed 4.45% 08-15-2049	15,000 principal amount	12,705	12,438
Sunoco Logistics 5.35% Due 05-15-2045	55,000 principal amount	50,198	49,909
Sunoco Logistics Partners 5.4% 10-01-2047	225,000 principal amount	200,606	202,839
Sysco Corp 6.6% Due 04-01-2040	58,000 principal amount	60,516	64,241
T-Mobile Us Inc 5.5% 01-15-2055	67,000 principal amount	63,934	63,681
T-Mobile Usa Inc 3.4% 10-15-2052	75,000 principal amount	58,193	50,627
T-Mobile Usa Inc 4.5% Due 04-15-2050	40,000 principal amount	33,456	33,078
T-Mobile Usa Inc 5.25% 06-15-2055	120,000 principal amount	114,288	109,777
T-Mobile Usa Inc 5.7% 01-15-2056	305,000 principal amount	303,737	298,807
T-Mobile Usa Inc 5.75% 01-15-2054	20,000 principal amount	19,419	19,698
T-Mobile Usa Inc Tmus 3.3% 02-15-2051	170,000 principal amount	117,373	114,045
Tampa Elec Co 4.1% Due 06-15-2042	30,000 principal amount	26,090	25,415
Tampa Elec Co 4.3% Due 06-15-2048	15,000 principal amount	12,791	12,432
Tampa Elec Co 4.45% Due 06-15-2049	35,000 principal amount	30,450	29,322
Tampa Elec Co Fixed 3.625% Due 06-15-2050	25,000 principal amount	18,872	18,236
Targa Res Corp 6.5% Due 02-15-2053	65,000 principal amount	64,002	67,964
Targa Resource Corp 6.125% 05-15-2055	36,000 principal amount	35,756	35,918
Targa Resources Corporation 5.4% 07-30-2036	92,000 principal amount	92,003	92,341
Target Corp 3.625% Due 04-15-2046	16,000 principal amount	12,353	12,290
Target Corp Fixed 3.9% Due 11-15-2047	30,000 principal amount	29,632	23,671
Teachers Ins & 4.27% Due 05-15-2047	25,000 principal amount	21,191	20,588
Texas Instrs Inc 2.7% 09-15-2051	30,000 principal amount	18,293	18,432
Texas Instrs Inc 4.15% Due 05-15-2048	60,000 principal amount	50,998	49,580
Texas Instrs Inc Fixed 5% 03-14-2053	45,000 principal amount	42,683	41,419
Texas Instruments Inc 5.05% Due 05-18-2063	40,000 principal amount	37,189	35,923
Thermo Fisher Scientific 4.794% 10-07-2035	12,000 principal amount	12,000	12,060
Thermo Fisher Scientific Inc 2.8% 10-15-2041	130,000 principal amount	105,927	96,484
Thomas Jeffsn Univ 3.847% Due 11-01-2057	46,000 principal amount	42,083	32,283
Time Warner Cable 4.5% Due 09-15-2042	60,000 principal amount	46,884	46,290
Tjx Cos Inc New Fixed 4.5% Due 04-15-2050	25,000 principal amount	21,374	21,682
Transatlantic 8% Due 11-30-2039	20,000 principal amount	24,644	25,035
Travelers Cos Inc 4% Due 05-30-2047	25,000 principal amount	20,319	20,376
Travelers Cos Inc 4.3% 08-25-2045	35,000 principal amount	36,116	29,927
Travelers Cos Inc 5.7% 07-24-2055	150,000 principal amount	150,590	153,801
Travelers Cos Inc Fixed 3.05% Due 06-08-2051	80,000 principal amount	57,166	53,122
Travelers Fixed 2.55% Due 04-27-2050	40,000 principal amount	24,374	24,265
Trcntntl Gas Pipe 5.75% Due 03-15-2056	27,000 principal amount	26,842	26,811
Umass Mem Hlth 5.363% Due 07-01-2052	115,000 principal amount	115,000	108,067
Union Elec Co 3.25% Due 10-01-2049	85,000 principal amount	95,716	58,274
Union Elec Co 4.0% Due 04-01-2048	57,000 principal amount	43,306	45,417

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Union Elec Co 8.45% Due 03-15-2039	40,000 principal amount	49,723	51,731
Union Electric Co 3.9% Due 04-01-2052	45,000 principal amount	35,596	34,523
Union Electric Company 5.25% 01-15-2054	20,000 principal amount	19,851	18,719
Union Pac Corp 3.25% Due 02-05-2050	68,000 principal amount	48,026	47,265
Union Pac Corp 3.55% Due 05-20-2061	111,000 principal amount	93,466	74,644
Union Pac Corp 3.839% Due 03-20-2060 Beo	98,000 principal amount	70,548	70,966
Union Pac Corp 3.95% Due 08-15-2059	65,000 principal amount	60,018	48,445
Union Pac Corp 4.05% Due 11-15-2045	100,000 principal amount	114,748	82,208
Union Pac Corp Fixed 2.95% 03-10-2052	150,000 principal amount	100,478	96,081
Union Pac Corp Fixed 3.75% Due 02-05-2070	20,000 principal amount	15,049	13,544
Union Pac Corp Fixed 4% Due 04-15-2047	85,000 principal amount	101,833	68,285
Union Pacific Corp 3.375% 02-14-2042	20,000 principal amount	15,089	15,773
United Parcel Service 5.95% 05-14-2055	30,000 principal amount	29,867	31,103
United Parcel Service 6.05% 05-14-2065	250,000 principal amount	253,126	259,414
Unitedhealth Group 3.7% Due 08-15-2049	35,000 principal amount	26,491	26,062
Unitedhealth Group 3.75% 10-15-2047	200,000 principal amount	167,715	153,263
Unitedhealth Group 3.875% Due 08-15-2059	15,000 principal amount	11,360	10,816
Unitedhealth Group 4.2% Due 01-15-2047	219,000 principal amount	177,502	180,228
Unitedhealth Group 4.25% Due 03-15-2043	20,000 principal amount	16,413	17,193
Unitedhealth Group 4.25% Due 04-15-2047	65,000 principal amount	55,021	53,806
Unitedhealth Group 4.625% Due 11-15-2041	10,000 principal amount	8,793	9,185
Unitedhealth Group 4.75% Due 07-15-2045	80,000 principal amount	67,665	72,183
Unitedhealth Group Fixed 4.25% Due 06-15-2048	40,000 principal amount	30,902	32,859
Unitedhealth Group Inc 2.75% Due 05-15-2040/05-18-2020 Reg	65,000 principal amount	56,555	48,760
Unitedhealth Group Inc 2.9% Due 05-15-2050/05-18-2020 Reg	85,000 principal amount	60,715	54,506
Unitedhealth Group Inc 3.05% Due 05-15-2041 Beo	184,000 principal amount	145,685	139,909
Unitedhealth Group Inc 3.25% Due 05-15-2051 Beo	140,000 principal amount	94,740	94,892
Unitedhealth Group Inc 4.375 Due 03-15-2042 Reg	43,000 principal amount	36,450	37,903
Unitedhealth Group Inc 4.45% Due 12-15-2048 Reg	85,000 principal amount	68,187	71,706
Unitedhealth Group Inc 4.95% 05-15-2062	10,000 principal amount	8,790	8,690
Unitedhealth Group Inc 5.05% 04-15-2053	280,000 principal amount	267,932	253,560
Unitedhealth Group Inc 5.5% 04-15-2064	100,000 principal amount	100,414	94,293
University Chicago 2.547% Due 04-01-2050	40,000 principal amount	40,000	26,138
University Chicago Fixed 2.761% Due 04-01-2045	25,000 principal amount	18,741	19,827
University Chicago Taxable Bd Ser 2021B 3% 10-01-2052	10,000 principal amount	6,584	6,903
University Pa Trustees 4.674 Due 09-01-2112 Reg	60,000 principal amount	56,540	49,398
University Southn Calif Taxable Bd Ser 2021A 2.945% 10-01-2051	105,000 principal amount	73,786	68,622
Utd Parcel Svc Inc 3.4% Due 09-01-2049	35,000 principal amount	26,048	24,916
Utd Parcel Svc Inc 4.25% Due 03-15-2049	35,000 principal amount	29,881	28,920
Va Elec & Pwr Co 4.45 02-15-2044	20,000 principal amount	16,485	17,336
Va Elec & Pwr Co 2.45% Due 12-15-2050	130,000 principal amount	73,613	74,967
Va Elec & Pwr Co 3.8% Due 09-15-2047	10,000 principal amount	8,191	7,681
Valero Energy Corp New 3.65% 12-01-2051	70,000 principal amount	51,427	48,603
Ventas Rlty Ltd 5.0% 02-15-2036	45,000 principal amount	44,780	44,827
Verizon 3.85% Due 11-01-2042	35,000 principal amount	28,941	28,146
Verizon 4.125% Due 08-15-2046	52,000 principal amount	41,113	41,832
Verizon 4.672% Due 03-15-2055	15,000 principal amount	12,522	12,459
Verizon 4.862% Due 08-21-2046	75,000 principal amount	67,533	66,824
Verizon 5.012% Due 08-21-2054	28,000 principal amount	25,335	24,634
Verizon 5.401% Due 07-02-2037	320,000 principal amount	323,053	324,058

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Verizon 5.5% Due 03-16-2047	25,000 principal amount	23,544	24,134
Verizon 5.875% Due 11-30-2055	25,000 principal amount	25,080	24,772
Verizon Communications 3.4% Due 03-22-2041 Beo	75,000 principal amount	59,405	58,929
Verizon Communications 6.0% 11-30-2065	280,000 principal amount	279,724	277,429
Verizon Communications Inc 2.85% 09-03-2041	65,000 principal amount	45,308	47,005
Verizon Communications Inc 2.875% Due 11-20-2050 Beo	65,000 principal amount	41,610	40,466
Verizon Communications Inc 2.987% 10-30-2056 Usd	416,000 principal amount	317,164	248,674
Verizon Communications Inc 5.75% 11-30-2045	300,000 principal amount	299,642	298,840
Verizon Communications Inc Nt 5% 01-15-2036	85,000 principal amount	84,472	84,498
Viacom Inc New 4.375% Due 03-15-2043	105,000 principal amount	82,991	73,258
Viacom Inc New 5.25% Due 04-01-2044	65,000 principal amount	60,244	49,214
Viatris Inc 4.0% 06-22-2050	105,000 principal amount	87,268	70,229
Viatris Inc Sr Nt 3.85% 06-22-2040	51,000 principal amount	40,706	39,211
Virginia Elec & Pwr Co 4.625% 05-15-2052	45,000 principal amount	40,389	37,974
Virginia Elec & Pwr Co 5.6% 09-15-2055	45,000 principal amount	44,896	43,850
Virginia Elec & Pwr Co 5.65% 03-15-2055	25,000 principal amount	24,590	24,564
Visa Inc 4.3% Due 12-14-2045	310,000 principal amount	288,393	271,382
Wachovia Corp New 5.5% Due 08-01-2035	10,000 principal amount	10,375	10,320
Walmart Inc 2.5% Due 09-22-2041 Beo	103,000 principal amount	72,930	74,842
Walmart Inc 3.625% Due 12-15-2047	40,000 principal amount	35,168	31,133
Walmart Inc 4% Due 04-11-2043	45,000 principal amount	38,583	39,044
Washington Univ 3.524% Due 04-15-2054	40,000 principal amount	40,000	29,147
Waste Management Inc 5.35% 10-15-2054	70,000 principal amount	69,665	68,413
Wellpoint Inc 4.85% Due 08-15-2054	20,000 principal amount	22,560	17,052
Wellpoint Inc 6.375% Due 06-15-2037	30,000 principal amount	31,480	32,679
Wells Fargo & Co 3.068% 04-30-2041	143,000 principal amount	113,953	111,214
Wells Fargo & Co 3.9% Due 05-01-2045	270,000 principal amount	216,629	219,780
Wells Fargo & Co 4.611% 04-25-2053	415,000 principal amount	365,325	359,076
Wells Fargo & Co 4.9% Due 11-17-2045	156,000 principal amount	140,163	140,829
Wells Fargo & Co Fltg Rt 5.013% 04-04-2051	120,000 principal amount	106,365	110,082
Westar Energy Inc 4.1% Due 04-01-2043	20,000 principal amount	17,175	16,627
Westar Energy Inc 4.125 Due 03-01-2042	35,000 principal amount	32,541	29,517
Westar Energy Inc Fixed 3.25% 09-01-2049	95,000 principal amount	78,876	64,922
Western Midstream Operating Lp 5.25% 02-01-2050	35,000 principal amount	30,121	30,039
Westlake Chem Corp 3.125% 08-15-2051	20,000 principal amount	12,408	12,112
Westlake Chem Corp Sr Nt 2.875% 08-15-2041	20,000 principal amount	14,929	13,736
Westlake Chem Corp Sr Nt 3.375% 08-15-2061	40,000 principal amount	32,112	23,590
Westlake Corp 6.375% 11-15-2055	55,000 principal amount	54,642	54,243
Westn Midstream 5.5% Due 12-15-2035	55,000 principal amount	54,706	54,859
William Marsh Rice 3.574% Due 05-15-2045	30,000 principal amount	25,115	23,912
Williams Cos Inc 5.3% 09-30-2035	46,000 principal amount	45,832	46,840
Williams Cos Inc 5.75% Due 06-24-2044	25,000 principal amount	22,633	24,916
Williams Partners 5.8 Due 11-15-2043	180,000 principal amount	191,480	179,338
Williams Partners Fixed 4.85% Due 03-01-2048	35,000 principal amount	29,122	30,779
Wyeth 6% Due 02-15-2036	45,000 principal amount	52,519	48,769
Wyeth Nt 5.95 Due 04-01-2037/03-27-2007 Beo	170,000 principal amount	204,805	183,283
		84,713,748	79,953,813
Common Stock and Registered Funds			
#Reorg/Aurico Metals Inccommon Stock Cash Merger 01-10-18	0 principal amount	1,127	-
Enbridge Inc Com	1 principal amount	31	48

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Ames Dept Stores Inc Com New	1,867 principal amount	-	-
Colorep Inc Com Stk	134,650 principal amount	269,300	-
Rtx Corporation Comstk	385 principal amount	19,223	70,609
		289,681	70,657
Real Estate			
1245 Firestone Parkway, Akron Summit Co, Ohio 20% Interest In Leasebk	1 principal amount	1	1
1701 Broadview Boulevard, Natrona Hts Alleghany County, Pennsylvania	19,609 principal amount	19,609	19,609
		19,610	19,610
Cash Equivalents			
Nt Collective Short Term Invt Fd	9,433,557 principal amount	9,433,557	9,433,557
Nt Collective Short Term Invt Fd	338,526 principal amount	338,526	338,526
Nt Collective Short Term Invt Fd	1,019 principal amount	1,019	1,019
Nt Collective Short Term Invt Fd	37,017 principal amount	37,017	37,017
Cf Blackrock Money Market Fd	375 principal amount	375	375
Nt Collective Short Term Invt Fd	6,533,458 principal amount	6,533,458	6,533,458
Nt Collective Short Term Invt Fd	502,036 principal amount	502,036	502,036
		16,845,988	16,845,988
Partnerships			
Pantheon Europe Fund Iv Lp	1,738,788 principal amount	2,316,741	142,188
Pantheon Europe Fund V-B	1,777,174 principal amount	2,389,596	669,166
Pantheon Global Secondary Fund Iii B, Lp	1 principal amount	1	161,254
Pantheon Usa Fund Vi, Lp	5,919,715 principal amount	5,919,715	214,582
		10,626,053	1,187,190
Common Collective Trusts			
3-10 Year U.S. Treasury Index Nl Fund Cm1L1	1,625,850 principal amount	30,061,758	32,180,443
Cf Msci Eafe Indx Nl Fund Fd12	100,140 principal amount	13,829,455	17,922,031
Cf Nepc Diversified Credit Cit Class A	2,074,510 principal amount	22,970,869	24,649,944
Cf Nepc Emerging Markets Equity Cit	1,288,691 principal amount	12,760,312	15,107,070
Cf Nepc Global Equity Cit	4,002,597 principal amount	47,545,175	58,173,738
Cf Nepc Us Small Cap Equity Cit - Class A	1,044,081 principal amount	11,993,849	14,995,926
Cf Ssga Msci Eafe 100% Hedged Usd Index Nl Erisa	696,418 principal amount	14,958,630	19,156,381
Cf Ssga S&P 500 (R) Flagship Nl (Cm13) Fund	27,760 principal amount	39,125,859	52,202,096
Ftse Rafi U S1000 Indx Nl Ctf (Cm9M1)	369,588 principal amount	15,365,576	20,573,490
Cf Cf Metlife Long Credit Collective Trust - Cl N	4,244,517 principal amount	52,250,000	52,250,000
Cf Ir+M Intermediate Corporate Collective Fd-Cl Nd	11,271,245 principal amount	118,248,460	122,583,465
Lng Dur Corp Cr Screen Nonlend Fnd	2,565,992 principal amount	57,750,636	50,363,266
		436,860,579	480,157,850
Insurance Contract			
Gac John Hancock Cntrct # 1346 Other Contracts	1,910,986 principal amount	1,842,972	1,910,986
		621,806,041	650,423,825

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2025

(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	CF IR+M INTERMEDIATE CORPORATE COLLECTIVE FD-CL					
	Purchases	91,500,000		91,500,000	91,500,000	—
	Sales		11,539,518	10,638,514	11,539,518	901,004
Issuer	CF NEPC GLOBAL EQUITY CIT					
	Purchases	28,500,000		28,500,000	28,500,000	—
	Sales		10,500,000	8,960,363	10,500,000	1,539,637
Issuer	LNG DUR CORP CR SCREEN NONLEND FND					
	Sales		94,356,858	109,536,084	94,356,858	(15,179,226)
Issuer	MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH					
	Purchases	5,011,794		5,011,794	5,011,794	—
	Sales		113,704,976	148,840,273	113,704,976	(35,135,297)
Issuer	NT COLLECTIVE SHORT TERM INVT FD					
	Purchases	153,676,080		153,676,080	153,676,080	—
	Sales		149,137,364	149,137,364	149,137,364	—

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

On June 3, 2025, the IRS approved the use of substitute mortality tables for a period of up to 10 plan years beginning with the plan year commencing January 1, 2025. The last plan year for which substitute mortality applies is the plan year ending December 31, 2034. Substitute mortality tables are used for male and female nonannuitants, and male and female annuitants in the Newell Brands Consolidated Pension Plan. Prescribed mortality tables are not used for any plan populations.

The substitute mortality tables are constructed based on partial credibility.

The rates were developed using the five -year experience study period from January 1, 2018 through December 31, 2022. The base year for the substitute mortality tables is 2020. The rates were calculated by adjusting the applicable standard mortality tables in Section 430(h)(3)-1(d) of the Regulations projected to 2020 using the Society of Actuaries (“SOA”) MP-2021 generational projection scale using the mortality ratio and credibility weighting factor shown in the table below.

Population	Mortality ratio	Credibility weighting factor
Male annuitants	1.0282	0.6263
Female annuitants	1.1443	0.4971
Male nonannuitants	1.5847	0.1984
Female nonannuitants	1.8098	0.1291

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	18%	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	24%	3,634	654	41,202
64	40%	2,980	715	45,760
65	25%	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	506	61.15	58.56%
Female	358	61.21	41.44%
	864		
Weighted average retirement age		61.17	

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
2025	383934	8277120	46032053	54693107
2026	508095	6301392	44231438	51040925
2027	681913	7161449	42381054	50224416
2028	817303	8105286	40473367	49395956
2029	915478	8920210	38507939	48343627
2030	1036573	9644372	36509304	47190249
2031	1096358	10413371	34502351	46012080
2032	1185169	11144979	32489342	44819490
2033	1256388	11631512	30477135	43365035
2034	1315903	12074335	28480550	41870788
2035	1377058	12415947	26508081	40301086
2036	1417095	12636520	24569335	38622950
2037	1455764	12693654	22663998	36813416
2038	1473989	12701867	20800886	34976742
2039	1489687	12650836	18989130	33129653
2040	1486347	12522347	17234156	31242850
2041	1480776	12409049	15552270	29442095
2042	1482995	12204777	13948438	27636210
2043	1464330	11963450	12430052	25857832
2044	1433396	11646183	11003231	24082810
2045	1397057	11285078	9672440	22354575
2046	1356583	10896398	8440536	20693517
2047	1308952	10483058	7308886	19100896
2048	1258363	10047547	6279921	17585831
2049	1204266	9581326	5347546	16133138
2050	1147062	9092458	4512826	14752346
2051	1087138	8582665	3772561	13442364
2052	1024834	8056442	3122894	12204170
2053	960925	7516600	2559117	11036642
2054	895887	6970179	2075702	9941768
2055	830222	6419078	1665134	8914434
2056	764547	5870261	1323110	7957918
2057	699567	5329475	1041130	7070172
2058	635860	4802193	811803	6249856
2059	574030	4293793	627876	5495699
2060	514613	3808819	482412	4805844
2061	458061	3351167	368931	4178159
2062	404745	2923973	281551	3610269
2063	354952	2529557	215071	3099580
2064	308886	2169354	165020	2643260
2065	266669	1844544	127660	2238873
2066	228337	1553786	99945	1882068
2067	193851	1296757	79442	1570050
2068	163113	1071988	64252	1299353
2069	135972	877548	52933	1066453
2070	112240	711174	44401	867815
2071	91696	570385	37863	699944
2072	74097	452587	32740	559424
2073	59186	355157	28625	442968
2074	46703	275527	25234	347464

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	633,566,345
b Actuarial value	**2b**	633,695,732

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	5,528	408,799,564	408,799,564
b For terminated vested participants	4,713	162,056,773	162,056,773
c For active participants	864	17,743,475	17,793,737
d Total	11,105	588,599,812	588,650,074

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**	5.28%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2,550,000
c Target normal cost	**6c**	2,550,000

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 Timothy J. DiIulio (TJD) — Signature of actuary

8/17/2026 — Date

TIMOTHY J. DIIULIO — Type or print name of actuary

2607805 — Most recent enrollment number

MERCER — Firm name

212-345-8680 — Telephone number (including area code)

1166 AVENUE OF THE AMERICAS
NEW YORK NY 10036 — 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 [ ]

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	117,219,802
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	117,219,802
10	Interest on line 9 using prior year's actual return of 2.70%	0	3,164,935
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 5.12%		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		
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	120,384,737

Part III Funding Percentages

14	Funding target attainment percentage	14	87.20%
15	Adjusted funding target attainment percentage	15	105.99%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	102.10%
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 [X] No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:

1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) — **21b**

22 Weighted average retirement age — **22** 61

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [ ] Prescribed - separate [X] 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. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [ ] Yes [X] 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. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment — **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	2,550,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	75,339,079	6,943,905
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** 9,493,905

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	9,493,905	9,493,905

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**	
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 [X] 2021

Schedule SB, line 26 — Schedule of Active Participant Data

Distribution of active participants as of January 1, 2025

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34											
35–39											
40–44		23									23
		826									
45–49		56	43	4							103
		1,594	1,676								
50–54		58	75	57	2						192
		1,556	2,668	2,425							
55–59		64	60	62	51	5	2				244
		1,729	1,722	3,083	3,633						
60–64		53	41	36	46	40	7				223
		1,004	2,694	3,777	3,477	4,009					
65–69		12	12	8	8	9	17	1			67
70 & up		1	1	2		2	5		1		12
Total		267	232	169	107	56	31	1	1		864
											2,494

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, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by the ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than $0.

Below is the table to show the newly created shortfall base and installment for the plan.

Shortfall bases					
Year established		**Outstanding balance**	**Years remaining**		**2025 Installment**
2025	$	75,339,079	15	$	6,943,905
Total	$	75,339,079		$	6,943,905

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

Funding

- Interest discounts were updated from 2024 to 2025 in accordance with PPA and the Plan Sponsor's election to use the full yield curve starting with the 2023 Plan Year.
- The male and female non-annuitant and annuitant base mortality tables were updated to the substitute plan specific mortality tables approved by the IRS in 2025.
- The expense assumption was updated to $2,550,000 to reflect our expectations for the current plan year.
- The expected return on asset assumption was changed to 5.87% for 2025.

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 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	Amendment No. 2 (2023 annuity buyout amendment) effective October 24, 2023.
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	Participation, service, and benefit accruals have been frozen for all participants according to the following schedule: • 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	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. 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.
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	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. 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.

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 2025, the limit is $350,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2025, the limit is $280,000.

