

“You can be young without money but you can’t be old without it..” Tennessee Williams

Defined Retirement Benefits Help Employees Build A Sustainable Future

Whether you are 25 or 65, we all have to plan to retire one day. As that date nears, our focus shifts to what our future financial landscape will look like. Not only is it important to you, it’s important to RPM as well, which also has your retirement future in mind. That’s why RPM is one of the very few corporations that offers both a competitively matched 401(k) retirement plan *and* the benefit of an active pension plan.

These benefits provide you great flexibility and the opportunity to build wealth for you and your family. For your convenience, here are the summarized features of both plans and answers to commonly asked questions.

U.S. RPM INTERNATIONAL INC. RETIREMENT PLAN

“How is my pension calculated?” Your pension is based on a formula that includes your years of service to RPM or a subsidiary, your income, and your age at retirement. The income used in the calculation is an average of your monthly compensation using the highest 60 consecutive months (five years) out of the final 120 months (10 Years) before you retire.

“How do I know if I’m eligible to participate?” To be eligible for participation in RPM’s Retirement Plan, you have to be: a covered employee who has worked at least 1000 hours in the last 12 months and is at least 21 years old; see the Summary Plan Descriptions (SPD), available from Human Resources, for more detail. You are eligible for normal retirement at age 65 with five years of service. If your employment is terminated after five years of vesting service, benefits are vested and payable at any age, but they will be reduced if you are not yet 65.

Two of the most frequently asked questions about the pension are **“Will my highest annual income be included in my pension calculation”** and **“When is the best time for me to retire?”**

The answer to Question #1 differs from employee to employee. Federal IRS tax law puts a limit on compensation that can be factored into determining your retirement benefits. That limit may vary from year to year. (For example, in 2006 the maximum income that could be counted towards a pension was \$220,000. In 2015 and 2016, the maximum is \$265,000. So if you made \$365,000 in 2015, only \$265,000 would be used in calculating your pension for that year).

THE *sale*

FOUR KEE SAFETY PROJECTS

Administration: Paula Coombes

Sales: Dylan McElfresh

Brown Forman Records Building
KeeGuard Safety System/Kee PR
\$7,242.00

Sales: Jesse Harness

Pinnacle West Capital Corp.
KeeHatch Railing Systems
\$6,200.00

Sales: Jim Getzen

Oakland University -- South Foundation Hall
KeeGuard and KeeHatch Railing Systems
\$5,540.00

Sales: Clint Beasley

Indiana Michigan Power Co.
Kee AP Post Assembly
\$560.00

ONE WARRANTY RENEWAL/EXTENSION

Sales: Shelton Clough

Administration: Debbie Grabowski

Capital Group Companies
\$136,121.00

Unfortunately for answering Question #2, no one has a crystal ball to predict what your exact future earnings will be. However, given the pension formula, it may be in your best interest to continue working as long as you can or at least until normal retirement age.

The retirement benefit percentage increases each year after age 65. Also, once you are vested in the retirement plan, you will receive an annual benefits statement toward the end of each year with estimated pension benefits for ages 62 and 65.

U.S. RPM INTERNATIONAL INC. 401(k) TRUST AND PLAN

“When can you enroll?” New hires are enrolled automatically in the traditional 401(k) after 3 months. **“How much can you contribute?”** You can contribute from 1% to 50% per paycheck of your eligible compensation (income, bonus, etc.) up to the maximum dollar amount permitted by the IRS, which is \$18,000 for 2016. **“When are you vested?”** You are always and immediately 100% vested in your 401(k) contributions and company match once enrolled. RPM will match 100% of the first 3% and 50% on the next 2% of your pay that you contribute. If you are age 50 or older by the end of the year, you are entitled to contribute an additional “catch-up contribution” of \$6,000 to total \$24,000 in contributions. **“Are catch up contributions matched?”** No, they are not.

If you have any questions on these specific plans, please contact Human Resources. Of course, for planning purposes or advice, it is always best to sit down with your financial advisor to discuss your overall financial health to determine how best to prepare for your retirement.

You can find additional information in the U.S. RPM International Inc. Retirement Plan and 401(k) Trust and Plan Summary Plan Descriptions.

If you have any questions regarding these or other benefits, please contact HR Generalist **Cheanna Hudson** at 216-514-7561.

