



TO: Plan Members of The Gates Group Retirement Plan
 FROM: Gates Global Benefits Department
 DATE: April 30, 2018
 RE: Pension Information—**No Action Required**

Below is the annual notice to members of The Gates Group Retirement Plan (the “Plan”) regarding the funded status of the Plan, as well as information regarding the Pension Benefit Guaranty Corporation.

No action is required of you—this communication is intended to provide you with information regarding the Plan in conformance with the Department of Labor’s recommended format.

ANNUAL FUNDING NOTICE
For
THE GATES GROUP RETIREMENT PLAN

Introduction

This notice includes important funding information about the funding status of your single employer pension plan (“the Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2017 and ending December 31, 2017 (“Plan Year”).

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funding target attainment percentage.” The Plan divides its Net Plan Assets by Plan Liabilities to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s Funding Target Attainment Percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. This chart also shows you how the percentage was calculated.

Funding Target Attainment Percentage			
	2017	2016	2015
1. Valuation Date	01/01/2017	01/01/2016	01/01/2015
2. Plan Assets			
a. Total Plan Assets	\$410,374,228	\$429,181,850	\$464,872,099
b. Funding Standard Carryover Balance	33,358,317	30,646,134	31,233,320
c. Prefunding Balance	0	0	0
d. Net Plan Assets (a) – (b) – (c) = (d)	\$377,015,911	\$398,535,716	\$433,638,779
3. Plan Liabilities	\$374,268,839	\$389,291,111	\$402,766,285
4. Funding Target Attainment Percentage (2d)/(3)	100.73%	102.37%	107.66%

**SUPPLEMENT TO ANNUAL FUNDING NOTICE
OF THE GATES GROUP RETIREMENT PLAN FOR
PLAN YEAR BEGINNING JANUARY 1, 2017 AND ENDING DECEMBER 31, 2017 (“Plan Year”)**

This is a temporary supplement to your annual funding notice. It is required by the Moving Ahead for Progress in the 21st Century Act, the Highway and Transportation Funding Act of 2014 and the Bipartisan Budget Act of 2015. These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The “Information Table” compares the effect of using interest rates based on the 25-year average (the “adjusted interest rates”) and interest rates based on a two-year average on the Plan’s: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage of a plan is a measure of how well the plan is funded on a particular date. The funding shortfall is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan for a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

INFORMATION TABLE						
	2017		2016		2015	
	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates
Funding Target Attainment Percentage	100.73%	86.13%	102.37%	87.48%	107.66%	90.51%
Funding Shortfall	(2,747,072)	60,695,161	(9,244,605)	57,003,460	(30,872,494)	45,450,420
Minimum Required Contribution	0	10,908,376	0	10,704,714	0	8,266,296

Plan Assets and Credit Balances

The first chart above shows certain “credit balances” called the Funding Standard Carryover Balance and Prefunding Balance. A plan might have a credit balance, for example, if in a prior year an employer contributed money to the plan above the minimum level required by law. Generally, an employer may credit the excess money toward the minimum level of contributions required by law that it must make in future years. Plans must subtract these credit balances from Total Plan Assets to calculate their Funding Target Attainment Percentage.

Plan Liabilities

Plan Liabilities in line 3 of the first chart above is an estimate of the amount of assets the Plan needs on the Valuation Date to pay for promised benefits under the plan.

Year-End Assets and Liabilities

The asset values in the first chart above are measured as of the first day of the Plan Year. They also are “actuarial values”. Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. As of December 31, 2017 the fair market value of the Plan’s assets was \$251,546,047. On this same date, the Plan’s liabilities, determined using market rates, were \$277,774,169.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 7,693. Of this number, 443 were current employees, 5,774 were retired and receiving benefits, and 1,476 were no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to contribute amounts sufficient to meet minimum funding requirements as set forth in employee benefit and tax laws plus such additional as the company may determine to be appropriate. Over the past three years, the company has not made any contributions to the Plan.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to invest 100% of plan assets in fixed income securities.

Under the investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

<u>Asset Allocations</u>	<u>Percentage</u>
1. Cash (interest bearing and non-interest bearing)	1.6%
2. U.S. Government securities	12.8%
3. Corporate debt instruments (other than employer securities):	83.3%
4. Value of funds held in insurance co. general account (unallocated contracts)	2.3%
5. Other	0.0%

Events Having a Material Effect on Assets or Liabilities

By law this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly affect the funding condition of a plan. For the plan year beginning on January 1, 2018 and ending on December 31, 2018, the Gates Corporation expects the following events to have such an effect: the recent annuity purchase for certain retirees. During September 2017 Gates Corporation executed an annuity purchase for certain retirees with a private insurer whereby future benefits will be paid by the insurer. The decrease in plan liability is estimated to be \$118,569,014 as of December 31, 2018 due to this event.

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500". These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator:

The Gates Retirement Board
Attn: Mark Klingenmeier
1551 Wewatta Street
Denver, CO 80202

Annual reports do not contain personal information, such as the amount of your accrued benefits. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where to Get More Information."

Summary of Rules Governing Termination of Single-Employer Plans

If a plan terminates, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a "standard termination" but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly for life or, if you elect, for a set period of time when you retire) or, if the plan allows and you elect, issue one lump-sum payment that covers your entire benefit. Your plan administrator must give you advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC's guarantee ends upon the purchase of annuity or payment of the lump-sum. If the plan purchases an annuity for you from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state's law.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor's bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable, in 2018 the maximum guarantee is \$5,420 per month, or \$65,045 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor's bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from PBGC after age 65. The maximum guarantee by age can be found on PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which include:

- pension benefits at normal retirement age;
- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right when a plan terminates, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements at the time the plan terminates.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the "General FAQs about PBGC" on PBGC's website at www.pbgc.gov/generalfaq. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information.

Where to Get More Information

For more information about this notice, you may contact:

Gates Corporation
Global Benefits Department
1551 Wewatta Street
Denver, CO 80202
833-243-5748
benefitssupport@gates.com

For identification purposes, the official plan number is 333 and the plan sponsor's employer identification number or "EIN" is 84-0857401. For more information about the PBGC and benefit guarantees, go to PBGC's website, www.pbgc.gov.

Please Note: The Gates Group Retirement Plan is an amalgamation of the following plans:

- The Gates Retirement Plan
- Pension Plan for Hourly Employees of Camel Tire Care Products
- Schrader Inc. Employees' Pension Plan
- Stant Retirement Plan for Salaried Employees
- Epicor Industries, Inc. Hourly Employees Retirement Plan
- Stant Cash Accumulation Retirement Plan for Salaried Employees
- Trico Products Corporation Hourly Employees Retirement Plan
- FEDCO Automotive Components Company, Inc. Bargaining Unit Pension Plan