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	**Retirement from active status** 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. **Retirement from deferred vested status** Same as retirement from active status.
Late retirement	
• Benefit	For termination after NRD, normal retirement benefit actuarially increased (using actuarial equivalence) from NRD to Late Retirement Date.
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	• Life annuity • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: 1983 GATT, male rates, set back 3 years Interest rate: 8%

Schedule SB, Part V — Summary of Plan Provisions

ANCHOR HOCKING SERVICE RETIREMENT PLAN

Effective date and plan year	January 1, 1955
1-1-55 Plan	The Anchor Hocking Service Retirement Plan dated January 1, 1955
Prior Plan Merger	The Anchor Hocking Contributory Service Retirement Plan dated October 1, 1986 (the "10-1-86 Plan"), merged into the 1-1-55 Plan prior to the Plan Merger Date. Separate provisions apply to the benefits accrued under the 10-1-86 Plan
Merged Plan Freeze Date	December 31, 1995
Benefit Accrual Date	January 1, 1996
Definitions	
• Accrual Service Credit	For purposes of determining the Accrued Benefit earned by a Merged Plan Participant from and after the Benefit Accrual Date, a Merged Plan Participant shall receive credit only for periods of employment with the Employers from and after the Benefit Accrual Date and not for any other periods of employment with any Employer or any other entity, prior to the Benefit Accrual Date.
• Plastics Participant	Any Merged Plan Participant who, on his last day of employment (or December 31, 1995, if earlier), was employed by Plastics, Inc. at the Ryan Avenue, St. Paul, Minnesota Plan and represented by District Lodge No. 77 of the International Association of Machinists, AFL-CIO.
• Merged Plan Participant	Any person who earned an accrued benefit under the 1-1-55 Plan benefit formula.
• Merged Plan Benefit	The benefit earned by a Merged Plan Participant under the 1-1-55 Plan Benefit as of the Merged Plan Freeze Date.
Normal retirement	
• Eligibility	Age 65
• Benefit	Merged Plan Benefit.
Early retirement	
• Eligibility	**Plastics** Age 55 **Non-Plastics** Age 55 and 10 years of vesting service, or age 60
• Benefit	**Retirement from active status – Plastics** Merged Plan Benefit reduced by 3/5% for each month before NRD. **Retirement from active status – Non-Plastics** Merged Plan Benefit reduced by ½% for each month before age 60; no reduction if 30 or more years of vesting service. **Retirement from deferred vested status** 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 ½% 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	**Plastics** 5-year certain and life annuity **Non Plastics** 6-year certain and life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	**Plastics** • 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 **Non-Plastics** • 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[2]	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates. Interest rate: 7%

[2] 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.

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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	• 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	**Retirement from active status** 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. **Retirement from deferred vested status** Actuarial equivalent of Merged Plan Benefit Payable at NRD.
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	• 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

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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	**Retirement from active status** Merged Plan Benefit reduced by ½% for each month before age 60; unreduced if a Clerical Unit Participant with age 55 and 30 years of vesting service. **Retirement from deferred vested status** Actuarial equivalent of Merged Plan Benefit Payable at NRD
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	**Non-Clerical Unit (Bargaining Unit)** • 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 **Clerical Unit** • 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.

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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	**Plastics** Age 55 **Non-Plastics** Age 55 and 10 years of vesting service, or age 60.
• Benefit	**Retirement from active status - Plastics** Merged Plan Benefit reduced by 3/5% for each month before NRD. **Retirement from active status – Non-Plastics** Merged Plan Benefit reduced by ½% for each month before age 60; no reduction if 30 years of vesting service. **Retirement from deferred vested status** 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	**Plastics** 5-year certain and life annuity **Non Plastics** 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 Plastics)
• Optional forms	**Plastics** • 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 **Non-Plastics** • 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.

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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	**Retirement from active status** Merged Plan Benefit reduced by 1/2% for each month before NRD. **Retirement from deferred vested status** 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.

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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	**Retirement from active status** Merged Plan Benefit reduced by 1/2% for each month before NRD. **Retirement from deferred vested status** 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.

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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	Non-Berol Union Age 55 and 10 years of vesting service. Berol Union Age 60 and 10 years of vesting service.
• Benefit	**Retirement from active status - Non-Berol Union** Merged Plan Benefit reduced by 6.2% per year before NRD. **Retirement from active status - Berol Union** Merged Plan Benefit reduced by 0.333% each month prior to NRD. **Retirement from deferred vested status** Same as retirement from active status.
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	• 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 Fewer options are available if a participant commences a deferred vested benefit or if the monthly benefit is less than $25.
• Optional form conversion factors	Mortality table: UP 1984 mortality table Interest rate: 8%

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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	**Retirement from active status** The greater of (1) or (2) below: (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. (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. **Retirement from deferred vested status** Same as retirement from active status.
Late retirement	
• Benefit	For participants who remain employed after NRD and commence benefits after NRD, the late retirement benefit is the greater of (1) or (2): (1) Benefit at close of prior plan year actuarially increased to close of current plan year. (2) Merged Plan Benefit determined at close of current plan year.

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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%

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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	An annuity buyout took place in 2023.
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%

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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:

Years of Vesting Service	Percentage
Less than 3	0%
3	33%
4	67%
5 or more	100%

• Benefit	Vested portion of Merged Plan Benefit.

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Pre-retirement death	
• Benefit	Full benefit payable as a life annuity or lump sum.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	• 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

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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	**Retirement from active status** 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. **Retirement from deferred vested status** Same as retirement from active status.
Late retirement	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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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	• 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%

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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	**Retirement from active status – Bargained Plan Benefits** Merged Plan Benefit reduced by 4/10% for each month before NRD. **Retirement from active status – Non-Bargained Plan Benefits** 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. **Retirement from deferred vested status** 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.

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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	• 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%

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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	**Retirement from active status** Merged Plan Benefit payable at NRD reduced by ½% for each month prior to NRD. No reduction for retirements on or after age 62. **Retirement from deferred vested status** Same as retirement from active status.
Late retirement	
• Benefit	Normal retirement benefit actuarially increased from NRD to Late Retirement Date.
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.
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	• 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	**Standard Actuarial Assumption** Mortality table: 1979 George B. Buck mortality table blended 40% male rates and 60% female rates Interest rate: 6% **Special Actuarial Assumption** 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.

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:

Difference in Spouse's/Joint Annuitant's Age	Merged Plan Participant's Age			
	55 to 57	58 to 60	61 to 63	64+
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:

	Merged Plan Participant's Age

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Difference in Spouse's/Joint Annuitant's Age	55 to 57	58 to 60	61 to 63	64+
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:

Difference in Spouse's/Joint Annuitant's Age	Merged Plan Participant's Age			
	55 to 57	58 to 60	61 to 63	64+
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.

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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	**Retirement from active status** 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. **Retirement from deferred vested status** Same as retirement from active status.
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	• 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	**Standard actuarial assumptions adjustment factors** Mortality Table: 1971 GAM, male rates, setback 3 years Interest Rate: 6% **Special actuarial assumptions adjustment factors** 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.

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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	**Retirement from active status** 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. **Retirement from deferred vested status** Same as retirement from active status.
Deferred vested	
• Eligibility	100% vested upon completion of five years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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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	• 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.
• Optional form conversion factors	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. 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. 75% Qualified Joint and Survivor annuity /J&S form: Interpolate based on the above.

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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	**Retirement from active status** 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. **Retirement from deferred vested status** Same as retirement from active status.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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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	• 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.

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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	**Retirement from active status** 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. **Retirement from deferred vested status** 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.
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	• 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.

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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	**Retirement from active status** Merged Plan Benefit reduced by ½% for each month before NRD. **Retirement from deferred vested status** 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.

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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	• Life annuity • Life annuity with a 10-year guarantee • 50%, 75%, 100% joint and survivor

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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	**Retirement from active status** Merged Plan Benefit payable at Normal Retirement Date reduced by ½% each month before NRD **Retirement from deferred vested status** 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.
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	• 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%

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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	**Retirement from active status** Merged Plan Benefit reduced by ½% for each month before NRD. **Retirement from deferred vested status** 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.

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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	• 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.

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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	**Retirement from active status** Merged Plan Benefit reduced by ½% for each month before NRD. **Retirement from deferred vested status** Same as retirement from active status.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement.

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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	**Non Plastic** 6-year certain and life **Plastic** 5-year certain & life
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	• 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 Fewer options are available if a participant commences a disability retirement benefit.

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- 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

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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	**Retirement from active status** Merged Plan Benefit reduced by ½% for each month before age 62. **Retirement from deferred vested status** 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.

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Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint and 55% survivor annuity
• 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

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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	**Retirement from active status** Merged Plan Benefit reduced by 5/9% for the first 5 years before NRD, and 5/18% for the next five years before NRD. **Retirement from deferred vested status** Same as active early reduction factors
Late retirement	
• Benefit	Merged Plan Benefit actuarially increased from NRD to Late Retirement Date.

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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	• Life annuity • Life annuity with a 5-year guarantee • Life annuity with a 15-year guarantee • 50%, 75%, 100% joint and survivor • 50%, 100% non-spousal joint and survivor
• Optional form conversion factors	Mortality table: UP 1984 mortality table set back 2 years Interest rate: 8%

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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.

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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	**Retirement from active status** 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. **Retirement from deferred vested status** 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.
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	• 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	**Retirement from active status** Merged Plan Benefit reduced by 1/3% for each month before NRD. **Retirement from deferred vested status** Same as active early reduction factors if payment commence on or after age 60.
Deferred vested	
• Eligibility	100% vested upon completion of 5 years of vesting service.
• Benefit	Normal retirement benefit with above reduction factors for early retirement if payments commence on or after age 60. Actuarial equivalent of Merged Plan Benefit if payments commence before age 60.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity
• Optional forms	• Life annuity • 10-year certain and life annuity • Life annuity with Social Security Adjustment Option • 50%, 75%, 100% joint and survivor annuity • 50%, 100% non-spousal joint and survivor • Lump sum
• Optional form conversion factors	Mortality table: 1971 GAM, blended 50% male rates and 50% female rates, with rates set back 1 year for males and 6 years for females. Interest rate: 6%

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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	**Retirement from active status** 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. **Retirement from deferred vested status** 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.

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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	• 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 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. 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.
• Optional form conversion factors	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 Interest rate: 7%

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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	**Retirement from active status**

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%

Retirement from deferred vested status

Same as active early reduction factors

Deferred vested	

Schedule SB, Part V — Summary of Plan Provisions

• 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	• 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	• 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%

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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:

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.

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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	• 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	**Mortality Table for Participants** 1976 Old Age Survivor Disability Insurance Mortality Table, blended 50% male rates and 50% female rates **Mortality Table for Spouses/joint annuitants** 1971 GAM, blended 50% male rates and 50% female rates Interest Rate: 7%

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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

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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.

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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	• 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

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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	• 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.

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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	• 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.

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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	An annuity buyout took place in 2023.
Freeze Date • 08/31/2007	Plans merged January 1, 2012: • Penn Fishing Tackle Manufacturing Co. Pension Plan
Freeze Date • 08/31/2004 • 08/31/2004 • 08/31/2004 • 08/31/2004 • 09/20/2006 • 06/30/2000 • 12/31/2005 • 12/31/2007 • 04/26/1996 • 04/26/1996 • No new entrants after 10/15/2006; benefits frozen at 12/31/2012	Plans merged December 31, 2009: K2 Inc. Pension Plan: • Anthony / Simplex • Shakespeare Salaried and Hourly • Stearns Hourly • Stearns Salaried • BASF • Simplex UAW Local 963 Unit 1 • United States Playing Card Company Pension Plan for Non-Union Employees Jarden Corporation Consolidated Hourly Pension Plan: • Zinc Products Company – Greenville, TN • Metal Services Company – Baltimore, MD • Metal Services Company – Chicago, IL • Consumer Products Company – Muncie, IN
Freeze Date • 11/1/1988 for Dixfield – 09/30/1989 for Cloquet • 09/30/1994 • 12/31/2003 • 07/01/2004 • 01/31/2004 • 01/01/2004	Plans merged December 31, 2005: • Diamond Brands Inc. Retirement Plan for Hourly Paid Employees • Forster Inc Employees' Pension Plan • Coleman Company, Inc. Pension Plan for Weekly Salaried and Hourly Paid Employees • BRK Union • BRK Non-Union • Coleman Company, Inc. Retirement Plan for Salaried Employees

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Freeze Date	Previous Plans: Plans under Sunbeam Products, Inc. Consolidated Retirement Plan prior to December 31, 2005:
• 07/15/86	• Burton Silverplating Company – Salaried
• 07/15/86	• Burton Plating Company – Hourly
• 11/13/86	• F.W. Bell, Inc. – Salaried
• 07/30/85	• Chemetron Fire Systems, Inc. – Salaried and Non-Bargaining
• 06/13/85	• Allied Healthcare (Chemetron Corp.) – Salaried and Non-Bargaining
• 01/01/87	• True Temper Corp. – Salaried
• 06/23/87	• Bally Engineered Structures – Salaried
• 11/31/86	• Continental Testing – Salaried
• 12/19/85	• True Temper – Hourly (USW)
• 01/01/86	• Allegheny – Hourly Retired
• 03/31/79	• Chemetron – Hammon Precision
• 03/30/76	• Allegheny – Salaried
• 07/03/79	• Ajax Forging – Salaried
• 05/01/79	• Ajax Forging – Hourly
• 07/01/83	• Sunbeam Corp. – Hourly (Former John Zink Co.)
• 11/26/85	• Chemetron Fire Systems – AFL/CIO
• 03/14/86	• Carmet Company – Hourly
• 12/81	• Goddard – Hourly
• 11/74	• Good Steel Service – Salaried
• 05/02/77	• Carmet Company Amcarb Hourly
• 12/17/82 & 04/30/86	• Integrated Specialties – Spin-off of Ogallala Plan
• Pre 86 Retirees and DVs only	• Chemetron – Railway – Salaried and Non-Bargaining
• 06/87	• Int'l Powder Metallurgy Division of Thermco – Salaried
• Pre 86 Retirees and DVs only	• Kennedy Company – Salaried
• 04/03/86	• Carmet Company – Precision at Springfield, TN – Hourly
• Pre 86 Retirees and DVs only	• Sciaky Bros., Inc.
• 12/26/86	• Arnold Engineering – Salaried
• 07/01/87	• IPM Division of Thermco – Columbus, OH – Hourly
• 09/03/87	• Sunbeam Corp. – Oster Hourly IAM#78
• 09/03/87	• Sunbeam Corp. – Oster Hourly IBEW#1607
• Merged 01/01/87 – Retirees and DVs	• Sunbeam Equipment – Hourly
• Pre 86 Retirees and DVs only	• Carmet Division of Ill. Water Treatment – Salaried
• Pre 86 Retirees and DVs only	• Sunbeam Corp. Subplan A – Salaried
• Pre 86 Retirees and DVs only	• Sunbeam Corp. – Oster Division – Salaried
• 12/31/88	• Sunbeam Corp. – Dayton Facility – Hourly
• 12/31/94	• Sunbeam Corp. Oster Division – Cookeville Facility – Hourly
• 01/01/85	• Sunbeam Appliance Service Company (John Zink. Company) – Hourly
• 12/31/88	• Sunbeam Corp. – Tool and Die Unit – (John Zink. Company) – Hourly
• Merged 12/31/89	• Sunbeam Corp. Oster Division – McMinnville Facility – Hourly

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• 12/31/95 • 12/31/86 • 09/30/92 • Merged 12/31/89 – Frozen 02/18/88 • 09/30/92	• 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
• 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90 • 12/31/90	• 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 • Plant closed 3/17/97 • Plant closed 1/12/97 • 12/31/89	Plans merged December 31, 2002: • 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 2024 to 2025.

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SUNBEAM-OSTER-MCMINNVILLE SUB-PLAN

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

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Disability	
• Eligibility	Age 50 with 15 years of service
• Benefit	Accrued benefit payable immediately
Pre-retirement Death	
• Eligibility	Five years of service and one year of marriage
• Benefit	The benefit payable to the surviving spouse is the benefit that would be payable if the participant had terminated employment on the date of death, survived to earliest retirement age, elected the 50% joint and survivor annuity and then died.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• 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.

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

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	• Single life annuity. • Joint and survivor annuity with survivor portion at either 25%, 50%, 75% or 100% of amount payable to Participant.
• Optional forms conversion factors	As specified in Tables 1,2,3,4,5 and 6 in Appendix L of Exhibit V (Sunbeam Products Pension Plan Component) of the Jarden Consolidated Pension Plan document.

Schedule SB, Part V — Summary of Plan Provisions

PENSION PLAN FOR SALARIED EMPLOYEES OF THE OSTER DIVISION OF SUNBEAM CORPORATION SUB-PLAN

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Qualified joint and 50% survivor annuity (QJSA)
• Optional forms	• 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	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years. B. 1.6% of Final Average Earnings multiplied by 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.
Early retirement	
• Eligibility	**Basic** Age 55 and ten years of Service **Supplement** Age 55 and thirty years of Service

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	**Basic** Benefit commences at (a) Early Retirement Date based on the Participant's Earnings, Service and Social Security Benefit 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	• 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.

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	For participants who have an hour of service on or after 1/1/89, the greater of A or B, below. For other participants, benefits determined under B, below. A. 1.0% of Final Average Earnings up to Covered Compensation times credited Service (maximum 35 years) plus, 1.5% of Final Average Earnings in excess of Covered Compensation times Credited Service (maximum 35 years) plus, 0.5% of Final Average Earnings times Credited Service in excess of 35 years. B. 1.6% of Final Average Earnings multiplied by 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.

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	Retirement after Normal Retirement Date 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.
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	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) Cloquet, MN facility: Benefit accruals were frozen as of 9/30/1989. 2) Dixfield, Maine facility: 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) Cloquet, MN Facility (IUOE): $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) Dixfield, Maine Facility (UUPIU): $9.50 times years of Credited Service. Note: 1) Cloquet, MN facility: Benefit accruals were frozen as of 9/30/1989. 2) Dixfield, Maine Facility: 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	Accrued Benefit actuarially reduced for payments beginning before Normal Retirement Date. 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.
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: **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 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.
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: • 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.
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.

Schedule SB, Part V — Summary of Plan Provisions

	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	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. Effective December 31, 2003, the plan was changed to: • eliminate disability benefits for participants not in pay status, • eliminate future benefit accruals, and • eliminate new entrants into the plan. This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.
Plan Year	January 1 through December 31
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
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.
Employee contributions	Actuarially determined as necessary to fund the plan benefits.
Participant contributions	None required or permitted.
Vesting	A participant shall be vested in the plan benefit according to the following schedule: 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	¾ year
850-1,274	½ year
425-849	¼ 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 as of December 31	Monthly Accrual for Full Year of Credited Service
$5.00 or less	$10.00
$5.01 - $5.50	$11.00
$5.51 - $6.00	$12.00
$6.01 - $6.50	$13.00
$6.51 - $7.00	$14.00
etc. by $.50 increments	etc. by $1.00 increments

Monthly accruals were frozen effective December 31, 2003.

Early retirement

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

- Benefit

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

BRK UNION SUB-PLAN

Effective date	August 1, 1992
Plan Year	January 1 through December 31
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.
Definitions	
• Union Participating employees	Employees become participants if they: • 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	**Years of Service**: A plan year in which the participant works at least 1,000 hours for the company or a related company. **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.
• Vesting	Employees are vested according to the following schedule **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	The annual benefit is defined as follows: For each year of service up to 35 years, the participant accrues: (a) 0.75% of earning for the plan year up to Social Security wage base, plus (b) 1.1% of earnings for the plan year in excess of the Social Security wage base. For each year of service after 35 years, the participant accrues 0.75% of earnings.

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	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. Post-Retirement – As set forth in option selected.
Form of benefits	
• Optional forms	• 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	Mortality Table: The 1971 Group Annuity Mortality Table for males and set back one year for participants and five years for beneficiaries. Interest rate: 6%

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	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: He is a "covered employee" (as defined below); and 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. 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. Only plan participants on December 31, 1998, are eligible.
• Nonunion Service considered	Years of Service: A plan year in which the participant works at least 1,000 hours for the company or a related company. 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. Credited service is not counted for periods after January 31, 2004.
• Nonunion Earnings	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.
• Covered compensation	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.

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

Schedule SB, Part V — Summary of Plan Provisions

COLEMAN COMPANY, INC. RETIREMENT PLAN FOR SALARIED EMPLOYEES

Effective date	On June 30, 1989, the prior Coleman plan underwent a termination, which involved the settlement of accrued benefits and the recapture of excess assets. Plans were restarted effective July 1, 1989. Effective March 31, 2003, assets and liabilities attributable to current and former employees of Powermate were spun-off to a new pension plan. Effective January 1, 2004, the plan was frozen to future accruals.
Plan Year	January 1 through December 31
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
History	This plan was merged into and became part of the Sunbeam Products, Inc. Consolidated Retirement Plan on December 31, 2005.
Definitions	
• Eligibility	Only Plan participants on December 31, 1998, are eligible. Participation excludes leased employees.
• Service considered	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: **Employer** — **Credited Service Date** Powermate — January 1, 1990 Coleman Spas, Inc. — January 1, 1992 Sanborn — July 1, 1994 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).

Schedule SB, Part V — Summary of Plan Provisions

	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. 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: 2) 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; 3) 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 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 property disregarded on account of an earlier absence under the Prior Plan shall not be reinstated under this Plan.
• 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	Employees are vested according to the following schedule. **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	Two percent of final five-year average pay for each year of service up to 35 years, less the smaller of: 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 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.

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	• 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)

• Opening balance calculation	The December 31, 1998, accrued benefit was converted into a lump sum based on the following assumptions: Interest rate: 7% Mortality: 1983 Group Annuity Mortality Table (50/50 Male/Female Weighting) Retirement age: 65
• Pay Credits	Eligibility – 10 years of service or 45 points and 5 years of vesting service Amount – According to the following schedule: **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% Pay credits are earned for a complete year of service during the calendar year, based on elapsed time. However, participants who terminate with one year of service and are age 55 or have at least 30 years of service, die or become totally and permanently disabled will get a pay credit for the final partial year of service. Unit Points are determined at the beginning of the year (1/1) and are equal to age plus vesting service in complete years.
• Interest credits	Average yield on 30-year Treasuries for the November preceding the plan year, subject to a minimum of 5% and maximum of 9%.
• Cash balance account	Equal to the prior year cash balance account plus pay credits and interest credits earned during the year.
• Wear-away protection	The lump sum payable at retirement is the greater of (a) or (b): a. The cash balance account. b. The lump-sum value of the December 31, 1998 accrued benefit plus the pay credits with interest.
• Lump-sum basis	Minimum prescribed under the Pension Protection Act (PPA) based on segment rates with a two month look back.
• Annuity conversion	Applicable mortality table specified in Section 417(e)(3)(B) of the Code, and applicable interest rate specified in Section 417(e)(3)(C) of the Code for the month of November.

Schedule SB, Part V — Summary of Plan Provisions

PENSION PLAN OF K2, INC. SUB-PLAN: ANTHONY/SIMPLEX

Effective dates	Original Plan: December 1, 1973 Frozen to Future Accruals as of August 31, 2004
Most recent amendment	The 2015 Special Pension Benefit Opportunity on December 8, 2015.
Definitions	
• Covered employees	Any person employed by K2
• Eligibility requirements	Age: 21 Service: One year of service Maximum Age: None
• Plan entry date	An eligible employee will enter the plan on the first day of the month following completion of the eligibility requirements.
• Year of service	Benefit Accrual: Years and months of uninterrupted employment as a covered employee. Vesting: Years and months of uninterrupted employment as a covered employee.
• Compensation	The salary, wages, overtime pay, commissions, bonuses, and similar forms of incentive compensation actually paid by the company to the employee during the calendar year (not exceeding $50,000 for sales managers and $35,000 for salesmen of the Anthony Plan, and limited by the pensionable earnings cap.)
• Average Compensation	The average of the highest five consecutive years of annual compensation paid to an employee.
• Accrued benefit	Monthly pension benefit payable at age 65, based on years of benefit service and average annual five-year compensation at termination.
• Vesting	100% vesting after 5 years of service.
• Accrual status	The plan was frozen as of August 31, 2004.
Normal retirement	
• Eligibility	First of the month coincident with or next following attained age 65, or if later, the fifth anniversary of the date of participation.
• Benefit	The Greater of (1), (2), or (3): (1) 1% of average five-year compensation times years of service up to 35 years. (2) $120 times years of service (3) 37.5% of average five-year compensation (reduced by 1979 Social Security covered compensation) reduced 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 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 Vesting: Service will not be broken for approved absence. The maximum period of benefit service is 30 years. For service prior to April 1, 1977, service after age 18, measured in completed years and months. For service after March 31, 1977, one year of vesting service will be credited for each plan year after age 18 in which an employee completed 1,000 hours or more of service.
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.