TREMCO CANADA PLANS AND BENEFITS

Tremco Canada also offers various plans and benefits to help build future wealth for retirement. One significant element of this planning process should be a lifetime financial plan, which financial advisors describe as a “three legged stool”, consisting of govern-



Sales: Jacques Fortin
Customer Service: Carolyn Coupal
Lacasse & Fils
Cégep de Granby
\$188,301.60

Sales: Jason Moore
Customer Service: Mary Curry
Childers Roofing
Ware County High School – Waycross, GA.
\$216,619.00

Sales: Denis Lefebvre
Customer Service: Steve Detlor
Couvreur Verdun
Groupe VFG
\$149,091.00

Sales: Neil Martel
Customer Service: Melanie Hallihan
Lafleche Roofing
Kimberly Clark
\$132,383.00

Sales: Gerry Caplette
Customer Service: Melanie Hallihan
Flynn Canada Ltd.
Tinnerman
\$106,023.00

TWO PATCH AND REPAIR PROJECTS

Sales: Steve Crandley
Customer Service: Chris Sanders
WTI: Ron Borton/Chris May
Polyone Corporation
\$91,211.37

Sales: Doug Copley/Clint Beasley
Customer Service: Lauren Yard
WTI: Ron Borton/Chris May
CMS Roofing, Inc.
\$56,150.00

ment programs (Canada or Quebec Pension Plan and Old Age Security), company pension plan and personal savings.



FIVE GENERAL CONTRACTING PROJECTS

Sales: /Randy Kline

WTI: Robert Mefford

Houck Services and Hershocks
Harrisburg Area Community College
via the AEPA Contract
Whitaker Hall
\$989,235.55

Sales: Larry Ford/Rob Curcuru

WTI: Robert Bryant

Multiple

St. Louis Public Schools via the AEPA Contract
Cupples Elementary, Building and Grounds Garage,
Central High School and STEM Gateway Academy
\$760,691.91

Sales: John Momper

WTI: Kevin Horchy

O&S Associates and Western Specialty Contractors
Trinity Medical Center
Moline Campus
\$325,000.00

Sales: Joe Brazil

WTI: Robert Bryant

Shay Roofing, Statt Tuckpointing & Archview Metals
Belleville Public Schools via the AEPA Contract
Belleville West Junior High School
\$299,579.87

Sales: Justin Ranck

WTI: Craig Whitaker

O&S Associates
Lakeland Regional Medical Center
Data Center
\$167,000.00

The Tremco Canada division provides the following three programs to help employees save for retirement:

1) Defined Benefit Plan: This provides guaranteed retirement income for the lifetime of a retiree, based on a formula involving years of plan participation and earnings. Under the plan, employees contribute a percentage of their income through pension deductions. The company's contributions are based on

actuarial calculations. The company is responsible for managing the investment of the funds through an investment manager and the Pension Committee.

2) Structured Group RRSP, TFSA, NREG: This program helps employees accelerate their savings for retirement. The company will match 50% of employee annual pension and/or RRSP contributions to a maximum of 3% of earnings (based on T4 earnings from the previous year) or a maximum of \$1,750 in each calendar year, and invest towards an employee-selected Sun Life Group RRSP, TFSA, NREG.

3) Voluntary Group RRSP, TFSA, NREG Program: Administered by Sun Life Financial, this is another saving vehicle for all employees. Employees have the option to contribute voluntarily towards the savings product in accordance to their available limit set by the Canada Revenue Agency.

For detailed information regarding these plans, including eligibility and enrollment requirements, please contact **Serena Yip**, Compensation and Benefits Specialist, at syip@tremco.ca or 416-467-3498.

-- Article by Cheanna Hudson

ZERO LANDFILL WEBINAR FOR GRHC ACCESS INFORMATION

Last week's *In Focus* included an article about the webinar on our Zero Landfill Program that **Elizabeth Hart** is hosting next week for members of Green Roofs for Healthy Cities (GRHC), a Toronto-based non-profit dedicated to vegetated roofing. GRHC has provided more information about the webinar, including how to access it, as well as introducing Liz. The following comes from an email they distributed earlier today.

"Join us for a GRHC Open Forum: Zero Landfill and Vegetated Roofing webinar on Wednesday May 18 from 3 - 4pm EDT.

Come learn how to specify zero-waste vegetated roofing; best practices in vegetated roofing to prevent leaks and tear-offs; zero-waste maintenance; and landfill diversion and green building codes."

For the simple registration form, go to:
<https://attendee.gotowebinar.com/register/4283417300694245633>