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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.

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Pre-retirement death	
• 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	
• 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: 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.

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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%

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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

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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	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. 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: 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	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. Other Optional form of benefit payments: Mortality table: The 1951 Group Annuity Mortality Table Interest rate: 5%

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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	For Salaried employees and Hourly employees hired after January 1, 1997: The larger of the following: (a) Accrued benefit under the Salaried Retirement Plan at December 31, 1996. (b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35). For Hourly employees hired prior to January 1, 1997: The sum of the following: (a) Accrued benefit under the Hourly Retirement Plan at December 31, 1996. In the application of this benefit formula, credited service is limited to 28 years. (b) A benefit that is equal to 0.90% of Average Earnings up to the Social Security Base plus 1.30% of Average Earnings in excess of Social Security Base multiplied by years of Credited Service (not in excess of 35). Future benefit accruals were frozen on December 31, 2005 for both salaried and hourly employees.

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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	• 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%

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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

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- 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.

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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 & 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.

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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:

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.

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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.

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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	**For GCIU**: The dollar multiplier is $17.00. This location was sold as of April 26, 1996. **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.
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:

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.

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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.

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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:

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%

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%.

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• Special early retirement benefit	The accrued retirement benefit as of the special early retirement date shall be payable commencing immediately.
Late retirement	
• Eligibility	Subject to continued employment after normal retirement
• Benefit	The accrued retirement benefit as of late retirement date shall be payable commencing at late retirement.
Deferred vested	
• Eligibility	5 years of vesting service; All actives as of 12/31/2012 are fully vested
• Benefit	The accrued retirement benefit as of the termination date, multiplied by the vested percentage, shall be payable on the normal retirement date. The vested percentage is based on the following table:

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.

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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.

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Normal retirement	
• Eligibility	First of the month coincident with or next following attainment of age 65.
• Benefit	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: 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. b) $240 time years of Credited Service c) The annual benefit under the Plan provisions in effect at October 1, 1981 without recognition of compensation increases after September 1, 1981. d) The Accrued benefit earned under the Plan in effect at September 30, 1989. 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. Effective May 31, 2007, the Plan is frozen; no further benefit will be accrued.
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	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: 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. 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. The actuarial equivalent Lump Sum value of the Accrued Benefit. 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.
• 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	The Plan is closed to new hires. 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. The accrued benefit for non-union salaried employees is frozen as of December 31, 2012. The accrued benefit for a participant who is an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.
Definitions	
Eligibility & Participation	
• Jostens hourly employees -Former Jostens Pension Plan A	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. Effective July 1, 2008, the plan is closed to new hires.
• Jostens hourly employees – Former Jostens Pension Plan C	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. Effective January 1, 2006 the plan is closed to new hires.

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• Jostens salaried employees	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. 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. Effective January 1, 2006 the plan is closed to new hires.
• Lehigh Press	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. Effective January 1, 2007, the plan is closed to new hires.
• Von Hoffman	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.
Vesting service	
• Jostens hourly employees -Former Jostens Pension Plan A	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.
• Jostens hourly employees – Former Jostens Pension Plan C	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.
• Jostens salaried employees	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.
• Lehigh Press	A full year is credited for each calendar year (excluding calendar years ending before attainment of age 18) in which 1,000 or more hours of service are credited. For Lehigh Press participants employed at the Dallas and Carrollton locations, no vesting service is earned before June 1, 1977.

Schedule SB, Part V — Summary of Plan Provisions

Benefit service

- Jostens hourly employees

Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect.

Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:

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

- Jostens salaried employees

One day of benefit service is credited for each day a person is a salaried employee of the company.

- Service freeze

Effective January 1, 2013, non-union employees do not accrue additional service after December 31, 2012. Effective January 1, 2014, union employees do not accrue additional service after December 31, 2013.

Credited service

- Lehigh Press

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

Pensionable earnings

- Jostens salaried employees

Basic earnings plus bonuses, 401(k) deferrals and other specified pay

- 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.

Schedule SB, Part V — Summary of Plan Provisions

Average Compensation / Average Annual Salary	
• Jostens salaried employees	Average of highest five consecutive annual salaries. Annual salary is limited to the level prescribed by IRC Section 401(a)(17). The average Compensation for non-union salaried employees is frozen as of December 31, 2012.
• Lehigh Press	The average of Compensation in the 60 consecutive months within the last 120 months of service for which such average is the highest. The average of Compensation for an office employee of Lehigh Lithographers or Lehigh Direct is frozen as of December 31, 2006.
• Covered Compensation	Average of Social Security Taxable Wage Bases over 35 years. Effective July 1, 1989 the average is over the 35-year period ending with the last day of the year in which the employee attains Social Security Normal Retirement Age. The Covered Compensation for non-union salaried employees is frozen as of December 31, 2012.
Normal retirement	
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.

Schedule SB, Part V — Summary of Plan Provisions

- Benefit

Benefit Level times Benefit Service at Normal Retirement:

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

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.

Schedule SB, Part V — Summary of Plan Provisions

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.
• Benefit	*New Formula* A. 0.85% of Average Annual Salary, not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service as of December 31, 2005 (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of December 31, 2005] Plus B. 1% of Total Annual Salary, after December 31, 2005. For employees who were greater than age 45 and had more than 15 years of service on December 31, 2005, will be given the greater of the old formula and the new formula. *Prior Formula* 0.85% of Average Annual Salary not in excess of Covered Compensation plus 1.5% of Average Annual Salary in excess of Covered Compensation, times years of Benefit Service (up to 35 years) [Average Annual Salary, Covered Compensation and Benefit Service are calculated as of termination date] Transition Rule Minimum: The July 1, 1988 accrued pension increased for service after July 1, 1988 (up to 35 years) and increased by 3% per year. Hourly Formula Minimum: Amount payable under the hourly formula. Currently $17.00 per month per year of service. All participants are eligible. Office hourly employees transferred to the hourly formula as of July 1, 1983 remain entitled to their accrued benefit determined as of June 30, 1983.
Former Hunter Employees	Participants who were participants under the Hunter plan are eligible for a benefit equal to the greater of the following: • Hunter plan benefit as of October 31, 1989 plus the accrued Jostens Pension Plan C benefit after November 1, 1989 using the hourly or salary formulas respectively, or • The benefit accrued using service from November 1, 1989 plus half of the participant's service up to October 31, 1989 under the Hunter Plan (sum is limited to 35 years for salaried participants) using the hourly or salary formulas respectively.

Schedule SB, Part V — Summary of Plan Provisions

Lehigh Press	
• Eligibility	The first day of the month coincident with or next following the later of attainment of age 65 or the fifth anniversary of the date of participation
• Benefit	The accrued benefit under the prior plan as of December 31, 1975, plus 1% of Average Compensation multiplied by Credited Service as of December 31, 1998, plus 1.1% of Average Compensation multiplied by Credited Service after December 31, 1998, based on Average Compensation and Credited Service as of the date of determination.
Early retirement	
• Eligibility	After attaining age 55 and completing ten years of vesting service
• Benefit	The early retirement benefit is the accrued normal retirement benefit based on Average Annual Salary, Covered Compensation and Benefit Service at the time of termination of employment and reduced according to the following table for benefit commencement prior to age 65:

Benefit Comm. Age	Former Plan A	Former Plan C	Jostens Salaried	Jostens Hunter Plan	Lehigh Press
65 & over	100.0%	100.0%	100.0%	100.0%	100.0%
64	97.6%	94.0%	92.2%	93.3%	96.0%
63	95.2%	88.0%	84.4%	86.7%	92.0%
62	92.8%	82.0%	76.6%	80.0%	88.0%
61	76.0%	76.0%	72.4%	73.3%	84.0%
60	70.0%	70.0%	68.2%	66.7%	80.0%
59	65.2%	65.2%	64.0%	63.3%	74.0%
58	60.4%	60.4%	59.8%	60.0%	68.0%
57	55.6%	55.6%	55.6%	56.7%	62.0%
56	50.8%	50.8%	51.4%	53.3%	56.0%
55	46.0%	46.0%	47.2%	50.0%	50.0%

Late retirement	
Jostens	
• Eligibility	Actual retirement date after Normal Retirement Date.
• Benefit	Normal Retirement Benefit with continued Benefit Service and current Benefit Level if applicable.
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	
Jostens hourly employees – Former Jostens Pension Plan A	
• 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.
Jostens hourly employees –Former Jostens Pension Plan C	
• 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.
Jostens salaried employees	
• 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.
Lehigh Press	
• Eligibility	Eligibility for Social Security disability benefits, provided that disability commences after completion of five years of vesting service.
• Benefit	The accrued normal retirement benefit (reduced if it commences before the normal retirement date) with credited service accruing during the period of disability until retirement and assuming that compensation in the last full plan year preceding the date of disability remains level to retirement.

Schedule SB, Part V — Summary of Plan Provisions

Post-age 55 death	
Jostens	
• 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 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	
• 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

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	• 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	For Jostens hourly and salaried employees, the actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 1994 GAR tables, projected to 2002. For Lehigh Press employees, the optional form conversion factors are defined at each specific age in the plan document for each optional form.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2025, the limit is $280,000.

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 afterJuly1,1976, 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 July1 immediately following the later of his completion of one year of employment or attainment of age 21 (was 25 prior to July 1, 1985). Effective January 1, 2008, the plan is closed to new hires.
• Vesting service	Vesting service prior to January 1, 1976 is credited in accordance with the prior plan then in effect. After January 1, 1976, one year of future vesting service is credited for each calendar year, subsequent to the calendar year in which an employee attains age 18, in which an employee works at least 1,000 hours.
• Benefit service	- Benefit service through June 30, 1971 is determined in accordance with the prior plan then in effect. - Benefit service on and after July 1, 1971 and before January 1, 1976 is based on hours compensated during a plan year, and benefit service on and after January 1, 1976 is based on hours compensated during a calendar year, according to the following schedule:

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
9/1/1999 to 8/30/2004	$15.25
9/1/2000 to 8/30/2005	$15.50
9/1/2001 to 8/30/2006	$15.75
9/1/2002 to 8/30/2007	$16.00
9/1/2003 to 8/30/2008	$16.25
9/1/2004 to 8/30/2009	$16.50
9/1/2005 to 8/30/2010	$16.75
9/1/2007 to 8/30/2011	$17.00
9/1/2011 and later	$17.25

Schedule SB, Part V — Summary of Plan Provisions

Early retirement

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

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.

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Form of benefits	
• Automatic form for unmarried participants	Single Life Annuity
• Automatic form for married participants	Joint and 50% Survivor annuity
• Optional forms	• Life annuity with 10 years certain • Joint and Survivor annuity with 75% or 100% of such amount continuing to joint pensioner after participant's death • Other forms of payment are available subject to the approval of Jostens
• Optional form conversion factors	The actuarial equivalence to calculate optional form conversion factors is based on an interest rate of 6% per annum, compounded annually, and the mortality table, based on a fixed blend of 50 percent of the unloaded male mortality rates and 50 percent of the unloaded female mortality rates underlying the mortality rates in the 94 GAR, projected to 2002.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2025, the limit is $280,000.

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	The sum of (i) and (ii): (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. (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. 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. 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). Benefit accruals were frozen effective January 1, 2008.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility	Age 55 and 10 years of service
• Benefit	Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii): (i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced. (ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.
Postponed retirement	
• Eligibility	Retirement after normal retirement date
• Benefit	Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation, payable at Normal Retirement.
Disability	**Ineligible for long-term disability benefits**: amount calculated under the Normal Retirement formula as of the date of Disability. **Eligible for long-term disability benefits**: amount calculated under the Normal Retirement formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on the first date of absence.
Pre-retirement death	**Death before early retirement eligibility**: plan provides for a qualified joint and survivor benefit. **Death after early retirement eligibility**: spouse shall receive an immediate benefit equal to ½ of the participant's accrued benefit at the time of death.

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 & 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.
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 effective October 24, 2023, are included in this valuation:

- **Most recent plan amendments included:** Amendment No. 2 effective October 24, 2023.
- **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.

Schedule SB, Part V — Summary of Plan Provisions

Plan provision changes since prior valuation

None.

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

Actuarial assumptions for funding valuation as of January 1, 2025

Discount rate sponsor elections	
• Segment rates or full yield curve	Full yield curve
• PBGC premium method	Alternative, election made in 2020
Mortality sponsor elections	
• Healthy and disabled participants	Base table male and female non-annuitant and annuitant – Substitute plan-specific mortality tables approved by the IRS in 2025. Projection scale – Generational projection using the 2024 IRS Adjusted MP-2021 mortality improvement projection scale.
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	2025 PPA unisex mortality
— Interest rate basis	Funding segment rates
Other economic assumptions	
• Expected investment return	5.37% for 2023, 4.43% for 2024, and 5.87% for 2025.
• Expenses	• 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

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

- For 2025, the assumption is $2,550,000.

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 on 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 sub-plans/locations in JCPP	**Sunbeam Products, Inc. Subplan** • *Thermco:* Participants are assumed to elect a lump sum distribution. • *Coleman Salaried:* Non-highly compensated employees are assumed to elect a lump sum distribution. Deferred vested participants are assumed to elect a single life annuity. • *BRK:* 100% of Non-Union active participants are assumed to elect a lump sum distribution, and 80% of deferred vested participants are assumed to elect a lump sum distribution.			

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

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

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

Table of sample rates

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

Attained age	Retirement Percentages[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 full yield curve election made by the plan sponsor, the discount 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.
- **Base Mortality table** – Newell Brands completed a mortality study during 2024 using data from January 1, 2018 through December 31, 2022 for the Newell Brands Consolidated Pension Plan. There was enough experience to create plan-specific base tables for male and female nonannuitants and annuitants. Disabled participants are valued using the same tables since they were included in the mortality study.
- **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 last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as required by 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 a participating annuity contract with John Hancock (GAC 1346) 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. The Mass Mutual (PF 169-01), Aetna (GA-379) and AXA (AC-2166) annuity contracts were moved to a non-participating status and the annuities payable under these contracts are no longer included in the obligations and assets for 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.

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

- 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. If multiple decrements are used, the funding target for an individual is the sum of the component funding targets associated with the various anticipated separation dates.
- The plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Governmental and Municipal Bonds			
Indonesia Rep Bd 3.05% 03-12-2051	33,000 principal amount	22,028	22,046
Indonesia(Republic Of) 4.2% 10-15-2050	145,000 principal amount	120,442	119,122
Indonesia(Republic Of) 5.45% Due 09-20-2052 Reg	10,000 principal amount	9,862	9,930
Republic Of Indonesia 4.3% Due 03-31-2052 Reg	125,000 principal amount	103,719	103,782
Republic Of Indonesia 4.9% 04-16-2036	60,000 principal amount	59,949	59,827
Israel St 3.375% Due 01-15-2050 Reg	125,000 principal amount	95,182	83,769
State Of Israel 3.875% Due 07-03-2050 Reg	15,000 principal amount	11,033	10,986
State Of Israel 6.043% 03-12-2054	210,000 principal amount	199,146	201,894
State Of Israel Bd 4.125% Due 01-17-2048Reg	15,000 principal amount	13,110	11,746
Pvtpl Kuwait Intl Bond 4.652% 10-09-2035	285,000 principal amount	285,000	284,005
Mexico(United Mexican States) 5.75% Due 10-12-2110	70,000 principal amount	59,115	58,695
United Mexican States 4.28% 08-14-2041	245,000 principal amount	192,451	196,735
United Mexican States 6.625% 01-29-2038	485,000 principal amount	496,483	506,097
United Mexican States 6.875% 05-13-2037	380,000 principal amount	384,197	405,460
United Mexican Sts 4.6% Due 01-23-2046	435,000 principal amount	321,249	341,475
United Mexican Sts Global Nt 3.771% 05-24-2061	60,000 principal amount	34,725	36,930
United Mexican Sts Global Nt 4.4% 02-12-2052	165,000 principal amount	120,835	120,202
United Mexican Sts Global Nt 4.6% Due 02-10-2048 Reg	75,000 principal amount	61,145	57,937
Utd Mexican Sts Tranche # Tr 00026 4.75 Due 03-08-2044	245,000 principal amount	197,201	201,880
Panama Rep 4.5% Due 04-16-2050 Reg	40,000 principal amount	31,243	30,844
Panama Rep 6.875% 01-31-2036	55,000 principal amount	59,950	59,790
Panama(Republic Of) 8.0% 03-01-2038	206,000 principal amount	240,639	240,526
Republic Of Panama 4.5% 04-01-2054	80,000 principal amount	60,914	59,936
Peru Rep 2.78% 12-01-2060	11,000 principal amount	6,034	5,957
Philippines Rep 3.2% 07-06-2046	220,000 principal amount	187,911	158,399
Philippines Rep Global Bd 2.65% 12-10-2045	130,000 principal amount	80,110	85,797
Philippines Rep Global Bd 2.95% 05-05-2045	165,000 principal amount	115,171	115,522
Philippines(Republic Of) 5.9% 02-04-2050	220,000 principal amount	221,265	230,677
Republic Of Philippines 4.2% 03-29-2047	25,000 principal amount	23,453	20,883
Pvptl Saudi Arabia Kingdom Global Med Term Nt Program 5.25% 01-16-2050	20,000 principal amount	18,550	18,775
United States Of Amer Treas Bonds 4.75% 08-15-2055	680,000 principal amount	674,668	671,500
United States Of Amer Treas Notes 4.0% 11-15-2035	204,000 principal amount	201,491	201,514
United States Of Amer Treas Notes 2.875%Due 05-15-2032 Reg	6,845,000 principal amount	6,030,693	6,463,177
United States Treas Bds 1.875% Due 02-15-2041 Reg	2,415,000 principal amount	1,704,441	1,693,519
United States Treas Bds 2% 11-15-2041	10,075,000 principal amount	6,860,793	7,059,190
United States Treas Bds 4.625% 11-15-2045	0 principal amount	-	-
United States Treas Bds Dtd 00271 1.125%Due 08-15-2040	4,370,000 principal amount	2,817,796	2,755,319
United States Treas Bds Wit 1 7/8 08/15/41 1.75% Due 08-15-2041 Reg	825,000 principal amount	551,687	558,841
United States Treas Nts 1.375% 11-15-2031	3,855,000 principal amount	3,089,572	3,362,433
United States Treas Nts 1.875% Due 02-15-2032 Reg	405,000 principal amount	326,832	361,700
United States Treas Nts 2.375% 03-31-2029	3,090,000 principal amount	2,964,469	2,978,350
United States Treas Nts 2.75% 08-15-2032	4,570,000 principal amount	3,881,644	4,266,345

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
United States Treas Nts Dtd 02/15/2023 3.5% 02-15-2033	4,460,000 principal amount	4,150,528	4,341,357
United States Treas Sec Stripped Int Pmt00833 08-15-2031 (Unddate) Reg	3,655,000 principal amount	2,944,468	2,936,152
United States Treas Sec Stripped Int Pmt00834 02-15-2032 (Unddate) Beo	2,490,000 principal amount	1,960,841	1,954,940
United States Treas Sec Stripped Int Pmt00839 08-15-2034 (Unddate) Reg	9,795,000 principal amount	7,452,918	6,813,347
United States Treas Sec Stripped Int Pmt00883 11-15-2031 (Unddate) Reg	2,330,000 principal amount	1,852,956	1,850,930
United States Treas Sec Stripped Int Pmt00886 05-15-2033 (Unddate) Reg	8,960,000 principal amount	7,059,763	6,632,711
United Sts Treas Nts .625% 11-30-2027	3,270,000 principal amount	2,994,936	3,099,219
Us Treas Sec Stripped Int Pmt 00116 11-15-2039	1,870,000 principal amount	997,982	974,077
Us Treasury N/B 2.375% 05-15-2029	2,570,000 principal amount	2,757,831	2,472,220
Us Treasury N/B 3.375% 05-15-2033	170,000 principal amount	156,732	163,705
Republica Orient Uruguay 5.25% T-Bond 09-10-2060	20,000 principal amount	18,222	18,670
Republica Orient Uruguay 5.442% T-Bond 02-14-2037	90,000 principal amount	94,028	93,515
Republica Oriental Del Uruguay Bd 4.975%Due 04-20-2055 Reg	150,000 principal amount	137,367	136,613
Pvtpl Electricite De France 6.9% 05-23-2053	20,000 principal amount	21,267	22,104
Pvtpl Electricite De France Sa 6.0% 04-22-2064	40,000 principal amount	39,118	39,447
Tenn Valley Authority 5.25% 02-01-2055	210,000 principal amount	206,886	208,639
Bay Area Toll Auth Calif Toll Brdg Rev 3.126% 04-01-2055 Beo Taxable	55,000 principal amount	55,000	36,494
Bay Area Toll Auth Calif Toll Brdg Rev 6.263 04-01-2049 Beo	30,000 principal amount	32,609	31,648
Bay Area Toll Auth Calif Toll Brdg Rev 6.907% 10-01-2050 Beo Taxable	125,000 principal amount	197,638	141,471
California Health Facs Fing Auth Rev 4.19% 06-01-2037 Beo Taxable	95,000 principal amount	95,000	90,754
California Health Facs Fing Auth Rev 4.353% 06-01-2041 Beo Taxable	90,000 principal amount	90,000	82,663
California St 7.6% 11-01-2040 Beo Taxable	130,000 principal amount	176,755	159,122
California St 7.625% 03-01-2040 Beo Taxable	350,000 principal amount	425,998	421,971
California St Univ Rev 5.183% 11-01-2053Beo Taxable	45,000 principal amount	43,703	42,769
California State 7.55 Mun Bds Due 04-01-2039 Usd5000	185,000 principal amount	223,241	224,512
City Of New York 5.517 Due 10-01-2037	40,000 principal amount	47,846	40,687
Dallas Tex Area Rapid Tran Sales Tax Rev2.613% 12-01-2048 Beo Taxable	60,000 principal amount	60,000	41,129
Dallas Tex Area Rapid Tran Sales Tax Rev5.999% 12-01-2044 Beo Taxable	90,000 principal amount	95,864	94,250
Golden St Tob Securitization Corp Calif 3.293% Due 06-01-2042 Beo	10,000 principal amount	10,000	7,829
Golden St Tobacco 2.746% Mun 06/01/2034 Usd	70,000 principal amount	70,267	62,242
Indiana St Fin Auth Rev 3.051% 01-01-2051 Beo Taxable	55,000 principal amount	55,000	40,069
Kansas St Dev Fin Auth Rev 2.774% 05-01-2051 Beo Taxable	75,000 principal amount	75,000	53,604
La Loc Govt Envi Facs & Taxable-La Utils Restoration 4.475% Due 08-01-2039	80,000 principal amount	80,000	78,167
Los Angeles Calif Cmnty College Dist 6.75% 08-01-2049 Beo Taxable	40,000 principal amount	47,436	44,358
Ma St Sch Bldg Auth Dedicated Tax Build Amer Bds-B 5.715 Due 08-15-2039	40,000 principal amount	41,198	41,688
Maryland St Health & Higher Edl Facs Auth Rev 3.052% 07-01-2040 Beo Taxable	15,000 principal amount	11,715	11,734
Massachusetts St Taxable-Cons Ln-Ser E- 5.456% Due 12-01-2039 Reg Taxable	30,000 principal amount	29,400	30,656
Metropolitan Transn Auth N Y Rev Unrefunded Balance 6.814% 11-15-2040	5,000 principal amount	9,150	5,580
Metropolitan Wash D C Arpts Auth Dulles Toll Rd Rev 7.462 10-01-2046 Beo Taxable	45,000 principal amount	54,990	53,488
Michigan Fin Auth Rev Muni 3.384% 12-01-2040	75,000 principal amount	75,000	63,407
Municipal Elec Auth Ga 6.637% 04-01-2057Beo Taxable	107,000 principal amount	157,016	115,715
New Jersey St Tpk Auth Tpk Rev 7.102% 01-01-2041 Beo Taxable	135,000 principal amount	161,249	157,734
New Jersey St Tpk Auth Tpk Rev 7.414% 01-01-2040 Beo Taxable	60,000 principal amount	78,014	71,913
New York N Y 5.114% 10-01-2054	30,000 principal amount	30,000	28,073
New York N Y 5.263% 10-01-2052	25,000 principal amount	23,263	24,003
New York N Y 5.935% 02-01-2055 Beo Taxable	235,000 principal amount	240,299	245,897
New York N Y 6.291% 02-01-2045 Beo Taxable	45,000 principal amount	48,290	47,284
New York N Y Taxable-Fiscal 2024-Subser B-1 5.828% Due 10-01-2053 Reg Taxable	35,000 principal amount	37,260	36,020
New York N Y Taxable-Fiscal 2025-Subser D-1 5.094% 10-01-2049	55,000 principal amount	55,000	51,745
New York St Dorm Auth Revs Non St 5.832%07-01-2055	25,000 principal amount	25,000	26,130

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
New York St Urban Dev Corp Rev 5.77% 03-15-2039 Beo Taxable	70,000 principal amount	85,971	72,098
North Tex Twy Auth Rev 6.718% 01-01-2049Beo Taxable	85,000 principal amount	142,639	93,454
Ny N Y Cy Mun Wtr Fin Auth Wtr&Taxable 2Nd Genser Ee 6.011 6-15-2042Beo Taxable	20,000 principal amount	22,010	20,712
Ny N Y Taxable-Build Amer Bds-F-1 6.271 Due 12-01-2037	15,000 principal amount	16,322	16,081
Ohio Univ Gen Rcpts Athens 5.59% 12-01-2114 Beo Taxable	65,000 principal amount	76,409	61,376
Oklahoma Dev Fin Auth Rev Muni 4.714% Due 05-01-2052 Reg	10,000 principal amount	10,000	9,214
Port Auth N Y & N J 3.287% Due 08-01-2069 Reg Taxable	50,000 principal amount	43,661	31,743
Port Auth N Y & N J 4.81% 10-15-2065 Beotaxable	30,000 principal amount	31,509	26,863
Port Auth N Y & N J 5.31% 08-01-2046 Beotaxable	45,000 principal amount	43,971	43,850
Port Auth N Y & N J Muni 5.072% Due 07-15-2053	95,000 principal amount	95,000	90,144
Sales Tax Securitization Corp Ill 3.82% 01-01-2048 Beo Taxable	35,000 principal amount	35,000	28,170
San Antonio Tex Elec & Gas Rev Taxable 5.808 02-01-41	75,000 principal amount	78,413	77,342
San Diego Cnty Calif Regl Transn Commn Sales Tax Rev 5.911% 04-01-2048 Reg	50,000 principal amount	51,926	50,447
San Francisco Calif Cy & Cnty Pub Utils Commn Wtr Rev 6.95 11-01-2050 Beotaxable	25,000 principal amount	37,091	27,799
South Carolina St Pub Svc Auth Rev 6.454% 01-01-2050 Beo Taxable	10,000 principal amount	15,719	10,635
Texas A & M Univ Perm Univ Fd 3.66% 07-01-2047 Beo Taxable	55,000 principal amount	42,859	44,971
Texas Private Activity Bd Surface Transncorp Rev 3.922% 12-31-2049 Beo Taxable	25,000 principal amount	28,584	19,999
Texas St 5.517% 04-01-2039 Beo Taxable	121,850 principal amount	132,662	124,869
Tx Nat Gas Securitization Fin Corp 5.169% 04-01-2041	230,000 principal amount	232,769	234,566
Univ Calif Regts Med Ctr Pooled Rev 6.548% 05-15-2048 Beo Taxable	35,000 principal amount	39,775	37,386
Univ Calif Regts Med Ctr Pooled Rev 6.583% 05-15-2049 Beo Taxable	105,000 principal amount	155,461	112,047
University Calif Revs 4.858% 05-15-2112 Beo Taxable	55,000 principal amount	56,814	45,642
University Mich Univ Revs Taxable-Gen-Ser A 4.454% 04-01-2122	155,000 principal amount	155,000	120,587
University Tex Univ Revs 2.439% 08-15-2049 Beo Taxable	30,000 principal amount	19,083	18,673
University Va Univ Revs 6.2% 09-01-2039 Beo Taxable	110,000 principal amount	158,323	120,700
&&&Int In Participation Of Uec Stock And Uec Inc Com Stk	29,919 principal amount	15,163	20
Pvtpl Electricite De France Sa 4.95% 10-13-2045	50,000 principal amount	45,034	44,379
		70,607,410	70,277,731
Corporate Bonds			
Barrick Pd 5.95% Due 10-15-2039	240,000 principal amount	304,729	252,781
Bhp Billiton Fin Usa Ltd 5.75% 09-05-2055	80,000 principal amount	82,411	81,882
Rio Tinto Fin Usa 5.125% Due 03-09-2053	120,000 principal amount	118,805	112,123
Rio Tinto Fin Usa Plc 5.75% 03-14-2055	65,000 principal amount	64,258	66,492
Rio Tinto Fin Usa Plc 5.875% 03-14-2065	17,000 principal amount	17,183	17,621
Woodside Fin Ltd 6% Due 05-19-2035	60,000 principal amount	59,419	62,599
Anheuser Busch Inbev Fin Inc 4.625 Due 02-01-2044 Reg	40,000 principal amount	36,337	36,033
Anheuser Busch Inbev Wor 5.55% 01-23-2049	205,000 principal amount	204,239	205,131
Anheuser-Busch 4.9% Due 02-01-2046	305,000 principal amount	276,798	282,310
Anheuser-Busch 4.95% Due 01-15-2042	180,000 principal amount	170,821	172,449
Anheuser-Busch Cos Llc Corp 4.9% 02-01-2046	671,000 principal amount	617,576	623,454
Bell Canada 5.55% 02-15-2054	33,000 principal amount	32,056	31,483
Brookfield Asset Mgmt Ltd 6.077% 09-15-2055	30,000 principal amount	29,999	30,797
Brookfield Ast 5.298% Due 01-15-2036	35,000 principal amount	34,995	35,024
Brookfield Fin Inc 5.968% 03-04-2054	3,000 principal amount	3,036	3,035
Brookfield Fin Llc 3.45% Due 04-15-2050	30,000 principal amount	20,236	20,738
Canadian Natl Ry Co 3.65% 02-03-2048	20,000 principal amount	15,415	15,276
Canadian Pac Ry Co 4.3% 05-15-2043	15,000 principal amount	12,750	13,029
Canadian Pac Ry Co New 3.0% Due 12-02-2041 Beo	250,000 principal amount	179,300	187,398
Cdn Nat Res Ltd 6.25% Due 03-15-2038	131,000 principal amount	149,881	139,231
Cdn Nat Res Ltd 6.75% Due 02-01-2039	45,000 principal amount	62,628	49,578

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Cdn Pac Ry Co New 6.125% Due 09-15-2115	20,000 principal amount	20,642	20,022
Cenovus Energy Inc Nt 3.75% 02-15-2052	31,000 principal amount	27,231	21,750
Fairfax Finl Hldgs Ltd 6.35% 03-22-2054	140,000 principal amount	141,954	145,401
Manulife Finl Corp 4.986% 12-11-2035	105,000 principal amount	105,002	104,969
Nutrien Ltd Fixed 5.25% Due 01-15-2045	25,000 principal amount	29,778	23,442
Petro-Cda 6.8% Due 05-15-2038	172,000 principal amount	202,586	190,390
Rogers Communications Inc 4.5% 03-15-2042	40,000 principal amount	34,596	34,296
Transcanada 5.85% Due 03-15-2036	10,000 principal amount	12,538	10,455
Transcanada 6.2% Due 10-15-2037	40,000 principal amount	51,088	42,707
Alibaba Group Hldg 2.7% Due 02-09-2041	30,000 principal amount	21,149	22,051
Alibaba Group Hldg 4.4% Due 12-06-2057	59,000 principal amount	68,146	49,237
Alibaba Group Hldg Ltd 3.15% Due 02-09-2051	75,000 principal amount	57,427	51,150
Pvtpl Societe Generale 7.132% 01-19-2055	120,000 principal amount	120,802	125,937
Total Cap Intl 2.986% Due 06-29-2041 Reg	23,000 principal amount	19,332	17,438
Total Cap Intl 3.127% Due 05-29-2050 Reg	145,000 principal amount	127,522	97,015
Total Cap Intl 3.386% Due 06-29-2060	25,000 principal amount	17,189	16,304
Totalenergies Cap 5.425% 09-10-2064	60,000 principal amount	59,452	56,353
Totalenergies Capital S.A. 5.638% 04-05-2064	20,000 principal amount	19,960	19,387
Totalenergies Capital Sa 5.488% 04-05-2054	76,000 principal amount	74,172	73,836
Pvtpl Bayer Us Fin Ii Llc 3.95% Due 04-15-2045 Beo	35,000 principal amount	24,397	26,190
Pvtpl Bayer Us Fin Ii Llc 4.7% 07-15-2064	25,000 principal amount	17,566	18,860
Pvtpl Deutsche Telekom Ag 3.625% Due 01-21-2050	2,000 principal amount	1,481	1,448
Pvtpl Siemens Financieringsmaatschappij N V Nt 4.4% 05-27-2045 Beo	25,000 principal amount	22,416	22,095
Pvtpl Siemens Funding Bv 5.8% 05-28-2055	95,000 principal amount	101,664	99,261
Pvtpl Siemens Funding Bv 5.9% 05-28-2065	28,000 principal amount	28,662	29,329
Mitsubishi Ufj Finl Group Inc 5.615% 04-24-2036	100,000 principal amount	100,186	105,061
Sumitomo Mitsui Finl Group Inc 5.796% 07-08-2046	405,000 principal amount	402,861	411,502
Sumitomo Mitsui Finl Group Inc 5.836% 07-09-2044	70,000 principal amount	70,000	72,509
Takeda Pharmaceutical 5.8% 07-05-2064	35,000 principal amount	35,836	34,619
Takeda Pharmaceutical Co Ltd Sr Nt 3.025% 07-09-2040	89,000 principal amount	68,360	68,303
Takeda Pharmaceutical Co Ltd Sr Nt 3.175% 07-09-2050	55,000 principal amount	41,170	36,862
Amer Movil S A B De C V Formerly Ame Gtdsr Nt 6.125 Due 11-01-2037 Reg	135,000 principal amount	155,348	145,181
Grupo Televisa S A 5% Due 05-13-2045	25,000 principal amount	21,309	16,560
Grupo Televisa S A 6.625% Due 01-15-2040	45,000 principal amount	44,222	38,921
Cooperatieve 5.25% Due 05-24-2041	130,000 principal amount	128,412	130,899
Cooperatieve Centrale Raiffeisen Boerenl5.75 Due 12-01-2043 Reg	25,000 principal amount	34,242	25,287
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.125% 02-15-2042	25,000 principal amount	24,727	18,290
Nxp B V / Nxp Fdg Llc / Nxp Usa Inc Sr Nt 3.25% 05-11-2041	100,000 principal amount	99,172	76,045
Equinor Asa 3.25% Due 11-18-2049	210,000 principal amount	143,341	147,018
Equinor Asa 3.625% Due 04-06-2040	60,000 principal amount	62,220	50,875
Statoil Asa 3.95 Due 05-15-2043	30,000 principal amount	26,334	25,302
Statoil Asa 4.8 Due 11-08-2043	80,000 principal amount	74,382	74,666
Statoil Asa 5.1 Due 08-17-2040	110,000 principal amount	109,981	109,579
Southn Copper Corp 5.25% Due 11-08-2042	71,000 principal amount	62,899	68,043
Southn Copper Corp 7.5% Due 07-27-2035	42,000 principal amount	56,813	49,488
Pvtpl Ubs Group Ag 5.01% 03-23-2037	165,000 principal amount	164,908	163,977
Ubs Ag London Brh 4.5% 06-26-2048	45,000 principal amount	39,196	39,380
Ubs Group Ag 4.875% 05-15-2045	94,000 principal amount	87,767	87,414
Ubs Group Ag 5.528% Due 05-06-2047	70,000 principal amount	69,657	69,357
Aon Plc 4.6% Due 06-14-2044	25,000 principal amount	20,687	21,915

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
B A T Cap Corp 4.758% Due 09-06-2049	205,000 principal amount	157,733	173,717
B A T Cap Corp Fixed 3.734% Due 09-25-2040	115,000 principal amount	104,505	93,304
Barclays Plc 5.86% 08-11-2046	180,000 principal amount	181,725	185,056
Hsbc Hldgs Plc Fltg Rt 5.79% Due 05-13-2036	300,000 principal amount	300,295	317,605
Pvtpl Swiss Re Sub Fin Plc 6.191% 04-01-2046	77,000 principal amount	75,460	79,772
Reynolds Amern Inc 7.25% Due 06-15-2037	45,000 principal amount	42,119	52,099
Reynolds Amern Inc Fixed 5.85% Due 08-15-2045	120,000 principal amount	118,030	118,418
Shell Intl Fin B V 2.875% Due 11-26-2041	49,000 principal amount	43,905	36,343
Vodafone Group Plc 5.875% 06-28-2064	180,000 principal amount	174,819	174,852
3M Co Medium Term 5.7% Due 03-15-2037	40,000 principal amount	42,206	42,240
Abbott Labs 4.75% 04-15-2043	10,000 principal amount	9,407	9,478
Abbott Labs 4.9% Due 11-30-2046	5,000 principal amount	4,687	4,722
Abbott Labs 6.15% Due 11-30-2037	20,000 principal amount	22,301	22,410
Abbvie Inc 4.05% Due 11-21-2039 Reg	295,000 principal amount	286,886	264,019
Abbvie Inc 4.25% Due 11-21-2049 Reg	285,000 principal amount	236,499	235,576
Abbvie Inc 4.4% Due 11-06-2042	60,000 principal amount	52,666	53,524
Abbvie Inc 4.45% Due 05-14-2046	235,000 principal amount	215,746	204,790
Abbvie Inc 4.625% Due 10-01-2042 Reg	5,000 principal amount	4,581	4,570
Abbvie Inc 4.75% 03-15-2045	130,000 principal amount	147,915	118,827
Abbvie Inc 4.85% Due 06-15-2044 Reg	63,000 principal amount	57,799	58,549
Abbvie Inc 4.875% Due 11-14-2048	110,000 principal amount	99,675	100,478
Abbvie Inc 5.35% 03-15-2044	15,000 principal amount	14,225	14,877
Abbvie Inc Fixed 4.7% Due 05-14-2045	90,000 principal amount	82,760	81,685
Ace Ina Hldgs Inc 4.15% Due 03-13-2043	42,000 principal amount	34,726	36,238
Aep Tex Inc Fixed 3.8% Due 10-01-2047	40,000 principal amount	29,727	29,672
Aep Tex Inc Sr Nt Ser J 3.45% 05-15-2051	10,000 principal amount	10,418	6,781
Aep Texas Inc 5.85% 10-15-2055	75,000 principal amount	74,628	73,917
Aep Transm Co Llc 3.15% Due 09-15-2049	30,000 principal amount	30,005	20,360
Aep Transm Co Llc 5.375% Due 06-15-2035	45,000 principal amount	44,741	46,521
Aetna Inc New 4.5% Due 05-15-2042	30,000 principal amount	25,757	25,787
Aetna Inc New 4.75% Due 03-15-2044	180,000 principal amount	211,064	157,708
Aflac Inc 4% Due 10-15-2046	70,000 principal amount	60,379	56,313
Air Prods & Chems Fixed 2.7% Due 05-15-2040	70,000 principal amount	69,971	52,655
Alabama Pwr Co 3.45% Due 10-01-2049	42,000 principal amount	28,683	29,988
Alabama Pwr Co 3.75% Due 03-01-2045	115,000 principal amount	107,313	90,760
Alabama Pwr Co 3.85% Due 12-01-2042	60,000 principal amount	59,820	49,182
Alabama Pwr Co 4.15% Due 08-15-2044	60,000 principal amount	67,458	50,292
Alexandria Real Estate Equities Inc 3.0% 05-18-2051	60,000 principal amount	42,893	36,821
Allstate Corp 4.5% Due 06-15-2043	45,000 principal amount	39,203	39,501
Alphabet Inc 1.9% Due 08-15-2040	40,000 principal amount	26,332	27,165
Alphabet Inc 4.7% 11-15-2035	155,000 principal amount	155,435	155,343
Alphabet Inc 5.25% 15 May 2055	280,000 principal amount	276,056	269,318
Alphabet Inc 5.3% 05-15-2065	239,000 principal amount	232,088	225,516
Alphabet Inc 5.35% 11-15-2045	20,000 principal amount	20,125	19,933
Alphabet Inc 5.45% 11-15-2055	155,000 principal amount	153,513	152,540
Alphabet Inc Sr Bd 5.7% 11-15-2075	210,000 principal amount	210,409	207,533
Altria Group Inc 3.4% Due 02-04-2041	90,000 principal amount	66,186	69,785
Altria Group Inc 4.25% Due 08-09-2042	120,000 principal amount	93,266	100,439
Altria Group Inc 4.45% Due 05-06-2050/05-06-2020 Reg	80,000 principal amount	63,382	64,317
Altria Group Inc 4.5% Due 05-02-2043	45,000 principal amount	47,669	38,503

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Amazon Com Inc 2.5% Due 06-03-2050	160,000 principal amount	101,976	96,243
Amazon Com Inc 4.05% 08-22-2047	55,000 principal amount	46,787	45,391
Amazon Com Inc 5.45% 11-20-2055	315,000 principal amount	314,392	308,552
Amazon Com Inc 5.55% 11-20-2065	380,000 principal amount	375,768	369,962
Amazon Com Inc Nt 3.1% 05-12-2051	335,000 principal amount	237,699	225,779
Amazon Com Inc Nt 4.1% 04-13-2062	10,000 principal amount	7,802	7,716
Amazon.Com Inc 3.95% 04-13-2052	25,000 principal amount	20,592	19,599
Ameren Ill Co 3.7% 12-01-2047	24,000 principal amount	23,459	18,375
Ameren Ill Co 4.5% 03-15-2049	30,000 principal amount	33,201	25,662
Ameren Ill Co 5.55% Due 07-01-2054	63,000 principal amount	62,880	62,153
Ameren Illinois Co 3.25% Due 03-15-2050	40,000 principal amount	40,260	27,509
Ameren Illinois Co 5.625% 03-01-2055	30,000 principal amount	31,217	29,958
American Wtr Cap Corp 5.7% 09-01-2055	95,000 principal amount	94,177	95,560
Amern Express Co 4.05% Due 12-03-2042	139,000 principal amount	118,114	120,127
Amern Express Co Fltg Rt 5.667% Due 04-25-2036	210,000 principal amount	210,970	222,300
Amgen Inc 2.77% 09-01-2053	115,000 principal amount	72,998	68,501
Amgen Inc 4.4% 05-01-2045	38,000 principal amount	32,676	32,616
Amgen Inc 4.875% 03-01-2053	20,000 principal amount	18,075	17,669
Amgen Inc 4.95% Due 10-01-2041	195,000 principal amount	200,155	184,821
Amgen Inc 5.15% Due 11-15-2041	31,000 principal amount	40,748	30,075
Amgen Inc Fixed 3.15% 02-21-2040	63,000 principal amount	48,581	49,803
Amgen Inc New Issue 30Yr 4.2% 02-22-2052	209,000 principal amount	165,563	166,478
Amphenol Corp 5.3% 11-15-2055	135,000 principal amount	133,782	129,500
Amphenol Corp New Sr Nt 4.625% 02-15-2036	180,000 principal amount	178,250	176,736
Analog Devices Inc 2.8% Due 10-01-2041/10-05-2021 Beo	55,000 principal amount	40,770	40,686
Anheuser Busch Cos 6.5% Due 05-01-2042	30,000 principal amount	31,795	32,120
Anthem Inc 3.6% Due 03-15-2051	110,000 principal amount	83,548	78,601
Anthem Inc 4.375% 12-01-2047	67,000 principal amount	69,217	55,773
Anthem Inc 4.65% Due 01-15-2043	20,000 principal amount	18,193	17,966
Anthem Inc Fixed 3.7% 09-15-2049	55,000 principal amount	41,729	40,624
Aon Corp Fixed 2.9% Due 08-23-2051	116,000 principal amount	97,299	72,467
Aon Corp/Aon Global Hold Aon 3.9% 02-28-2052	140,000 principal amount	105,740	105,133
Appalachian Pwr Co 4.4% Due 05-15-2044	50,000 principal amount	61,331	42,088
Appalachian Pwr Co 4.45% Due 06-01-2045	50,000 principal amount	44,686	41,851
Appalachian Pwr Co Fixed 4.5% 03-01-2049	38,000 principal amount	29,400	31,235
Apple Inc 2.375% Due 02-08-2041	50,000 principal amount	35,259	36,197
Apple Inc 2.65% Due 05-11-2050 Reg	425,000 principal amount	330,530	266,737
Apple Inc 3.45% Due 02-09-2045	40,000 principal amount	31,093	31,133
Apple Inc 3.75% Due 09-12-2047	125,000 principal amount	139,453	99,039
Apple Inc 3.85% Due 08-04-2046	110,000 principal amount	94,692	89,464
Apple Inc 4.25% Due 02-09-2047	45,000 principal amount	38,864	38,753
Apple Inc 4.375% Due 05-13-2045	140,000 principal amount	125,873	125,194
Apple Inc Fixed 2.95% 09-11-2049	100,000 principal amount	66,597	67,032
Applied Matls Inc 5.85% Due 06-15-2041	45,000 principal amount	55,102	47,947
Aqua Amer Inc Fixed 4.276% 05-01-2049	20,000 principal amount	17,312	16,185
Archer-Daniels 4.5% Due 03-15-2049	96,000 principal amount	89,410	82,418
Arizona Pub Svc Co 4.35% Due 11-15-2045	80,000 principal amount	64,662	66,826
Arthur J Gallagher & Co 5.55% 02-15-2055	130,000 principal amount	127,208	125,259
Arthur J Gallagher & Co 6.75% 02-15-2054	15,000 principal amount	16,096	16,629
Arthur J Gallagher 5.75% Due 03-02-2053	15,000 principal amount	14,497	14,777

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Ascension 3.106% Due 11-15-2039	55,000 principal amount	43,106	43,876
Ascension Hlth 3.945% Due 11-15-2046	30,000 principal amount	25,273	24,452
At&T Inc 3.5% Due 06-01-2041	20,000 principal amount	15,695	15,777
At&T Inc 3.5% Due 09-15-2053 Reg	615,000 principal amount	419,767	413,338
At&T Inc 3.55% Due 09-15-2055	391,000 principal amount	263,307	261,416
At&T Inc 3.65% Due 06-01-2051	50,000 principal amount	36,178	35,277
At&T Inc 3.65% Due 09-15-2059	110,000 principal amount	72,784	72,929
At&T Inc 3.8% 12-01-2057	937,000 principal amount	737,767	647,033
At&T Inc 3.85% Due 06-01-2060	17,000 principal amount	11,914	11,718
At&T Inc 4.35% Due 06-15-2045	65,000 principal amount	52,489	53,828
At&T Inc 4.5% Due 03-09-2048	215,000 principal amount	178,512	178,069
At&T Inc 4.75% Due 05-15-2046	50,000 principal amount	43,385	43,478
At&T Inc 5.55% 11-01-2045	40,000 principal amount	39,152	38,636
At&T Inc 5.7% 11-01-2054	145,000 principal amount	141,030	139,564
At&T Inc 6.3% Due 01-15-2038	15,000 principal amount	16,178	16,295
At&T Inc Fixed 5.15% Due 02-15-2050	20,000 principal amount	18,064	18,012
Atmos Energy Corp 5.45% 01-15-2056	85,000 principal amount	84,520	82,502
Avista Corp 4.35% Due 06-01-2048	50,000 principal amount	40,659	41,151
Balt Gas & Elec Co 4.55% Due 06-01-2052	40,000 principal amount	33,445	33,780
Bank Amer Corp 2.831% 10-24-2051	70,000 principal amount	43,527	44,690
Bank Amer Corp 3.311% Due 04-22-2042	225,000 principal amount	167,183	178,198
Bank Amer Corp 3.946% 01-23-2049	57,000 principal amount	45,852	45,757
Bank Amer Corp 4.083% 03-20-2051	30,000 principal amount	24,506	24,160
Bank Amer Corp 4.75% Due 04-21-2045	10,000 principal amount	8,995	9,032
Bank Amer Corp 4.875% Due 04-01-2044	30,000 principal amount	27,311	28,539
Bank Amer Corp 5% Due 01-21-2044	75,000 principal amount	72,347	72,511
Bank Of America Corporation 2.676% Due 06-19-2041/06-19-2020 Reg	555,000 principal amount	454,069	410,753
Bank Of America Corporation 4.33% 03-15-2050	45,000 principal amount	38,902	37,960
Bank Of America Corporation 4.443%01-20-2048	10,000 principal amount	8,727	8,714
Bank Of America Corporation 6.11% 01-29-2037	25,000 principal amount	25,860	27,003
Baxter Intl Inc 5.65% 12-15-2035	70,000 principal amount	70,044	71,049
Baylor Scott & White Hldgs 2.839% 11-15-2050	95,000 principal amount	73,098	60,433
Berkshire Hathaway Energy Co 2.85% 05-15-2051	30,000 principal amount	19,399	18,672
Berkshire Hathaway Fin Corp 2.5% Due 01-15-2051 Reg	46,000 principal amount	27,684	27,605
Berkshire Hathaway Fin Corp 2.85% Due 10-15-2050	315,000 principal amount	250,877	203,510
Berkshire Hathaway Fin Corp 4.2% Due 08-15-2048 Reg	70,000 principal amount	57,786	58,648
Berkshire Hathaway Finance Corp 3.85% 03-15-2052	225,000 principal amount	176,413	173,965
Biogen Inc Corp 3.15% 05-01-2050	55,000 principal amount	33,557	35,629
Black Hills Corp 3.875% Due 10-15-2049	50,000 principal amount	35,225	37,366
Blackrock Funding Inc 5.25% 03-14-2054	239,000 principal amount	238,045	229,892
Blackstone Reg Fin 4.95% Due 02-15-2036	40,000 principal amount	39,962	39,787
Boeing Co 3.375% Due 06-15-2046	25,000 principal amount	16,583	17,737
Boeing Co 3.65% Due 03-01-2047	10,000 principal amount	7,099	7,300
Boeing Co 3.75% Due 02-01-2050	235,000 principal amount	167,738	171,787
Boeing Co 3.9% 05-01-2049	50,000 principal amount	40,571	37,359
Boeing Co 5.93% Due 05-01-2060	310,000 principal amount	300,142	305,157
Boeing Co 6.625 Deb Due 02-15-2038	15,000 principal amount	15,863	16,738
Boeing Co 6.875% Due 03-15-2039	40,000 principal amount	43,866	45,088
Boeing Co Fixed 3.5% Due 03-01-2039	95,000 principal amount	94,502	77,721
Boeing Co Fixed 3.55% Due 03-01-2038	200,000 principal amount	181,003	168,841

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Boeing Co Fixed 3.625% Due 03-01-2048	70,000 principal amount	68,832	50,151
Boeing Co Fixed 3.825% 03-01-2059	25,000 principal amount	16,111	17,412
Boeing Co Fixed 3.95% Due 08-01-2059	125,000 principal amount	84,580	88,788
Boeing Co Fixed 5.805% Due 05-01-2050	30,000 principal amount	30,087	29,638
Boeing Co Sr Nt 5.875 Due 02-15-2040	35,000 principal amount	36,957	36,114
Bp Cap Mkts Amer 2.772% Due 11-10-2050	80,000 principal amount	46,791	49,494
Bp Cap Mkts Amer Inc 3.0% Due 02-24-2050	114,000 principal amount	89,929	74,645
Bristol Myers 2.55% Due 11-13-2050	365,000 principal amount	234,326	216,776
Bristol Myers Fixed 4.25% Due 10-26-2049	160,000 principal amount	129,393	131,152
Bristol Myers Fixed 4.35% Due 11-15-2047	85,000 principal amount	70,640	72,096
Bristol Myers Fixed 4.55% Due 02-20-2048	24,000 principal amount	29,709	20,826
Bristol Myers Squibb Co Corp 4.625% 05-15-2044	72,000 principal amount	85,795	65,008
Bristol-Myers Squibb Co 3.7% 03-15-2052	170,000 principal amount	128,336	125,319
Bristol-Myers Squibb Co 3.9% 03-15-2062	55,000 principal amount	39,954	40,069
Broadcom Inc 4.9% 02-15-2038	75,000 principal amount	73,529	73,751
Broadcom Inc Sr Nt 3.5% 02-15-2041	126,000 principal amount	101,103	102,770
Broadcom Inc Sr Nt 4.8% 02-15-2036	290,000 principal amount	286,667	286,752
Broadcom Inc Sr Nt 5.2% 07-15-2035	140,000 principal amount	144,027	143,811
Brown & Brown Inc 6.25% 06-23-2055	20,000 principal amount	19,952	20,871
Brown Forman Corp 4.5% Due 07-15-2045	30,000 principal amount	26,927	26,172
Brown Univ 2.924% Due 09-01-2050	45,000 principal amount	31,934	29,709
Burl North Santa Fixed 4.7% Due 09-01-2045	70,000 principal amount	70,748	63,398
Burl Northn 4.4 Due 03-15-2042	45,000 principal amount	36,121	40,285
Burl Northn Deb 5.05 Due 03-01-2041	25,000 principal amount	31,405	24,582
Burl Northn Santa 4.15% Due 04-01-2045	70,000 principal amount	68,017	58,939
Burl Northn Santa 4.375% Due 09-01-2042	50,000 principal amount	52,131	44,482
Burl Northn Santa 4.45% Due 03-15-2043	35,000 principal amount	30,171	31,224
Burl Northn Santa 4.95% Due 09-15-2041	55,000 principal amount	69,370	53,258
Burl Northn Santa 7.29% Due 06-01-2036	90,000 principal amount	103,567	109,472
Burl Northn Santa Fixed 3.05% 02-15-2051	30,000 principal amount	20,272	19,840
Burlingtn North Santa Fe 5.55% 03-15-2056	95,000 principal amount	94,444	94,049
Burlington Northern Santa Fe Llc 4.125% Deb Snr 06-15-2047 Usd	43,000 principal amount	34,843	35,490
Burlington Northern Santa Fe Llc 4.15% 12-15-2048	40,000 principal amount	33,692	32,855
Burlington Northn Santa 4.55 09-01-2044	140,000 principal amount	158,311	124,762
Burlington Northn Santa Fe 5.8% 03-15-2056	205,000 principal amount	209,389	210,141
Burlington Northn Santa Fe Llc 2.875% 06-15-2052	35,000 principal amount	21,654	22,064
Burlington Northn Santa Fe Llc 3.3% 09-15-2051	145,000 principal amount	120,073	100,399
Burlington Northn Santa Fe Llc 4.45% Due01-15-2053 Beo	70,000 principal amount	58,198	59,268
Burlington Northn Santa Fe Llc 5.2% 04-15-2054	60,000 principal amount	55,896	56,646
California Institute Of Technology 3.65%09-01-2119	10,000 principal amount	10,460	6,365
Cardinal Hlth Inc 4.6% Due 03-15-2043	70,000 principal amount	59,538	61,582
Case Westn Resv 5.405% Due 06-01-2122	130,000 principal amount	129,882	118,415
Caterpillar Inc Fixed 3.25% Due 09-19-2049	68,000 principal amount	49,216	48,611
Cbs Corp New 4.6% Due 01-15-2045	30,000 principal amount	22,969	20,866
Cbs Corp New 4.85% Due 07-01-2042	75,000 principal amount	60,771	55,443
Centerpoint Ener Houston 4.95% 08-15-2035	20,000 principal amount	19,925	20,190
Centerpoint Energy 3.95% 03-01-2048	30,000 principal amount	29,855	23,980
Charter 5.375% 05-01-2047	35,000 principal amount	28,205	28,915
Charter 6.484% Due 10-23-2045	279,000 principal amount	262,085	262,825
Charter 6.834% Due 10-23-2055	40,000 principal amount	37,663	38,552

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Charter Comm Opt Llc/Cap 3.9% Due 06-01-2052 Reg	35,000 principal amount	22,592	22,641
Charter Communications Oper Llc / Sr Secd Nt 3.95% 06-30-2062	320,000 principal amount	193,536	193,125
Charter Communications Oper Llc 4.4% Due12-01-2061 Beo	137,000 principal amount	99,099	89,967
Charter Fixed 3.85% Due 04-01-2061	126,000 principal amount	75,934	75,450
Chevron Corp New Fixed 3.078% Due 05-11-2050	2,000 principal amount	1,341	1,364
Chevron U S A Inc 4.85% 10-15-2035	165,000 principal amount	167,421	167,322
Childrens Hosp 2.704% Due 07-01-2050	40,000 principal amount	24,009	24,967
Chubb Corp 6% Due 05-11-2037	40,000 principal amount	42,536	43,515
Chubb Corp 6.5% Due 05-15-2038	55,000 principal amount	61,477	62,429
Chubb Ina Hldgs Inc 4.9% 08-15-2035	345,000 principal amount	344,562	347,041
Cigna Corp New 3.875% Due 10-15-2047 Reg	105,000 principal amount	107,270	81,153
Cigna Corp New 6.125% Due 11-15-2041 Beo	40,000 principal amount	42,391	42,396
Cigna Corp New Corp 4.9% 12-15-2048	35,000 principal amount	31,181	31,319
Cigna Corp New Fixed 3.2% Due 03-15-2040	125,000 principal amount	129,588	98,946
Cigna Corp New Fixed 3.4% Due 03-15-2050	110,000 principal amount	80,103	77,190
Cigna Group Sr Nt 3.4% 03-15-2051	15,000 principal amount	9,965	10,461
Cisco Sys Inc 5.3% 02-26-2054	135,000 principal amount	133,709	129,958
Cisco Sys Inc 5.5% 02-24-2055	100,000 principal amount	98,698	99,207
Cisco Sys Inc Sr Nt 5.9 Due 02-15-2039 Reg	45,000 principal amount	57,077	48,503
Cisco Systems Inc 5.35% 02-26-2064	95,000 principal amount	93,322	90,146
Citigroup Inc 4.65% Due 07-30-2045	50,000 principal amount	44,669	45,151
Citigroup Inc 4.75% Due 05-18-2046	35,000 principal amount	30,958	30,803
Citigroup Inc 5.612% 03-04-2056	430,000 principal amount	427,086	429,588
Citigroup Inc 5.875 Due 01-30-2042	70,000 principal amount	71,918	73,877
Citigroup Inc 6.875% Due 02-15-2098	30,000 principal amount	40,084	34,421
Cms Energy Corp 4.875 Due 03-01-2044	20,000 principal amount	18,579	17,924
Cms Energy Corp Sr Nt 4.7 03-31-2043	20,000 principal amount	23,950	17,488
Coca Cola Co 2.5% 03-15-2051	15,000 principal amount	9,355	9,036
Coca Cola Co 5.4% 05-13-2064	105,000 principal amount	105,148	102,429
Coca Cola Co Fixed 2.5% Due 06-01-2040	35,000 principal amount	25,121	26,097
Coca-Cola Co/The 3.0% Due 03-05-2051	30,000 principal amount	19,475	20,101
Coca-Cola Co/The 5.2% 01-14-2055	115,000 principal amount	111,819	111,417
Comcast Corp 5.35% 05-15-2053	80,000 principal amount	75,630	72,099
Comcast Corp New 2.8% Due 01-15-2051/05-28-2020 Reg	130,000 principal amount	92,221	75,733
Comcast Corp New 2.887% 11-01-2051 Beo	480,000 principal amount	301,677	282,458
Comcast Corp New 2.937% 11-01-2056	230,000 principal amount	160,570	129,762
Comcast Corp New 3.4% Due 07-15-2046	60,000 principal amount	47,121	41,879
Comcast Corp New 3.999% 11-01-2049	173,000 principal amount	134,739	128,035
Comcast Corp New 4% Due 03-01-2048	60,000 principal amount	43,248	45,278
Comcast Corp New 4% Due 08-15-2047	25,000 principal amount	18,912	18,940
Comcast Corp New 4.049% Due 11-01-2052	30,000 principal amount	22,528	22,026
Comcast Corp New 4.95% Due 10-15-2058	74,000 principal amount	63,544	61,581
Comcast Corp New 5.65% 06-01-2054	35,000 principal amount	34,200	32,917
Comcast Corp New Fixed 3.969% Due 11-01-2047	205,000 principal amount	167,319	154,054
Comcast Corp New Sr Nt 144A 5.168% 01-15-2037	105,000 principal amount	105,362	103,763
Commonspirit Hlth 3.91% Due 10-01-2050	60,000 principal amount	61,894	45,039
Commonspirit Hlth 4.187% Due 10-01-2049	140,000 principal amount	114,612	110,219
Commonwealth Edison 4.0% Due 03-01-2049 Beo	60,000 principal amount	58,496	46,905
Commonwealth Edison Co 1St Mtg Bd Ser 113 3.8 Due 10-01-2042	35,000 principal amount	34,916	28,348
Commonwealth Edison Co 1St Mtg Bd Ser 130 3.125% 03-15-2051	95,000 principal amount	66,854	63,163

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Commonwealth Edison Co 3.75% 08-15-2047	65,000 principal amount	64,138	49,843
Commonwealth Edison Co 3.85% 03-15-2052	35,000 principal amount	26,876	26,268
Commonwealth Edison Co 5.65% 06-01-2054	35,000 principal amount	34,853	34,821
Comwlth Edison Co 2.75% Due 09-01-2051	90,000 principal amount	50,964	55,432
Comwlth Edison Co 4.35% Due 11-15-2045	80,000 principal amount	103,749	68,259
Comwlth Edison Co 4.6% Due 08-15-2043	130,000 principal amount	146,579	116,277
Conagra Brands Inc 5.4% 11-01-2048	120,000 principal amount	107,185	107,885
Conocophillips 5.3% 05-15-2053	80,000 principal amount	77,706	74,765
Conocophillips Co 3.8% 03-15-2052	40,000 principal amount	29,899	29,489
Conocophillips Co 5.7% 09-15-2063	148,000 principal amount	147,303	143,234
Conocophillips Co Fixed 4.025% Due 03-15-2062	50,000 principal amount	37,085	36,436
Conocophillips Company 5.5% 01-15-2055	20,000 principal amount	19,267	19,191
Cons Edison Co N Y 3.2% Due 12-01-2051	80,000 principal amount	52,638	53,389
Cons Edison Co N Y 3.875% Due 06-15-2047	20,000 principal amount	22,012	15,564
Cons Edison Co N Y 3.95% Due 03-01-2043	70,000 principal amount	57,805	57,706
Cons Edison Co N Y 4.2% Due 03-15-2042	35,000 principal amount	31,336	30,012
Cons Edison Co N Y 4.5% Due 05-15-2058	95,000 principal amount	78,265	78,062
Consolidated Edison Co N Y Inc 3.7% Due 11-15-2059	50,000 principal amount	56,068	35,025
Consolidated Edison Co N Y Inc 4.125% 05-15-2049 Reg	50,000 principal amount	40,872	39,833
Consolidated Edison Co N Y Inc 5.5% 03-15-2055	45,000 principal amount	43,915	43,778
Consolidated Edison Co N Y Inc 5.75% 11-15-2055	10,000 principal amount	10,020	10,014
Consolidated Edison Co(N.Y) 6.15% Due 11-15-2052 Beo	45,000 principal amount	47,585	47,496
Constellation Brands Inc 4.95% 11-01-2035	40,000 principal amount	39,886	39,557
Consumers Energy 4.35% Due 04-15-2049	25,000 principal amount	20,895	20,866
Corning Inc 5.45% Due 11-15-2079	60,000 principal amount	67,944	55,010
Coterra Energy Inc 5.4% 02-15-2035	15,000 principal amount	14,931	15,259
Coterra Energy Inc 5.9% 02-15-2055	25,000 principal amount	24,839	24,103
Csx Corp 3.35% 09-15-2049	15,000 principal amount	10,514	10,575
Csx Corp 4.1 Due 03-15-2044	30,000 principal amount	32,583	25,207
Csx Corp 4.4 Due 03-01-2043 Reg	55,000 principal amount	69,392	48,480
Csx Corp 4.5% Due 08-01-2054	30,000 principal amount	24,881	25,239
Csx Corp Fixed 4.65% Due 03-01-2068	115,000 principal amount	120,031	94,539
Cvs Health Corp 4.125% Due 04-01-2040 Reg	123,000 principal amount	106,145	105,439
Cvs Health Corp 5.05% Due 03-25-2048	230,000 principal amount	208,999	203,557
Cvs Health Corp 5.125% Due 07-20-2045	50,000 principal amount	45,777	45,275
Cvs Health Corp 5.875% 06-01-2053	35,000 principal amount	33,582	34,120
Cvs Health Corp 6.0% 06-01-2044	80,000 principal amount	79,231	80,653
Cvs Health Corp 6.125% Due 09-15-2039	45,000 principal amount	45,831	46,770
Danaher Corp 2.6% Due 10-01-2050	35,000 principal amount	21,932	21,440
Dell Int Llc / Emc Corp 5.1% 02-15-2036	65,000 principal amount	64,761	64,320
Devon Energy Corp 4.75% Due 05-15-2042	115,000 principal amount	124,313	99,905
Devon Energy Corp Fixed 5% Due 06-15-2045	15,000 principal amount	12,040	13,095
Dh Europe Fin Ii S Fixed 3.25% 11-15-2039	195,000 principal amount	175,666	160,178
Dicks Sporting Goods Inc 4.1% 01-15-2052	55,000 principal amount	40,562	40,346
Disney Walt Co 2.75% Due 09-01-2049	245,000 principal amount	198,634	156,200
Disney Walt Co 3% Due 07-30-2046	15,000 principal amount	10,356	10,404
Disney Walt Co New 4.375% Due 08-16-2041	164,000 principal amount	141,763	147,481
Disney Walt Co Sr Nt 4.75% 09-15-2044	50,000 principal amount	47,205	45,755
Disney Walt Co Sr Nt 4.75% 11-15-2046	20,000 principal amount	17,902	18,119
Disney Walt Co Sr Nt 4.95% 10-15-2045	45,000 principal amount	42,000	42,419

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Dominion Energy 4.85% Due 08-15-2052	35,000 principal amount	30,567	30,167
Dominion Res Inc 4.05% Due 09-15-2042	60,000 principal amount	65,848	48,914
Dow Chem Co 5.25% Due 11-15-2041	36,000 principal amount	34,462	32,709
Dow Chem Co Nt 9.4 Due 05-15-2039	103,000 principal amount	136,847	132,693
Dow Chemical Co 4.375% Due 11-15-2042	95,000 principal amount	98,940	75,348
Dow Chemical Co 6.9% Due 05-15-2053 Beo	30,000 principal amount	31,289	30,866
Dow Chemical Co Fixed 5.55% Due 11-30-2048	35,000 principal amount	33,822	30,845
Dow Chemical Co Nt 4.8% 05-15-2049	80,000 principal amount	70,846	63,002
Dowdupont Inc 5.319% Due 11-15-2038	38,000 principal amount	42,073	38,167
Dr Pepper Snapple 4.5% Due 11-15-2045	70,000 principal amount	59,204	58,567
Dte Elec Co 3.65% 03-01-2052	20,000 principal amount	15,021	14,775
Dte Elec Co 3.75% Due 08-15-2047	52,000 principal amount	39,238	40,020
Dte Electric Comp 5.85% 05-15-2055	145,000 principal amount	146,494	149,296
Duke Energy 3.2% Due 08-15-2049	20,000 principal amount	14,255	13,713
Duke Energy 3.7% Due 10-15-2046	45,000 principal amount	32,434	34,400
Duke Energy 3.75% Due 06-01-2045	25,000 principal amount	19,512	19,705
Duke Energy 4.15% Due 12-01-2044	35,000 principal amount	31,319	29,242
Duke Energy 4.25% Due 12-15-2041	25,000 principal amount	20,854	22,038
Duke Energy 4.375% Due 03-30-2044	170,000 principal amount	205,890	145,944
Duke Energy 6.05% Due 04-15-2038	25,000 principal amount	25,984	27,068
Duke Energy Carolinas Llc 3.45% Due 04-15-2051 Beo	65,000 principal amount	49,431	46,261
Duke Energy Corp 3.75% Due 09-01-2046	15,000 principal amount	11,413	11,412
Duke Energy Corp 3.95% Due 08-15-2047	115,000 principal amount	90,998	88,927
Duke Energy Corp 4.8% Due 12-15-2045	20,000 principal amount	17,234	17,794
Duke Energy Fixed 3.7% Due 12-01-2047	124,000 principal amount	91,176	93,983
Duke Energy Fla 3.4% Due 10-01-2046	75,000 principal amount	86,105	54,909
Duke Energy Fla 4.2% Due 07-15-2048	50,000 principal amount	47,911	40,779
Duke Energy Ind 3.75% Due 05-15-2046	189,000 principal amount	171,876	147,691
Duke Energy Ind 4.9 Due 07-15-2043	45,000 principal amount	44,609	42,045
Duke Energy Ind 6.35% Due 08-15-2038	40,000 principal amount	56,688	44,248
Duke Energy Ind Llc 3.25% Due 10-01-2049	130,000 principal amount	135,878	89,003
Duke Energy Oh Inc 3.7% Due 06-15-2046	120,000 principal amount	120,113	91,655
Duke Energy Ohio Inc 5.65% 04-01-2053	56,000 principal amount	52,967	55,521
Duke Energy Progress Llc 3.6% 09-15-2047	80,000 principal amount	78,359	59,690
Duke Univ 2.832% 10-01-2055	35,000 principal amount	23,567	22,015
Eastman Chem Co 4.65% Due 10-15-2044	20,000 principal amount	23,395	17,019
Ecolab Inc 2.75% 08-18-2055 Beo	11,000 principal amount	9,209	6,645
Ecolab Inc Fixed 2.125% Due 08-15-2050	75,000 principal amount	42,668	41,838
El Paso Pipeln 4.7% Due 11-01-2042	115,000 principal amount	97,452	101,716
El Paso Pipeln 7.5% Due 11-15-2040	65,000 principal amount	84,324	75,947
Elevance Health Inc 5.125% Due 02-15-2053	55,000 principal amount	52,356	49,824
Elevance Health Inc 5.65% 06-15-2054	45,000 principal amount	43,801	43,878
Elevance Health Inc 5.7% 02-15-2055	50,000 principal amount	49,663	48,946
Elevance Health Inc 5.85% 11-01-2064	50,000 principal amount	49,264	49,259
Elevance Hlth Inc 4.65% Due 08-15-2044	15,000 principal amount	13,308	13,261
Eli Lilly & Co 4.875% 02-27-2053	101,000 principal amount	99,545	92,588
Eli Lilly & Co 4.95% 02-27-2063	100,000 principal amount	92,683	90,582
Eli Lilly & Co 5.05% 08-14-2054	60,000 principal amount	57,576	56,390
Eli Lilly & Co 5.1% 02-09-2064	195,000 principal amount	193,761	180,269
Eli Lilly & Co 5.6% 02-12-2065	40,000 principal amount	39,905	40,256

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Eli Lilly & Co 5.65% 10-15-2065	90,000 principal amount	91,046	91,041
Eli Lilly And Co 4.15% 03-15-2059	30,000 principal amount	23,834	23,904
Eli Lilly And Company 3.95% 03-15-2049	60,000 principal amount	48,693	48,414
Eli Lilly And Company 5.0% 02-09-2054	225,000 principal amount	219,108	210,570
Enable Midstream Partners Lp Step 05-15-2044	30,000 principal amount	33,000	26,089
Enbridge Energy 7.375% Due 10-15-2045	55,000 principal amount	64,551	63,901
Energy Transfer 5.15% Due 02-01-2043	115,000 principal amount	101,368	103,812
Energy Transfer 5.15% Due 03-15-2045	20,000 principal amount	16,475	17,738
Energy Transfer 6% Due 06-15-2048	65,000 principal amount	64,024	63,241
Energy Transfer 6.25% Due 04-15-2049	90,000 principal amount	87,540	89,350
Energy Transfer Fixed 5.3% Due 04-15-2047	250,000 principal amount	223,932	222,412
Energy Transfer Fixed 6.125% Due 12-15-2045	20,000 principal amount	19,596	19,686
Energy Transfer Oper L P 5.0% 05-15-2050	70,000 principal amount	59,711	58,780
Entergy Ar Llc Fixed 3.35% Due 06-15-2052	20,000 principal amount	20,083	13,606
Entergy Ark Llc 2.65% Due 06-15-2051	60,000 principal amount	43,140	35,823
Entergy Arkansas Llc 4.2% 04-01-2049	15,000 principal amount	12,130	12,150
Entergy La Llc 4.2% 04-01-2050	35,000 principal amount	26,165	28,034
Entergy La Llc Fixed 3.1% Due 06-15-2041	85,000 principal amount	84,459	64,746
Entergy Louisiana Llc 5.8% 03-15-2055	55,000 principal amount	54,767	55,488
Entergy Miss Llc 3.85% Due 06-01-2049	99,000 principal amount	93,165	75,777
Entergy Miss Llc 5.8% 04-15-2055	25,000 principal amount	24,991	25,210
Entergy Miss Llc 5.85% 06-01-2054	10,000 principal amount	9,995	10,104
Entergy Tex Inc 3.55% Due 09-30-2049	15,000 principal amount	15,936	10,739
Entergy Tex Inc 4.5% 03-30-2039	25,000 principal amount	24,828	23,255
Enterprise Prods 3.7% Due 01-31-2051	45,000 principal amount	31,371	33,133
Enterprise Prods 4.2% Due 01-31-2050	45,000 principal amount	33,728	36,239
Enterprise Prods 4.45 Due 02-15-2043	133,000 principal amount	123,862	117,219
Enterprise Prods 5.1% Due 02-15-2045	26,000 principal amount	24,303	24,440
Enterprise Prods Fixed 3.2% 02-15-2052	70,000 principal amount	43,705	46,571
Enterprise Prods Oper Llc 4.25% 02-15-2048	132,000 principal amount	125,900	108,801
Enterprise Prods Oper Llc 4.8% 02-01-2049	36,000 principal amount	30,200	31,822
Enterprise Prods Oper Llc 5.55% 02-16-2055	20,000 principal amount	19,279	19,448
Enterprise Prods Oper Llc Gtd Sr Nt 4.85Due 08-15-2042	75,000 principal amount	73,812	69,598
Enterprise Products Oper L P 3.3% 02-15-2053	35,000 principal amount	22,205	23,474
Eog Res Inc 4.95% Due 04-15-2050	35,000 principal amount	31,719	31,421
Eog Res Inc 5.35% 01-15-2036	45,000 principal amount	44,963	46,344
Eog Res Inc 5.95% 07-15-2055	105,000 principal amount	106,428	107,350
Eog Resources Inc 5.65% 12-01-2054	170,000 principal amount	166,723	166,783
Essential Utilities Inc 5.25% 08-15-2035	70,000 principal amount	69,859	71,505
Essential Utils Fixed 3.351% Due 04-15-2020	105,000 principal amount	101,585	72,471
Essential Utils Inc Sr Nt 5.3% 05-01-2052	70,000 principal amount	62,239	65,667
Estee Lauder Cos Fixed 4.375% Due 06-15-2045	25,000 principal amount	20,978	21,131
Evergy Metro Inc 5.125% 08-15-2035	153,000 principal amount	153,056	154,973
Exxon Mobil Corp 2.995% Due 08-16-2039	75,000 principal amount	73,842	60,192
Exxon Mobil Corp 3.095% Due 08-16-2049	66,000 principal amount	46,489	45,233
Exxon Mobil Corp 3.452% Due 04-15-2051 Reg	70,000 principal amount	51,996	50,389
Exxon Mobil Corp 4.114% Due 03-01-2046	120,000 principal amount	99,368	100,649
Exxon Mobil Corp Fixed 4.327% Due 03-19-2050	245,000 principal amount	206,320	206,033
Fedex Corp 3.25% 05-15-2041	40,000 principal amount	28,577	30,149
Fedex Corp 4.05% 02-15-2048	70,000 principal amount	53,482	53,707

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Fedex Corp 4.1% 02-01-2045	100,000 principal amount	80,205	79,140
Fedex Corp 4.1% 04-15-2043	20,000 principal amount	16,577	16,145
Fedex Corp 4.4% 01-15-2047	90,000 principal amount	72,191	73,486
Fedex Corp 4.75% 11-15-2045	85,000 principal amount	73,672	73,831
Fedex Corp 4.95% 10-17-2048	120,000 principal amount	103,061	105,222
Fedex Corp 5.1% 01-15-2044	30,000 principal amount	25,484	27,346
Fedex Corp Nt 3.875% 08-01-2042	35,000 principal amount	26,758	27,801
Fedex Corp Nt 4.55% 04-01-2046	85,000 principal amount	79,489	71,676
Fid Natl 4.5% Due 08-15-2046	20,000 principal amount	16,923	16,673
Firstenergy Corp 3.4% Due 03-01-2050	65,000 principal amount	43,841	45,002
Fiserv Inc 4.4% Due 07-01-2049	50,000 principal amount	40,582	39,372
Fl Pwr & Lt Co 1St Mtg Bd 5.96 Due 04-01-2039	30,000 principal amount	32,301	32,441
Fl Pwr & Lt Co 3.15% Due 10-01-2049	55,000 principal amount	40,099	37,780
Fl Pwr & Lt Co 3.7% 12-01-2047	175,000 principal amount	139,749	134,989
Fl Pwr & Lt Co 3.95% 03-01-2048	90,000 principal amount	72,877	72,138
Fl Pwr & Lt Co 4.125% Due 06-01-2048	35,000 principal amount	30,652	28,625
Florida Power & Light Company 2.875% 12-04-2051	150,000 principal amount	97,506	95,989
Florida Power & Light Company 5.6% 02-15-2066	65,000 principal amount	64,480	64,202
Florida Power & Light Company 5.6% 06-15-2054	130,000 principal amount	132,811	130,922
Florida Pwr & Lt Co Fixed 3.99% 03-01-2049	35,000 principal amount	27,301	27,877
Florida Pwr Corp 3.85% Due 11-15-2042	50,000 principal amount	60,104	41,265
Florida Pwr Corp 6.4% Due 06-15-2038	146,000 principal amount	159,661	163,057
Fmc Corp 4.5% Due 10-01-2049	8,000 principal amount	8,703	5,100
Fmc Corp 6.375% 05-18-2053	20,000 principal amount	19,657	14,906
Ford Fndtn 2.815% Due 06-01-2070	40,000 principal amount	36,744	22,649
Ford Mtr Co Del Nt 4.75 01-15-2043	30,000 principal amount	23,651	23,822
Fred Hutchinson 4.966% Due 01-01-2052	75,000 principal amount	75,000	67,988
Gallagher Arthur J & Co Sr Nt 3.5% 05-20-2051	21,000 principal amount	17,850	14,697
Gatx Corp 3.1% Due 06-01-2051	13,000 principal amount	12,690	8,249
Ge Cap Intl Fdg Co 4.418% Due 11-15-2035	49,000 principal amount	44,791	47,912
Gen Dynamics Corp Fixed 4.25% Due 04-01-2040	40,000 principal amount	37,172	36,770
Gen Elec Cap Corp Medium Term Nts Bo Tranche # Tr 00818 6.875 Due 01-10-2039	36,000 principal amount	47,349	42,484
General Elec Co 4.5% Due 03-11-2044	40,000 principal amount	34,496	36,106
General Mtrs Co 5.2% Due 04-01-2045	115,000 principal amount	99,281	103,607
General Mtrs Co 6.25% Due 10-02-2043	30,000 principal amount	29,798	30,495
Gilead Sciences 4.15% Due 03-01-2047	40,000 principal amount	33,701	33,330
Gilead Sciences 4.5% Due 02-01-2045	55,000 principal amount	48,880	48,789
Gilead Sciences 4.8% Due 04-01-2044	184,000 principal amount	190,581	170,206
Gilead Sciences Inc 2.6% Due 10-01-2040	87,000 principal amount	80,114	64,537
Glaxosmithkline 6.375% Due 05-15-2038	125,000 principal amount	147,169	140,473
Global Payments Inc 5.95% Due 08-15-2052Beo	20,000 principal amount	19,912	19,173
Goldman Sachs 4.75% Due 10-21-2045	90,000 principal amount	81,439	81,803
Goldman Sachs 5.15% Due 05-22-2045	105,000 principal amount	96,815	98,898
Goldman Sachs 6.25% Due 02-01-2041	92,000 principal amount	97,739	100,995
Goldman Sachs 6.75% Due 10-01-2037	38,000 principal amount	42,425	42,525
Goldman Sachs Group Inc 3.436% 02-24-2043	60,000 principal amount	46,144	47,135
Goldman Sachs Group Inc 2.908% Due 07-21-2042 Beo	90,000 principal amount	66,137	66,186
Goldman Sachs Group Inc 3.21% Due 04-22-2042 Beo	115,000 principal amount	102,266	89,304
Goldman Sachs Group Inc 5.561% 11-19-2045	570,000 principal amount	563,008	572,212
Goldman Sachs Group Inc 5.734% 01-28-2056	531,000 principal amount	533,645	539,282

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Halliburton Co 4.75% Due 08-01-2043	60,000 principal amount	67,904	53,004
Hca Inc 3.5% Due 07-15-2051 Beo	275,000 principal amount	195,880	187,214
Hca Inc 4.375% 03-15-2042	40,000 principal amount	34,544	34,238
Hca Inc 5.25% Due 06-15-2049	95,000 principal amount	84,293	86,171
Hca Inc 5.9% 06-01-2053	40,000 principal amount	38,389	39,279
Hca Inc 5.95% 09-15-2054	140,000 principal amount	137,560	138,859
Hca Inc 6.2% 03-01-2055	20,000 principal amount	19,835	20,447
Hca Inc Sr Secd Nt 4.625% 03-15-2052	205,000 principal amount	172,690	167,903
Hess Corp 5.6% Due 02-15-2041	50,000 principal amount	48,235	51,813
Hess Corp 5.8% Due 04-01-2047	15,000 principal amount	15,080	15,419
Hess Corp 6% Due 01-15-2040	35,000 principal amount	35,936	37,854
Highlands Energy Corp Part Deb Ser 1 0.00001 Bd Due 09-30-2010 Filed 11	138,432 principal amount	138,432	-
Home Depot Inc 3.125% Due 12-15-2049	155,000 principal amount	156,237	106,025
Home Depot Inc 3.35% Due 04-15-2050 Reg	91,000 principal amount	72,895	64,411
Home Depot Inc 3.9% Due 06-15-2047	55,000 principal amount	43,636	43,894
Home Depot Inc 4.2% Due 04-01-2043	117,000 principal amount	112,675	101,765
Home Depot Inc 4.25% Due 04-01-2046	40,000 principal amount	34,155	33,961
Home Depot Inc 4.4 Due 03-15-2045 Reg	85,000 principal amount	85,666	74,054
Home Depot Inc 4.5% Due 12-06-2048	15,000 principal amount	12,918	13,004
Home Depot Inc 5.3% 06-25-2054	45,000 principal amount	43,625	43,212
Home Depot Inc Sr Nt 2.75% 09-15-2051	30,000 principal amount	18,574	18,612
Honeywell Intl Inc 5.7 Due 03-15-2036 Beo	65,000 principal amount	68,192	69,208
Hp Enterprise Co 5.6% 10-15-2054	95,000 principal amount	93,576	88,280
Humana Inc 4.625 Due 12-01-2042	5,000 principal amount	4,177	4,315
Humana Inc 4.95% Due 10-01-2044	25,000 principal amount	21,512	22,138
Humana Inc 5.5% 03-15-2053	35,000 principal amount	33,327	31,945
Humana Inc 5.75% 04-15-2054	50,000 principal amount	50,018	47,210
Humana Inc Fixed 3.95% Due 08-15-2049	19,000 principal amount	13,197	14,099
Imb Internat Capital 5.3% 02-05-2054	185,000 principal amount	176,494	173,066
In Mich Pwr Co 3.75% Due 07-01-2047	40,000 principal amount	30,404	30,311
In Univ Hlth Inc 2.852% Due 11-01-2051	60,000 principal amount	40,381	38,016
Indiana Mich Pwr Co 3.25% Due 05-01-2051Beo	35,000 principal amount	29,863	23,328
Intel Corp 3.25% Due 11-15-2049	195,000 principal amount	168,928	124,781
Intel Corp 3.734% 12-08-2047 Beo	130,000 principal amount	127,113	92,855
Intel Corp 4.1% Due 05-11-2047	215,000 principal amount	164,227	163,051
Intel Corp 4.1% Due 05-19-2046	60,000 principal amount	45,002	46,140
Intel Corp 4.25% Due 12-15-2042	55,000 principal amount	44,808	44,724
Intel Corp 4.9% 07-29-2045	35,000 principal amount	30,323	30,285
Intel Corp 4.9% 08-05-2052	55,000 principal amount	45,605	45,645
Intel Corp 5.05% Due 08-05-2062 Beo	180,000 principal amount	162,665	146,708
Intercontinental Exchange Inc 3.0% Due 06-15-2050 Beo	150,000 principal amount	101,371	98,718
Intercontinental Exchange Inc 5.2% 06-15-2062	45,000 principal amount	45,615	41,381
Intercontinental Exchange Inc New Issue 30Yr 4.95% 06-15-2052	1,000 principal amount	911	920
International Business Machs Corp 4 Nts Due 06-20-2042 Usd1000	35,000 principal amount	28,260	29,409
Interstate Pwr & Lt Co 5.6% 10-01-2055	10,000 principal amount	9,690	9,718
Intl Business 3.43% Due 02-09-2052	75,000 principal amount	55,135	51,455
Intl Business 4.7% Due 02-19-2046	25,000 principal amount	21,950	22,144
Intl Business Fixed 2.85% Due 05-15-2040	185,000 principal amount	141,450	139,933
Intl Business Machs Corp 7.125 Deb Due 12-01-2096 Call	20,000 principal amount	23,701	23,791
Intl Paper Co 4.8% Due 06-15-2044	63,000 principal amount	71,056	55,691

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Intl Paper Co 5.15% Due 05-15-2046	15,000 principal amount	13,524	13,821
Intl Paper Co 6 Due 11-15-2041	50,000 principal amount	55,230	51,916
Intst Pwr & Lt Co 3.7% Due 09-15-2046	115,000 principal amount	120,000	86,204
Intuit Inc 5.5% 09-15-2053	50,000 principal amount	49,586	49,376
Jbs Usa Lux S A / Jbs Usa Food Co 7.25% 11-15-2053	45,000 principal amount	48,976	50,403
Jbs Usa Lux S A 6.5% Due 12-01-2052	170,000 principal amount	173,160	175,258
Jbs Usa/Food/Finance 4.375% 02-02-2052	55,000 principal amount	39,471	42,753
Johns Hopkins Univ 2.813% Due 01-01-2060	30,000 principal amount	17,931	17,785
Johnson & Johnson 2.1% Due 09-01-2040 Reg	41,000 principal amount	35,015	28,982
Johnson & Johnson 3.4% 01-15-2038	25,000 principal amount	21,074	22,076
Johnson & Johnson 3.625% Due 03-03-2037	165,000 principal amount	159,954	150,315
Johnson & Johnson 3.75% Due 03-03-2047	94,000 principal amount	84,558	76,067
Johnson Ctls Intl Plc Sr Nt Step Up 07-02-2064 12-28-2016	70,000 principal amount	85,805	60,587
Johnsonville Aerod Com Tur Gen Llc 5.078% 10-01-2054	88,886 principal amount	88,886	85,621
Jpmorgan Chase & 4.95% Due 06-01-2045	90,000 principal amount	81,101	85,080
Jpmorgan Chase & 5.6% Due 07-15-2041	70,000 principal amount	72,844	73,194
Jpmorgan Chase & Co 3.109% Due 04-22-2051	110,000 principal amount	75,082	74,934
Jpmorgan Chase & Co 3.109% Due 04-22-2041/10-22-2020 Reg	225,000 principal amount	194,490	177,302
Jpmorgan Chase & Co 3.157% 04-22-2042	190,000 principal amount	141,075	147,975
Jpmorgan Chase & Co 3.897% 01-23-2049	270,000 principal amount	218,481	215,689
Jpmorgan Chase & Co 3.964% 11-15-2048	415,000 principal amount	352,513	335,159
Jpmorgan Chase & Co 4.032% 07-24-2048	155,000 principal amount	154,456	126,994
Jpmorgan Chase & Co 4.26% 02-22-2048	60,000 principal amount	51,778	51,100
Jpmorgan Chase & Co 5.4 Snr Nts Due 01-06-2042 Usd1000	70,000 principal amount	70,359	71,345
Jpmorgan Chase & Co Formerly J P Morgan Nt 6.4 Due 05-15-2038 Beo	140,000 principal amount	156,735	158,521
Jpmorgan Chase & Fltg Rt 2.525% Due 11-19-2041	47,000 principal amount	40,166	33,937
Kaiser Fndtn Hosps 3.002% Due 06-01-2051Reg	140,000 principal amount	130,798	91,935
Kaiser Fndtn Hosps 3.266% Due 11-01-2049	35,000 principal amount	24,266	24,487
Kaiser Fndtn Hosps 4.15% Due 05-01-2047	105,000 principal amount	90,070	87,640
Kellanova Sr Nt 5.75% 05-16-2054	48,000 principal amount	47,108	48,342
Kentucky Utilities Co 5.85% 08-15-2055	55,000 principal amount	55,105	55,683
Kentucky Utils Co 4.375% Due 10-01-2045	40,000 principal amount	40,738	33,943
Kenvue Inc 5.05% 03-22-2053	55,000 principal amount	51,330	50,314
Kenvue Inc 5.2% 03-22-2063	140,000 principal amount	134,035	127,439
Keurig Dr Pepper 5.085% Due 05-25-2048	10,000 principal amount	9,023	8,904
Keurig Dr Pepper Inc 3.8% Due 05-01-2050Beo	5,000 principal amount	3,632	3,646
Kinder Morgan 5.5 Due 03-01-2044	25,000 principal amount	21,413	24,017
Kinder Morgan 6.375% Due 03-01-2041	85,000 principal amount	100,340	91,004
Kinder Morgan 6.55% Due 09-15-2040	30,000 principal amount	31,609	32,595
Kinder Morgan 6.95% Due 01-15-2038	150,000 principal amount	165,679	168,901
Kinder Morgan Inc Del Sr Nt 3.6% 02-15-2051	165,000 principal amount	111,026	115,849
Kinder Morgan Inc Fixed 3.25% Due 08-01-2050	35,000 principal amount	22,621	23,248
Kla Corp 3.3% 03-01-2050	85,000 principal amount	67,528	59,244
Kla Corp 5% Due 03-15-2049	15,000 principal amount	20,248	13,860
Kla Corp 5.25% 07-15-2062	80,000 principal amount	77,693	74,602
Kraft Foods Group 6.875% Due 01-26-2039	20,000 principal amount	22,306	22,392
Kraft Heinz Foods 5.2% Due 07-15-2045	226,000 principal amount	203,605	207,855
Kraft Heinz Foods Co Gtd Sr Nt 4.625% 10-01-2039	45,000 principal amount	40,186	41,201
Kroger Co 3.875% Due 10-15-2046	20,000 principal amount	18,628	15,610
Kroger Co 4.45% Due 02-01-2047	100,000 principal amount	113,987	84,400

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Kroger Co 5.65% 09-15-2064	170,000 principal amount	163,046	162,693
Ks Cy Pwr & Lt Co 4.2% Due 06-15-2047	25,000 principal amount	22,790	20,364
Ky Utils Co 4.65 Due 11-14-2043	40,000 principal amount	44,034	35,085
Lockheed Martin 3.8% Due 03-01-2045	100,000 principal amount	79,813	80,503
Lockheed Martin 4.07% Due 12-15-2042	265,000 principal amount	239,900	227,015
Lockheed Martin 4.7% Due 05-15-2046	28,000 principal amount	28,465	25,470
Lockheed Martin Corp 4.09% 09-15-2052	105,000 principal amount	82,784	83,608
Lockheed Martin Corp 5.2% 02-15-2055	10,000 principal amount	9,467	9,444
Lockheed Martin Corp 5.7% Due 11-15-2054	11,000 principal amount	11,124	11,134
Lockheed Martin Corp Sr Nt 4.15% 06-15-2053	40,000 principal amount	34,099	32,074
Lockheed Martin Corp Sr Nt 4.3% 06-15-2062	25,000 principal amount	19,883	19,800
Lockheed Martin Fixed 2.8% Due 06-15-2050	150,000 principal amount	93,682	95,422
Louisville Gas & Elec 5.85% 08-15-2055	55,000 principal amount	56,466	55,598
Louisville Gas & Elec Co 4.25% 04-01-2049	109,000 principal amount	106,081	89,184
Lowe'S Companies Fixed 3.5% Due 04-01-2051	25,000 principal amount	26,227	17,407
Lowe'S Companies Inc 2.8% 09-15-2041	45,000 principal amount	30,797	32,442
Lowes Cos Inc 3% Due 10-15-2050	45,000 principal amount	28,735	28,641
Lowes Cos Inc 3.7% Due 04-15-2046	70,000 principal amount	51,384	53,139
Lowes Cos Inc 4.05% Due 05-03-2047	70,000 principal amount	53,713	55,519
Lowes Cos Inc 4.25% 04-01-2052	64,000 principal amount	50,407	50,591
Lowes Cos Inc 5.125% Due 04-15-2050 Beo	23,000 principal amount	21,139	20,867
Lowes Cos Inc Fixed 4.55% 04-05-2049	54,000 principal amount	45,710	45,360
Lyb Intl Fin B V 5.25% Due 07-15-2043	46,000 principal amount	40,680	39,811
Lyb Intl Fin Iii 3.375% Due 10-01-2040	100,000 principal amount	90,552	72,551
Lyb Intl Fin Iii Llc 4.2% Due 05-01-2050Reg	150,000 principal amount	119,764	107,429
Lyb Intl Fin Iii Llc 4.2% Due 10-15-2049	50,000 principal amount	53,512	36,000
Ma Inst Tech 3.067% Due 04-01-2052	35,000 principal amount	24,422	23,171
Ma Inst Tech 5.618% Due 06-01-2055	150,000 principal amount	149,873	154,569
Ma Inst Tech Fixed 2.294% Due 07-01-2051	30,000 principal amount	17,887	17,151
Ma Inst Tech Fixed 2.989% Due 07-01-2050	95,000 principal amount	66,989	63,408
Marathon Pete Corp 4.75% Due 09-15-2044	35,000 principal amount	29,082	30,025
Marathon Pete Corp Fixed 4.5% Due 04-01-2048	25,000 principal amount	29,268	20,198
Marsh & Mclennan 4.9% Due 03-15-2049	125,000 principal amount	114,612	113,403
Marsh & Mclennan Companies Inc 5.45% 03-15-2053	68,000 principal amount	65,370	66,173
Marsh & Mclennan Cos Inc Sr Nt 2.9% 12-15-2051	65,000 principal amount	40,669	41,311
Massachusetts Mut Life Ins Co 5.672% 12-01-2052	35,000 principal amount	35,000	33,901
Mastercard Inc 3.65% Due 06-01-2049	115,000 principal amount	127,701	87,883
Mastercard Inc 3.8% Due 11-21-2046	15,000 principal amount	11,779	12,024
Mcdonald'S Corp Fixed 4.45% Due 09-01-2048	65,000 principal amount	52,597	55,163
Mcdonalds Corp 4.45% Due 03-01-2047 Reg	60,000 principal amount	50,084	51,513
Mcdonalds Corp 4.2% 04-01-2050	20,000 principal amount	15,764	16,180
Mcdonalds Corp 4.875% Due 12-09-2045	20,000 principal amount	18,254	18,280
Mcdonalds Corp Fixed 4.6% Due 05-26-2045	20,000 principal amount	17,732	17,682
Mcdonalds Corp Medium Term Nts Book Tranche # Tr 00147 5% 02-13-2036	75,000 principal amount	74,645	75,754
Mcdonalds Corp Medium Term Nts Book 3.625% Due 09-01-2049	35,000 principal amount	26,857	25,838
Merck & Co Inc 2.9% Due 12-10-2061	238,000 principal amount	137,254	138,994
Merck & Co Inc 2.75% Due 12-10-2051 Beo	365,000 principal amount	244,641	226,891
Merck & Co Inc 3.6 Due 09-15-2042	66,000 principal amount	52,558	53,385
Merck & Co Inc 4.15% Due 05-18-2043	43,000 principal amount	36,766	37,116
Merck & Co Inc 5.5% 03-15-2046	115,000 principal amount	115,210	115,001

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Merck & Co Inc 5.55% 12-04-2055	10,000 principal amount	9,932	9,904
Merck & Co Inc 5.85% Due 06-30-2039	25,000 principal amount	27,316	26,840
Merck & Co Inc New 4.0% 03-07-2049	40,000 principal amount	32,074	32,117
Merck & Co Inc New 5.7% Due 12-04-2065	70,000 principal amount	69,577	69,472
Merck & Co Inc New Fixed 2.45% Due 06-24-2050	85,000 principal amount	53,510	49,916
Meta Platforms Inc 4.65% 08-15-2062	145,000 principal amount	132,889	117,644
Meta Platforms Inc 5.4% 08-15-2054	105,000 principal amount	102,278	97,994
Meta Platforms Inc 5.5% 11-15-2045	160,000 principal amount	159,434	155,947
Meta Platforms Inc 5.55% 08-15-2064	260,000 principal amount	260,704	242,013
Meta Platforms Inc 5.6% Due 05-15-2053	75,000 principal amount	75,899	72,043
Meta Platforms Inc 5.75% 05-15-2063	145,000 principal amount	143,685	139,739
Meta Platforms Inc Fixed 4.45% Due 08-15-2052	160,000 principal amount	135,299	130,607
Meta Platforms Inc Sr Nt 5.75% 11-15-2065	610,000 principal amount	608,872	584,118
Methodist Hosp Houston Tex 2.705% Due 12-01-2050/08-27-2020 Reg	35,000 principal amount	23,953	21,640
Metlife Inc 4.125% Due 08-13-2042	85,000 principal amount	73,277	72,661
Metlife Inc 5.0% 07-15-2052	29,000 principal amount	26,458	26,590
Metlife Inc 5.875% Due 02-06-2041	45,000 principal amount	47,582	47,363
Microsoft Corp 2.525% Due 06-01-2050 Beo	669,000 principal amount	503,222	410,598
Microsoft Corp 2.921% 03-17-2052 Usd	110,000 principal amount	72,845	72,381
Microsoft Corp 3.7% Due 08-08-2046	350,000 principal amount	346,905	281,022
Microsoft Corp 3.95% Due 08-08-2056	10,000 principal amount	8,130	7,869
Microsoft Corp 4.5% 06-15-2047	15,000 principal amount	13,521	13,502
Microsoft Corp 4.75% Due 11-03-2055	95,000 principal amount	84,459	87,215
Microsoft Corp Sr Nt 2.5% 09-15-2050	55,000 principal amount	33,580	33,471
Midamerican Energy 4.8% Due 09-15-2043	30,000 principal amount	39,914	27,343
Midamerican Energy 5.858% 09-15-2054	180,000 principal amount	182,301	185,657
Midamerican Energy Co 3.65% 08-01-2048	70,000 principal amount	58,314	52,526
Midamerican Energy Co 3.95% 08-01-2047	45,000 principal amount	44,576	35,727
Midamerican Energy Co 4.25% 07-15-2049	70,000 principal amount	77,841	57,546
Midamerican Energy Co 4.25% 05-01-2046	75,000 principal amount	64,559	62,853
Mississippi Pwr Co 4.25 Due 03-15-2042	45,000 principal amount	51,266	38,658
Mississippi Pwr Co 4.75% Due 10-15-2041	35,000 principal amount	37,223	30,658
Molson Coors 4.2% Due 07-15-2046	145,000 principal amount	115,418	116,781
Mondelez Intl Inc Fixed 2.625% Due 09-04-2050	25,000 principal amount	15,105	14,965
Moody'S Corporation 4.875% 12-17-2048 Beo	105,000 principal amount	111,957	94,619
Morgan Stanley 2.802% 01-25-2052	100,000 principal amount	61,809	63,859
Morgan Stanley 3.971% 07-22-2038	4,000 principal amount	3,389	3,606
Morgan Stanley 4.3% Due 01-27-2045	255,000 principal amount	215,338	221,573
Morgan Stanley 4.375% Due 01-22-2047	155,000 principal amount	135,000	134,330
Morgan Stanley 5.597% 03-24-2051	45,000 principal amount	46,828	45,221
Morgan Stanley Fixed 3.217% Due 04-22-2042	160,000 principal amount	118,852	125,777
Morgan Stanley Fixed 5.516% 11-19-2055	525,000 principal amount	518,356	520,648
Mplx Lp 4.7% 04-15-2048	170,000 principal amount	143,405	141,803
Mplx Lp 5.65% 03-01-2053	70,000 principal amount	66,274	65,191
Mplx Lp 5.95% 04-01-2055	25,000 principal amount	24,657	24,189
Mplx Lp 6.2% 09-15-2055	135,000 principal amount	135,313	134,675
Mplx Lp Fixed 5.2% 12-01-2047	15,000 principal amount	13,132	13,411
Mplx Lp Fixed 5.2% Due 03-01-2047	50,000 principal amount	44,447	44,828
Mylan Inc Formerly Fixed 5.2% Due 04-15-2048	25,000 principal amount	20,354	20,369
Mylan N V Fixed 5.25% Due 06-15-2046	30,000 principal amount	24,041	24,725

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Narragansett Elec 5.638% Due 03-15-2040	30,000 principal amount	29,585	30,709
Nasdaq Inc 6.1% 06-28-2063	125,000 principal amount	122,450	131,682
Nature Conservancy 3.957% Due 03-01-2052	20,000 principal amount	20,171	15,675
Nbcuniversal Media 4.45% Due 01-15-2043	40,000 principal amount	33,156	34,108
Netflix Inc 5.4% 08-15-2054	50,000 principal amount	50,704	48,614
Nevada Pwr Co 6.0% 03-15-2054	95,000 principal amount	94,384	97,603
Nevada Pwr Co 6.65% Due 04-01-2036	75,000 principal amount	102,946	84,461
Nevada Pwr Co Gen & Ref Nt 5.9% 05-01-2053	50,000 principal amount	52,487	50,399
New Issue Home Depot 30Yr Usd 3.625% 04-15-2052	35,000 principal amount	26,036	25,636
Nike Inc 3.625% Due 05-01-2043	97,000 principal amount	78,895	78,193
Nisource Fin Corp 4.8% Due 02-15-2044	45,000 principal amount	41,030	40,605
Nisource Fin Corp 5.65% Due 02-01-2045	65,000 principal amount	77,952	64,734
Nisource Fin Corp 5.8% Due 02-01-2042	25,000 principal amount	34,483	25,220
Nisource Inc 5.85% 04-01-2055	60,000 principal amount	62,178	60,040
Norfolk Southn 3.05% Due 05-15-2050	45,000 principal amount	27,995	29,657
Norfolk Southn 3.4% Due 11-01-2049	25,000 principal amount	18,039	17,688
Norfolk Southn 3.95 Due 10-01-2042	50,000 principal amount	41,262	41,568
Norfolk Southn Corp 4.15% 02-28-2048	70,000 principal amount	56,721	57,203
Norfolk Southn Fixed 3.942% Due 11-01-2047	49,000 principal amount	38,289	38,793
Norfolk Southn Fixed 4.05% Due 08-15-2052	45,000 principal amount	35,925	35,044
Northern Sts Pwr Co Minn 5.65% 05-15-2055	69,000 principal amount	68,187	69,434
Northn Sts Pwr Co 3.4 Due 08-15-2042	20,000 principal amount	21,323	15,691
Northrop Grumman 4.03% Due 10-15-2047	240,000 principal amount	203,015	193,521
Northrop Grumman 4.75% Due 06-01-2043	25,000 principal amount	22,620	23,100
Northrop Grumman Corp 4.95% 03-15-2053	51,000 principal amount	46,409	46,146
Northrop Grumman Corp 5.2% 06-01-2054	58,000 principal amount	55,044	54,404
Northwestern Univ 3.662% Due 12-01-2057	35,000 principal amount	35,410	25,502
Northwestern Univ 4.94% 12-01-2035	75,000 principal amount	75,000	76,686
Novant Health Inc 3.168% Due 11-01-2051	130,000 principal amount	121,273	86,968
Novartis Cap Corp 3.7% Due 09-21-2042	70,000 principal amount	64,791	58,273
Novartis Cap Corp 4% Due 11-20-2045	50,000 principal amount	42,547	41,964
Novartis Capital Corp 5.3% 11-05-2055	35,000 principal amount	34,585	34,009
Nucor Corp Fixed 2.979% Due 12-15-2055	2,000 principal amount	1,932	1,244
Nucor Corp Nt 3.85% 04-01-2052	33,000 principal amount	26,473	25,278
Nvidia Corp 3.5% Due 04-01-2050	40,000 principal amount	32,176	29,735
Occidental Pete 4.625% Due 06-15-2045	55,000 principal amount	42,319	44,381
Occidental Pete 6.2% Due 03-15-2040	60,000 principal amount	57,451	60,968
Occidental Pete 7.95% Due 06-15-2039	45,000 principal amount	48,704	52,920
Oglethorpe Pwr 5.25% Due 09-01-2050	25,000 principal amount	22,880	22,623
Oglethorpe Pwr Corp 1St Mtg Bd Ser 2024A5.8% 06-01-2054	30,000 principal amount	29,921	29,409
Oglethorpe Pwr Corp 3.75% 08-01-2050	25,000 principal amount	18,208	17,974
Oglethorpe Pwr Corp 4.5% 04-01-2047	60,000 principal amount	54,513	50,317
Oglethorpe Pwr Corp 5.05% Due 10-01-2048	65,000 principal amount	72,264	58,522
Oklahoma Gas & Elec Co 5.8% 04-01-2055	42,000 principal amount	41,164	42,575
Oncor Elec 3.75% Due 04-01-2045	45,000 principal amount	35,829	35,387
Oncor Elec Delivery Co Llc 3.1% 09-15-2049	85,000 principal amount	58,971	56,585
Oncor Elec Delivery Co Llc 3.7% Due 05-15-2050 Reg	60,000 principal amount	46,035	44,201
Oncor Elec Delivery Co Llc 5.55% 06-15-2054	14,000 principal amount	13,994	13,648
Oncor Elec Delivery Co Llc Corp 3.8% 06-01-2049	90,000 principal amount	113,247	68,127
Oncor Elec Fixed 2.7% Due 11-15-2051	45,000 principal amount	28,917	26,933

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Oncor Elec Fixed 3.8% Due 09-30-2047	85,000 principal amount	96,791	65,323
Oncor Elec Fixed 4.1% Due 11-15-2048	20,000 principal amount	17,558	16,113
Oncor Elec Fixed 4.95% Due 09-15-2052	15,000 principal amount	13,929	13,412
Oneok Inc 5.7% 11-01-2054	65,000 principal amount	63,215	60,842
Oneok Inc New 3.95% 03-01-2050	40,000 principal amount	29,894	29,119
Oneok Inc New 4.2% 10-03-2047	130,000 principal amount	113,608	101,211
Oneok Inc New 4.25% 09-15-2046	15,000 principal amount	10,694	11,787
Oneok Inc New 5.45% 06-01-2047	10,000 principal amount	9,171	9,210
Oneok Inc New 6.25% 10-15-2055	70,000 principal amount	69,796	70,442
Oneok Partners L P 6.65% Due 10-01-2036	30,000 principal amount	31,485	32,740
Oracle Corp 3.6% Due 04-01-2040 Reg	405,000 principal amount	349,399	301,317
Oracle Corp 3.6% Due 04-01-2050 Reg	215,000 principal amount	150,360	134,463
Oracle Corp 3.85% Due 07-15-2036	15,000 principal amount	13,327	12,554
Oracle Corp 3.95% Due 03-25-2051	247,000 principal amount	182,735	163,236
Oracle Corp 4% 11-15-2047	75,000 principal amount	54,313	51,657
Oracle Corp 4% Due 07-15-2046	95,000 principal amount	71,722	66,155
Oracle Corp 4.125% Due 05-15-2045	175,000 principal amount	138,562	126,279
Oracle Corp 4.375% Due 05-15-2055	20,000 principal amount	14,504	13,857
Oracle Corp 4.5% Due 07-08-2044	35,000 principal amount	27,972	26,856
Oracle Corp 5.375 Due 07-15-2040	25,000 principal amount	24,672	22,434
Oracle Corp 5.375% 09-27-2054	299,000 principal amount	264,481	242,716
Oracle Corp 5.5% 09-27-2064	195,000 principal amount	182,304	156,160
Oracle Corp 5.55% 02-06-2053	110,000 principal amount	102,451	91,556
Oracle Corp 5.875% 09-26-2045	10,000 principal amount	10,037	9,055
Oracle Corp 6% 08-03-2055	40,000 principal amount	36,713	35,395
Oracle Corp 6.125% 08-03-2065	80,000 principal amount	77,123	71,100
Oracle Corp Fixed 3.65% Due 03-25-2041	90,000 principal amount	69,935	65,855
Oracle Corp Fixed 6.9% Due 11-09-2052	50,000 principal amount	53,169	49,565
Owens Corning New 4.4% Due 01-30-2048	25,000 principal amount	29,423	20,565
Pac Gas & Elec Co 4.2% Due 06-01-2041	52,000 principal amount	41,352	43,435
Pac Gas & Elec Co Fixed 4.5% Due 07-01-2040	110,000 principal amount	95,800	96,147
Pac Gas & Elec Co Fixed 4.95% Due 07-01-2050	230,000 principal amount	196,467	194,964
Pacific Gas & Elec Co 3.95% 12-01-2047	41,000 principal amount	32,783	30,588
Pacific Gas & Elec Co 4.25% 03-15-2046	75,000 principal amount	59,051	58,950
Pacific Gas & Elec Co 4.45% Due 4-15-2042	50,000 principal amount	39,220	41,485
Pacific Gas & Elec Co 4.5% 12-15-2041	40,000 principal amount	28,369	33,317
Pacific Gas & Elec Co 4.6% 06-15-2043	65,000 principal amount	48,630	54,427
Pacific Gas & Elec Co 4.75% Due 02-15-2044	230,000 principal amount	187,506	194,893
Pacific Gas & Elec Co 5.25% 03-01-2052	30,000 principal amount	26,411	26,255
Pacific Gas & Elec Co 6.7% 04-01-2053	35,000 principal amount	35,930	37,056
Pacific Gas & Elec Co 6.75% 01-15-2053	74,000 principal amount	76,709	78,934
Pacific Gas & Electric 4.3% 03-15-2045	95,000 principal amount	72,841	75,577
Pacific Gas & Electric 6.15% 03-01-2055	65,000 principal amount	63,454	64,562
Pacific Gas & Electric Co 3.75% 08-15-2042	110,000 principal amount	77,744	83,500
Pacificorp 4.125% Due 01-15-2049	130,000 principal amount	100,595	97,166
Pacificorp 4.15% 02-15-2050	95,000 principal amount	103,019	70,589
Pacificorp 5.8% 01-15-2055	75,000 principal amount	73,182	70,197
Pacificorp 6.1% Due 08-01-2036	10,000 principal amount	13,213	10,384
Pacificorp Fixed 3.3% Due 03-15-2051	93,000 principal amount	62,069	59,510
Paypal Hldgs Inc 5.25% 06-01-2062	10,000 principal amount	9,169	9,211

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Peacehealth 3.218% Due 11-15-2050	80,000 principal amount	73,495	51,814
Peco Energy Co 1St & Ref Mtg Bd 3.05% 03-15-2051	40,000 principal amount	25,673	26,184
Peco Energy Co 2.8% Due 06-15-2050	35,000 principal amount	19,612	21,975
Peco Energy Co 5.65% 09-15-2055	40,000 principal amount	41,593	39,948
Peco Energy Co Fixed 3.7% 09-15-2047	120,000 principal amount	116,042	91,846
Peco Energy Co Fixed 3.9% Due 03-01-2048	40,000 principal amount	31,233	31,497
Pepsico Inc 2.875% Due 10-15-2049	50,000 principal amount	31,529	32,981
Pepsico Inc 3.6% Due 08-13-2042	15,000 principal amount	12,184	12,222
Pepsico Inc Fixed 2.625% 10-21-2041	165,000 principal amount	117,037	120,135
Pepsico Inc Sr Nt 4 Due 03-05-2042	155,000 principal amount	130,925	133,574
Pepsico Inc Sr Nt 4.875 Due 11-01-2040	55,000 principal amount	55,298	53,756
Pfizer Inc 4.125% Due 12-15-2046	45,000 principal amount	37,299	37,234
Pfizer Investment Enter 5.3% 05-19-2053	65,000 principal amount	63,294	61,756
Pfizer Investment Enter 5.34% 05-19-2063	545,000 principal amount	522,941	508,018
Pg&E Recovery Fdg 5.231% Due 06-01-2042	95,000 principal amount	95,000	96,266
Pg&E Recovery Fdg 5.536% Due 07-15-2049	110,000 principal amount	112,335	110,595
Pg&E Recovery Fdg Llc 5.529% 06-01-2049	100,000 principal amount	99,996	100,148
Pg&E Wildfire Recovery Fdg Llc 4.263% 06-01-2036	55,000 principal amount	54,998	53,564
Pg&E Wildfire Recovery Fdg Llc 4.451% 12-01-2047	180,000 principal amount	176,590	160,197
Pg&E Wildfire Recovery Fdg Llc 4.674% 12-01-2051	100,000 principal amount	99,045	87,648
Pg&E Wildfire Recovery Fdg Llc 4.722% 06-01-2037	10,000 principal amount	9,999	9,912
Pg&E Wildfire Recovery Fdg Llc 5.212% 12-01-2047	140,000 principal amount	139,998	135,578
Pg&E Wildfire Recovery Fdg Llc Sr Secd Recovery Bd Ser 5.099% 06-01-2054	105,000 principal amount	104,608	98,116
Philip Morris Intl 4.5% Due 03-20-2042	65,000 principal amount	64,644	58,252
Philip Morris Intl Inc 4.625% 10-29-2035	90,000 principal amount	88,965	88,241
Phillips 66 4.875% Due 11-15-2044	75,000 principal amount	66,526	66,073
Phillips 66 Co 4.68% 02-15-2045	45,000 principal amount	38,227	38,222
Phillips 66 Co 4.9% Due 10-01-2046	118,000 principal amount	105,275	103,179
Plains All Amern 4.3% Due 01-31-2043	35,000 principal amount	26,198	28,644
Plains All Amern Pipeline L P / Paa Fin 5.15 Due 06-01-2042 Reg	35,000 principal amount	30,927	32,066
Potomac Elec Pwr 4.15% Due 03-15-2043	45,000 principal amount	37,359	38,178
Ppl Cap Fdg Inc 4% Due 09-15-2047	10,000 principal amount	9,968	7,251
Ppl Electric Utilities Corp 4.15% 06-15-2048	60,000 principal amount	49,873	49,567
Praxair Inc Nt 2% 08-10-2050	40,000 principal amount	31,994	21,313
Precision 3.9% Due 01-15-2043	20,000 principal amount	16,725	16,719
Pres & Fellows Of Harvard 3.745% 11-15-2052	40,000 principal amount	31,276	30,619
Presbyterian 4.875% Due 08-01-2052	10,000 principal amount	8,791	8,960
President & 5.259% Due 03-15-2036	60,000 principal amount	60,000	63,126
President & Fellows Harvard College 2.517% Due 10-15-2050/04-21-2020 Reg	25,000 principal amount	15,369	15,267
President Taxable Bd Ser 2010C 4.875 Due10-15-2040	10,000 principal amount	9,355	9,887
Procter & Gamble Co 3.6% Due 03-25-2050 Reg	35,000 principal amount	26,624	26,755
Progressive Corp 3.7% Due 01-26-2045	35,000 principal amount	27,709	27,569
Progressive Corp 4.2% Due 03-15-2048	70,000 principal amount	86,266	58,270
Progressive Corp 4.35 Due 04-25-2044	5,000 principal amount	4,372	4,352
Progressive Corp Oh 4.125% Due 04-15-2047 Reg	62,000 principal amount	58,490	51,414
Prologis L P 4.375% Due 09-15-2048	30,000 principal amount	36,255	25,268
Prologis Lp 3.0% Due 04-15-2050	45,000 principal amount	29,832	29,790
Prudential Financial Inc 4.418% 03-27-2048	40,000 principal amount	34,067	33,707
Prudential Finl 3.905% Due 12-07-2047	96,000 principal amount	79,497	75,749
Prudential Finl Inc 3.935% Due 12-07-2049	155,000 principal amount	134,124	120,495

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Pub Svc Co Of Ok Fixed 3.15% Due 08-15-2051	5,000 principal amount	4,979	3,297
Pub Svc Elec & Gas 3.6% Due 12-01-2047	100,000 principal amount	108,605	75,294
Pub Svc Elec Gas 3.8% Due 03-01-2046	14,000 principal amount	16,088	11,077
Pub Svc Elec Gas Fixed 2.05% Due 08-01-2050	15,000 principal amount	13,322	8,135
Public Service Co Of Colorado 3.6 Due 09-15-2042	90,000 principal amount	104,743	71,052
Public Service Co Of Colorado 4.5% 06-01-2052	35,000 principal amount	34,847	29,305
Public Service Colorado 5.15% 09-15-2035	130,000 principal amount	129,747	132,008
Public Service Colorado 5.85% 05-15-2055	226,000 principal amount	221,550	229,886
Public Service Electric 5.5% 03-01-2055	70,000 principal amount	70,145	68,917
Public Svc Colorado 3.8% 06-15-2047	90,000 principal amount	91,919	69,033
Public Svc Co Colo 4.05% 09-15-2049	30,000 principal amount	27,322	23,485
Public Svc Co N H 3.6% Due 07-01-2049	3,000 principal amount	2,698	2,210
Public Svc Co Okla 5.45% 01-15-2036	45,000 principal amount	44,962	46,243
Public Svc Elec Gas Co Tranche # Tr 00025 3.65 09-01-2042	55,000 principal amount	43,896	44,204
Puget Sound Energy 5.795% Due 03-15-2040	70,000 principal amount	90,036	72,754
Puget Sound Energy Fixed 3.25% Due 09-15-2049	30,000 principal amount	21,187	20,424
Puget Sound Energy Inc 5.638% Due 04-15-2041	50,000 principal amount	49,557	50,083
Puget Sound Energy Inc 5.598% 09-15-2055	120,000 principal amount	120,244	117,328
Puget Sound Energy Inc 5.685% 15/06/20545.685% 06-15-2054	85,000 principal amount	84,999	84,493
Pvtpl American Transmission Sys Inc Sr Nt 5% Due 09-01-2044	75,000 principal amount	77,631	69,972
Pvtpl Boeing Co The 7.008% 05-01-2064	20,000 principal amount	22,849	22,799
Pvtpl Broadcom Inc 3.137% Due 11-15-2035 Beo	255,000 principal amount	213,250	220,125
Pvtpl Broadcom Inc Avgo 3.187 11/15/36 3.187% Due 11-15-2036/09-30-2021 Beo	155,000 principal amount	112,947	131,737
Pvtpl Broadcom Inc Nt 4.926% 05-15-2037	45,000 principal amount	44,686	44,517
Pvtpl Cargill Inc 5.375% 10-23-2055	105,000 principal amount	103,491	101,385
Pvtpl Columbia Pipelines Oper Co Llc 6.544% 11-15-2053	35,000 principal amount	38,415	37,426
Pvtpl Dcp Midstream Llc Defs 6.75 9/15/37 6.75 Due 09-15-2037 Beo	4,000 principal amount	4,452	4,358
Pvtpl Global Atlantic Fin Co 6.75% 03-15-2054	20,000 principal amount	19,865	20,508
Pvtpl Jbs Usa Hldg Lux S A R L/Jbs Usa Food C 6.375% 04-15-2066	70,000 principal amount	69,542	69,697
Pvtpl Jbs Usa Hold/Food Grp/Co 6.25% 03-01-2056	145,000 principal amount	145,152	144,496
Pvtpl Lbj Infrastructure Group Llc Sr Secd Nt 144A 3.797% 12-31-2057	75,000 principal amount	75,000	52,677
Pvtpl Mars Inc 5.65% 05-01-2045	150,000 principal amount	149,949	151,635
Pvtpl Mars Inc 5.7% 05-01-2055	10,000 principal amount	10,051	10,003
Pvtpl Motiva Enterprises Llc Sr Nt 144A 6.85% Due 01-15-2040/01-11-2010 Beo	30,000 principal amount	36,646	32,583
Pvtpl Mutual Of Omaha Ins Co 6.144% 01-16-2064	25,000 principal amount	25,000	26,031
Pvtpl Northwestern Mut Life Ins Co 6.17%05-29-2055	140,000 principal amount	139,989	149,082
Pvtpl Oncor Elec Delivery Co Llc 5.8% 04-01-2055	15,000 principal amount	15,124	15,145
Pvtpl Polar Tankers Inc Nt 144A 5.951% Due 05-10-2037/05-10-2007 Beo	4,192 principal amount	5,354	4,484
Pvtpl Roche Holdings Inc 4.666% 12-02-2035	45,000 principal amount	45,177	44,874
Pvtpl S&P Global Inc 4.8% 12-04-2035	20,000 principal amount	19,956	19,981
Pvtpl Sabal Trail Transm 4.832% Due 05-01-2048	55,000 principal amount	59,579	47,405
Pvtpl Shell Fin Us Inc 5.125% 10-15-2041	20,000 principal amount	19,560	19,587
Pvtpl Texas Elec Mkt Stabilization Fdg Nllc 5.057% Due 08-01-2048 Beo	130,000 principal amount	124,647	123,025
Pvtpl Transcontinental Gas Pipe Line Corp 5.1% 03-15-2036	99,000 principal amount	99,079	99,916
Qualcomm Inc 4.3% Due 05-20-2047	145,000 principal amount	121,846	122,324
Raymond James Finl Inc 3.75% 04-01-2051	35,000 principal amount	36,202	25,787
Regeneron Fixed 2.8% Due 09-15-2050	30,000 principal amount	19,877	18,373
Regions Finl Corp 7.375% Due 12-10-2037	15,000 principal amount	16,426	17,165
Reinsurance Group Amer Inc Sub Nt Fixed Rate Reset 6.65% 09-15-2055	20,000 principal amount	20,000	20,670
Republic N Y Corp 7.2% Due 07-15-2097	20,000 principal amount	30,241	24,284

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Rockefeller Fndtn 2.492% Due 10-01-2050	80,000 principal amount	50,049	48,579
Royalty Pharma Plc 3.3% 09-02-2040	6,000 principal amount	4,672	4,656
Royalty Pharma Plc 3.35% 09-02-2051	50,000 principal amount	33,439	33,270
Royalty Pharma Plc Sr Nt 3.55% 09-02-2050	30,000 principal amount	20,739	20,788
Rtx Corporation 2.82% 09-01-2051	61,000 principal amount	38,253	38,181
Rtx Corporation 3.125% 07-01-2050	35,000 principal amount	23,971	23,637
Rtx Corporation 4.05% 05-04-2047	145,000 principal amount	139,252	117,411
Rtx Corporation 4.15% 05-15-2045	40,000 principal amount	32,893	33,500
Rtx Corporation 4.35% Due 04-15-2047	90,000 principal amount	91,334	76,510
Rtx Corporation 4.7% Due 12-15-2041	67,000 principal amount	59,910	62,700
Rtx Corporation 4.8% Due 12-15-2043	140,000 principal amount	126,004	128,825
S Carolina Elec & 4.6% Due 06-15-2043	60,000 principal amount	74,729	53,871
S Carolina Elec & 5.45% Due 02-01-2041	106,000 principal amount	112,656	106,692
S&P Global Inc 3.25% Due 12-01-2049	9,000 principal amount	6,801	6,332
Salesforce.Com Inc 2.9% Due 07-15-2051 Beo	50,000 principal amount	32,849	31,778
San Diego G & E Fixed 2.95% Due 08-15-2051	4,000 principal amount	2,638	2,548
San Diego Gas & 4.15% Due 05-15-2048	55,000 principal amount	42,701	44,361
San Diego Gas & Elec Co 5.55% 04-15-2054	100,000 principal amount	98,770	97,586
San Diego Gas & Electric Co 4.1% 06-15-2049	15,000 principal amount	12,053	11,915
Sce Recovery Fdg 5.541% Due 09-15-2052	130,000 principal amount	129,990	128,685
Sempra 4% Due 02-01-2048	120,000 principal amount	94,037	91,959
Sempra Energy 3.8% Due 02-01-2038	35,000 principal amount	30,043	30,144
Shell Fin Us Inc 4.0% 05-10-2046	215,000 principal amount	184,531	174,382
Shell Fin Us Inc 4.375% 05-11-2045	135,000 principal amount	144,074	116,530
Shell Fin Us Inc Gtd Sr Nt 144A 3.125% 11-07-2049	25,000 principal amount	16,890	16,892
Shell Fin Us Inc Gtd Sr Nt 144A 5.5% 03-25-2040	50,000 principal amount	51,436	51,293
Shell Fin Us Inc Nt 4.55% 08-12-2043	80,000 principal amount	98,575	71,793
Shell Finance Us Inc 3.75% 09-12-2046	130,000 principal amount	111,088	101,620
Shell Intl Fin B V 3.625% Due 08-21-2042	92,000 principal amount	101,425	74,203
Sherwin-Williams 4.55% Due 08-01-2045	25,000 principal amount	29,864	21,422
Sierra Pac Pwr Co 5.9% 03-15-2054	90,000 principal amount	90,659	90,001
Southern Cal Edison 3.6% 02-01-2045	35,000 principal amount	30,179	25,278
Southern Calif Edison Co 1St Mtg Bd Ser 2022E 5.45% 06-01-2052	60,000 principal amount	59,199	54,104
Southern Calif Edison Co 4.875% 03-01-2049	30,000 principal amount	23,530	25,228
Southern Calif Edison Co 6.03% Due 03-01-2053	57,000 principal amount	53,794	53,102
Southern Calif Gas Co 4.3% 01-15-2049	30,000 principal amount	23,318	24,579
Southern Calif Gas Co 5.75% 06-01-2053	60,000 principal amount	58,819	59,842
Southern Calif Gas Co 6.0% 06-15-2055	109,000 principal amount	110,195	112,198
Southern Co 4.25% Due 07-01-2036	65,000 principal amount	69,678	61,047
Southn Cal Edison 3.9 Due 03-15-2043	45,000 principal amount	34,119	34,665
Southn Cal Edison 4% Due 04-01-2047	80,000 principal amount	64,213	60,215
Southn Cal Edison 4.05% Due 03-15-2042	55,000 principal amount	43,737	43,844
Southn Cal Edison 5.55% Due 01-15-2037	135,000 principal amount	160,182	135,080
Southn Cal Edison 5.95% Due 02-01-2038	55,000 principal amount	55,185	56,304
Southn Cal Gas 3.75 Due 09-15-2042	65,000 principal amount	72,499	52,159
Southn Cal Gas Co 3.95% Due 02-15-2050	40,000 principal amount	30,858	30,812
Southn Cal Gas Co 4.125% Due 06-01-2048	40,000 principal amount	30,871	32,000
Southwestern Elec Pwr Co Sr Nt Ser O 3.25% 11-01-2051	35,000 principal amount	34,874	23,099
Southwestern Pub Svc Co 6.0% 06-01-2054	70,000 principal amount	73,732	71,785
Southwestern Public Service Co 3.75% 06-15-2049	85,000 principal amount	100,272	63,016

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Southwestn Elec 3.85% Due 02-01-2048	120,000 principal amount	134,737	89,611
Southwestn Pub Svc 3.4% Due 08-15-2046	75,000 principal amount	67,223	53,337
Southwestn Pub Svc 4.5% Due 08-15-2041	40,000 principal amount	33,900	35,737
Southwestn Pub Svc Fixed 4.4% 11-15-2048	40,000 principal amount	50,550	33,438
Spectra Energy 4.5% Due 03-15-2045	9,000 principal amount	7,700	7,612
Stanford Health Care Taxable Bd Ser 20213.027% 08-15-2051	30,000 principal amount	20,339	19,751
Stanford Hlth Care 3.795% Due 11-15-2048	75,000 principal amount	71,855	58,373
Stanford Univ Cal 2.413% Due 06-01-2050	40,000 principal amount	24,639	24,082
Stanford Univ Cal 3.647% Due 05-01-2048	80,000 principal amount	67,791	63,223
Starbucks Corp 3.75% 12-01-2047	55,000 principal amount	40,321	41,216
Starbucks Corp Fixed 4.45% 08-15-2049	15,000 principal amount	12,705	12,438
Sunoco Logistics 5.35% Due 05-15-2045	55,000 principal amount	50,198	49,909
Sunoco Logistics Partners 5.4% 10-01-2047	225,000 principal amount	200,606	202,839
Sysco Corp 6.6% Due 04-01-2040	58,000 principal amount	60,516	64,241
T-Mobile Us Inc 5.5% 01-15-2055	67,000 principal amount	63,934	63,681
T-Mobile Usa Inc 3.4% 10-15-2052	75,000 principal amount	58,193	50,627
T-Mobile Usa Inc 4.5% Due 04-15-2050	40,000 principal amount	33,456	33,078
T-Mobile Usa Inc 5.25% 06-15-2055	120,000 principal amount	114,288	109,777
T-Mobile Usa Inc 5.7% 01-15-2056	305,000 principal amount	303,737	298,807
T-Mobile Usa Inc 5.75% 01-15-2054	20,000 principal amount	19,419	19,698
T-Mobile Usa Inc Tmus 3.3% 02-15-2051	170,000 principal amount	117,373	114,045
Tampa Elec Co 4.1% Due 06-15-2042	30,000 principal amount	26,090	25,415
Tampa Elec Co 4.3% Due 06-15-2048	15,000 principal amount	12,791	12,432
Tampa Elec Co 4.45% Due 06-15-2049	35,000 principal amount	30,450	29,322
Tampa Elec Co Fixed 3.625% Due 06-15-2050	25,000 principal amount	18,872	18,236
Targa Res Corp 6.5% Due 02-15-2053	65,000 principal amount	64,002	67,964
Targa Resource Corp 6.125% 05-15-2055	36,000 principal amount	35,756	35,918
Targa Resources Corporation 5.4% 07-30-2036	92,000 principal amount	92,003	92,341
Target Corp 3.625% Due 04-15-2046	16,000 principal amount	12,353	12,290
Target Corp Fixed 3.9% Due 11-15-2047	30,000 principal amount	29,632	23,671
Teachers Ins & 4.27% Due 05-15-2047	25,000 principal amount	21,191	20,588
Texas Instrs Inc 2.7% 09-15-2051	30,000 principal amount	18,293	18,432
Texas Instrs Inc 4.15% Due 05-15-2048	60,000 principal amount	50,998	49,580
Texas Instrs Inc Fixed 5% 03-14-2053	45,000 principal amount	42,683	41,419
Texas Instruments Inc 5.05% Due 05-18-2063	40,000 principal amount	37,189	35,923
Thermo Fisher Scientific 4.794% 10-07-2035	12,000 principal amount	12,000	12,060
Thermo Fisher Scientific Inc 2.8% 10-15-2041	130,000 principal amount	105,927	96,484
Thomas Jeffsn Univ 3.847% Due 11-01-2057	46,000 principal amount	42,083	32,283
Time Warner Cable 4.5% Due 09-15-2042	60,000 principal amount	46,884	46,290
Tjx Cos Inc New Fixed 4.5% Due 04-15-2050	25,000 principal amount	21,374	21,682
Transatlantic 8% Due 11-30-2039	20,000 principal amount	24,644	25,035
Travelers Cos Inc 4% Due 05-30-2047	25,000 principal amount	20,319	20,376
Travelers Cos Inc 4.3% 08-25-2045	35,000 principal amount	36,116	29,927
Travelers Cos Inc 5.7% 07-24-2055	150,000 principal amount	150,590	153,801
Travelers Cos Inc Fixed 3.05% Due 06-08-2051	80,000 principal amount	57,166	53,122
Travelers Fixed 2.55% Due 04-27-2050	40,000 principal amount	24,374	24,265
Trcntntl Gas Pipe 5.75% Due 03-15-2056	27,000 principal amount	26,842	26,811
Umass Mem Hlth 5.363% Due 07-01-2052	115,000 principal amount	115,000	108,067
Union Elec Co 3.25% Due 10-01-2049	85,000 principal amount	95,716	58,274
Union Elec Co 4.0% Due 04-01-2048	57,000 principal amount	43,306	45,417

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Union Elec Co 8.45% Due 03-15-2039	40,000 principal amount	49,723	51,731
Union Electric Co 3.9% Due 04-01-2052	45,000 principal amount	35,596	34,523
Union Electric Company 5.25% 01-15-2054	20,000 principal amount	19,851	18,719
Union Pac Corp 3.25% Due 02-05-2050	68,000 principal amount	48,026	47,265
Union Pac Corp 3.55% Due 05-20-2061	111,000 principal amount	93,466	74,644
Union Pac Corp 3.839% Due 03-20-2060 Beo	98,000 principal amount	70,548	70,966
Union Pac Corp 3.95% Due 08-15-2059	65,000 principal amount	60,018	48,445
Union Pac Corp 4.05% Due 11-15-2045	100,000 principal amount	114,748	82,208
Union Pac Corp Fixed 2.95% 03-10-2052	150,000 principal amount	100,478	96,081
Union Pac Corp Fixed 3.75% Due 02-05-2070	20,000 principal amount	15,049	13,544
Union Pac Corp Fixed 4% Due 04-15-2047	85,000 principal amount	101,833	68,285
Union Pacific Corp 3.375% 02-14-2042	20,000 principal amount	15,089	15,773
United Parcel Service 5.95% 05-14-2055	30,000 principal amount	29,867	31,103
United Parcel Service 6.05% 05-14-2065	250,000 principal amount	253,126	259,414
Unitedhealth Group 3.7% Due 08-15-2049	35,000 principal amount	26,491	26,062
Unitedhealth Group 3.75% 10-15-2047	200,000 principal amount	167,715	153,263
Unitedhealth Group 3.875% Due 08-15-2059	15,000 principal amount	11,360	10,816
Unitedhealth Group 4.2% Due 01-15-2047	219,000 principal amount	177,502	180,228
Unitedhealth Group 4.25% Due 03-15-2043	20,000 principal amount	16,413	17,193
Unitedhealth Group 4.25% Due 04-15-2047	65,000 principal amount	55,021	53,806
Unitedhealth Group 4.625% Due 11-15-2041	10,000 principal amount	8,793	9,185
Unitedhealth Group 4.75% Due 07-15-2045	80,000 principal amount	67,665	72,183
Unitedhealth Group Fixed 4.25% Due 06-15-2048	40,000 principal amount	30,902	32,859
Unitedhealth Group Inc 2.75% Due 05-15-2040/05-18-2020 Reg	65,000 principal amount	56,555	48,760
Unitedhealth Group Inc 2.9% Due 05-15-2050/05-18-2020 Reg	85,000 principal amount	60,715	54,506
Unitedhealth Group Inc 3.05% Due 05-15-2041 Beo	184,000 principal amount	145,685	139,909
Unitedhealth Group Inc 3.25% Due 05-15-2051 Beo	140,000 principal amount	94,740	94,892
Unitedhealth Group Inc 4.375 Due 03-15-2042 Reg	43,000 principal amount	36,450	37,903
Unitedhealth Group Inc 4.45% Due 12-15-2048 Reg	85,000 principal amount	68,187	71,706
Unitedhealth Group Inc 4.95% 05-15-2062	10,000 principal amount	8,790	8,690
Unitedhealth Group Inc 5.05% 04-15-2053	280,000 principal amount	267,932	253,560
Unitedhealth Group Inc 5.5% 04-15-2064	100,000 principal amount	100,414	94,293
University Chicago 2.547% Due 04-01-2050	40,000 principal amount	40,000	26,138
University Chicago Fixed 2.761% Due 04-01-2045	25,000 principal amount	18,741	19,827
University Chicago Taxable Bd Ser 2021B 3% 10-01-2052	10,000 principal amount	6,584	6,903
University Pa Trustees 4.674 Due 09-01-2112 Reg	60,000 principal amount	56,540	49,398
University Southn Calif Taxable Bd Ser 2021A 2.945% 10-01-2051	105,000 principal amount	73,786	68,622
Utd Parcel Svc Inc 3.4% Due 09-01-2049	35,000 principal amount	26,048	24,916
Utd Parcel Svc Inc 4.25% Due 03-15-2049	35,000 principal amount	29,881	28,920
Va Elec & Pwr Co 4.45 02-15-2044	20,000 principal amount	16,485	17,336
Va Elec & Pwr Co 2.45% Due 12-15-2050	130,000 principal amount	73,613	74,967
Va Elec & Pwr Co 3.8% Due 09-15-2047	10,000 principal amount	8,191	7,681
Valero Energy Corp New 3.65% 12-01-2051	70,000 principal amount	51,427	48,603
Ventas Rlty Ltd 5.0% 02-15-2036	45,000 principal amount	44,780	44,827
Verizon 3.85% Due 11-01-2042	35,000 principal amount	28,941	28,146
Verizon 4.125% Due 08-15-2046	52,000 principal amount	41,113	41,832
Verizon 4.672% Due 03-15-2055	15,000 principal amount	12,522	12,459
Verizon 4.862% Due 08-21-2046	75,000 principal amount	67,533	66,824
Verizon 5.012% Due 08-21-2054	28,000 principal amount	25,335	24,634
Verizon 5.401% Due 07-02-2037	320,000 principal amount	323,053	324,058

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Verizon 5.5% Due 03-16-2047	25,000 principal amount	23,544	24,134
Verizon 5.875% Due 11-30-2055	25,000 principal amount	25,080	24,772
Verizon Communications 3.4% Due 03-22-2041 Beo	75,000 principal amount	59,405	58,929
Verizon Communications 6.0% 11-30-2065	280,000 principal amount	279,724	277,429
Verizon Communications Inc 2.85% 09-03-2041	65,000 principal amount	45,308	47,005
Verizon Communications Inc 2.875% Due 11-20-2050 Beo	65,000 principal amount	41,610	40,466
Verizon Communications Inc 2.987% 10-30-2056 Usd	416,000 principal amount	317,164	248,674
Verizon Communications Inc 5.75% 11-30-2045	300,000 principal amount	299,642	298,840
Verizon Communications Inc Nt 5% 01-15-2036	85,000 principal amount	84,472	84,498
Viacom Inc New 4.375% Due 03-15-2043	105,000 principal amount	82,991	73,258
Viacom Inc New 5.25% Due 04-01-2044	65,000 principal amount	60,244	49,214
Viatris Inc 4.0% 06-22-2050	105,000 principal amount	87,268	70,229
Viatris Inc Sr Nt 3.85% 06-22-2040	51,000 principal amount	40,706	39,211
Virginia Elec & Pwr Co 4.625% 05-15-2052	45,000 principal amount	40,389	37,974
Virginia Elec & Pwr Co 5.6% 09-15-2055	45,000 principal amount	44,896	43,850
Virginia Elec & Pwr Co 5.65% 03-15-2055	25,000 principal amount	24,590	24,564
Visa Inc 4.3% Due 12-14-2045	310,000 principal amount	288,393	271,382
Wachovia Corp New 5.5% Due 08-01-2035	10,000 principal amount	10,375	10,320
Walmart Inc 2.5% Due 09-22-2041 Beo	103,000 principal amount	72,930	74,842
Walmart Inc 3.625% Due 12-15-2047	40,000 principal amount	35,168	31,133
Walmart Inc 4% Due 04-11-2043	45,000 principal amount	38,583	39,044
Washington Univ 3.524% Due 04-15-2054	40,000 principal amount	40,000	29,147
Waste Management Inc 5.35% 10-15-2054	70,000 principal amount	69,665	68,413
Wellpoint Inc 4.85% Due 08-15-2054	20,000 principal amount	22,560	17,052
Wellpoint Inc 6.375% Due 06-15-2037	30,000 principal amount	31,480	32,679
Wells Fargo & Co 3.068% 04-30-2041	143,000 principal amount	113,953	111,214
Wells Fargo & Co 3.9% Due 05-01-2045	270,000 principal amount	216,629	219,780
Wells Fargo & Co 4.611% 04-25-2053	415,000 principal amount	365,325	359,076
Wells Fargo & Co 4.9% Due 11-17-2045	156,000 principal amount	140,163	140,829
Wells Fargo & Co Fltg Rt 5.013% 04-04-2051	120,000 principal amount	106,365	110,082
Westar Energy Inc 4.1% Due 04-01-2043	20,000 principal amount	17,175	16,627
Westar Energy Inc 4.125 Due 03-01-2042	35,000 principal amount	32,541	29,517
Westar Energy Inc Fixed 3.25% 09-01-2049	95,000 principal amount	78,876	64,922
Western Midstream Operating Lp 5.25% 02-01-2050	35,000 principal amount	30,121	30,039
Westlake Chem Corp 3.125% 08-15-2051	20,000 principal amount	12,408	12,112
Westlake Chem Corp Sr Nt 2.875% 08-15-2041	20,000 principal amount	14,929	13,736
Westlake Chem Corp Sr Nt 3.375% 08-15-2061	40,000 principal amount	32,112	23,590
Westlake Corp 6.375% 11-15-2055	55,000 principal amount	54,642	54,243
Westn Midstream 5.5% Due 12-15-2035	55,000 principal amount	54,706	54,859
William Marsh Rice 3.574% Due 05-15-2045	30,000 principal amount	25,115	23,912
Williams Cos Inc 5.3% 09-30-2035	46,000 principal amount	45,832	46,840
Williams Cos Inc 5.75% Due 06-24-2044	25,000 principal amount	22,633	24,916
Williams Partners 5.8 Due 11-15-2043	180,000 principal amount	191,480	179,338
Williams Partners Fixed 4.85% Due 03-01-2048	35,000 principal amount	29,122	30,779
Wyeth 6% Due 02-15-2036	45,000 principal amount	52,519	48,769
Wyeth Nt 5.95 Due 04-01-2037/03-27-2007 Beo	170,000 principal amount	204,805	183,283
		84,713,748	79,953,813
Common Stock and Registered Funds			
#Reorg/Aurico Metals Inccommon Stock Cash Merger 01-10-18	0 principal amount	1,127	-
Enbridge Inc Com	1 principal amount	31	48

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Ames Dept Stores Inc Com New	1,867 principal amount	-	-
Colorep Inc Com Stk	134,650 principal amount	269,300	-
Rtx Corporation Comstk	385 principal amount	19,223	70,609
		289,681	70,657
Real Estate			
1245 Firestone Parkway, Akron Summit Co, Ohio 20% Interest In Leasebk	1 principal amount	1	1
1701 Broadview Boulevard, Natrona Hts Alleghany County, Pennsylvania	19,609 principal amount	19,609	19,609
		19,610	19,610
Cash Equivalents			
Nt Collective Short Term Invt Fd	9,433,557 principal amount	9,433,557	9,433,557
Nt Collective Short Term Invt Fd	338,526 principal amount	338,526	338,526
Nt Collective Short Term Invt Fd	1,019 principal amount	1,019	1,019
Nt Collective Short Term Invt Fd	37,017 principal amount	37,017	37,017
Cf Blackrock Money Market Fd	375 principal amount	375	375
Nt Collective Short Term Invt Fd	6,533,458 principal amount	6,533,458	6,533,458
Nt Collective Short Term Invt Fd	502,036 principal amount	502,036	502,036
		16,845,988	16,845,988
Partnerships			
Pantheon Europe Fund Iv Lp	1,738,788 principal amount	2,316,741	142,188
Pantheon Europe Fund V-B	1,777,174 principal amount	2,389,596	669,166
Pantheon Global Secondary Fund Iii B, Lp	1 principal amount	1	161,254
Pantheon Usa Fund Vi, Lp	5,919,715 principal amount	5,919,715	214,582
		10,626,053	1,187,190
Common Collective Trusts			
3-10 Year U.S. Treasury Index Nl Fund Cm1L1	1,625,850 principal amount	30,061,758	32,180,443
Cf Msci Eafe Indx Nl Fund Fd12	100,140 principal amount	13,829,455	17,922,031
Cf Nepc Diversified Credit Cit Class A	2,074,510 principal amount	22,970,869	24,649,944
Cf Nepc Emerging Markets Equity Cit	1,288,691 principal amount	12,760,312	15,107,070
Cf Nepc Global Equity Cit	4,002,597 principal amount	47,545,175	58,173,738
Cf Nepc Us Small Cap Equity Cit - Class A	1,044,081 principal amount	11,993,849	14,995,926
Cf Ssga Msci Eafe 100% Hedged Usd Index Nl Erisa	696,418 principal amount	14,958,630	19,156,381
Cf Ssga S&P 500 (R) Flagship Nl (Cm13) Fund	27,760 principal amount	39,125,859	52,202,096
Ftse Rafi U S1000 Indx Nl Ctf (Cm9M1)	369,588 principal amount	15,365,576	20,573,490
Cf Cf Metlife Long Credit Collective Trust - Cl N	4,244,517 principal amount	52,250,000	52,250,000
Cf Ir+M Intermediate Corporate Collective Fd-Cl Nd	11,271,245 principal amount	118,248,460	122,583,465
Lng Dur Corp Cr Screen Nonlend Fnd	2,565,992 principal amount	57,750,636	50,363,266
		436,860,579	480,157,850
Insurance Contract			
Gac John Hancock Cntrct # 1346 Other Contracts	1,910,986 principal amount	1,842,972	1,910,986
		621,806,041	650,423,825

Newell Brands Consolidated Pension Plan
EIN 36-1953130 PN 001
Schedule H, Line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2025

(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	CF IR+M INTERMEDIATE CORPORATE COLLECTIVE FD-CL					
	Purchases	91,500,000		91,500,000	91,500,000	—
	Sales		11,539,518	10,638,514	11,539,518	901,004
Issuer	CF NEPC GLOBAL EQUITY CIT					
	Purchases	28,500,000		28,500,000	28,500,000	—
	Sales		10,500,000	8,960,363	10,500,000	1,539,637
Issuer	LNG DUR CORP CR SCREEN NONLEND FND					
	Sales		94,356,858	109,536,084	94,356,858	(15,179,226)
Issuer	MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH					
	Purchases	5,011,794		5,011,794	5,011,794	—
	Sales		113,704,976	148,840,273	113,704,976	(35,135,297)
Issuer	NT COLLECTIVE SHORT TERM INVT FD					
	Purchases	153,676,080		153,676,080	153,676,080	—
	Sales		149,137,364	149,137,364	149,137,364	—