



**BRIGGS & STRATTON**  
CORPORATION

## **RETIREE FAQ - July 2020**

### **What's happening to my Qualified Pension?**

Beginning on July 20, 2020, the Briggs & Stratton Pension Plan and the Briggs & Stratton Cash Balance Retirement Plan (each, a "Plan" and collectively, the "Plans") are not permitted to pay a lump sum benefit to participants who elect to get a distribution of their benefits under the Plans, if the actuarial equivalent of such benefits exceeds \$5,000. Federal law imposes this restriction because the Plan's funded level was less than 100% at the time of the bankruptcy filing. The restriction will no longer apply once the company emerges from bankruptcy or, if sooner, when the Plan's funded level reaches 100%.

Please understand that this is a temporary restriction and does not affect the amount of benefits that you have already earned under the Plan or your right to elect any other form of benefit under the Plan or to receive your pension payments.

We do not yet know whether the bankruptcy filing will have any other impact on pension benefits under the Plan and it may be a number of months until we do. In no event would pension plan assets be used to satisfy claims of the Company's creditors. By law, all pension plan assets would be used to provide benefits to Plan participants.

It is possible that the Pension Benefits Guaranty Corporation (PBGC), an agency of the U.S. Government, would take over the Plans in connection with the bankruptcy proceeding, and if that occurs, the PBGC would have the ability to modify benefits to the extent that Plan assets aren't sufficient to cover 100% of benefits if a participant's benefit exceeds PBGC maximum benefits levels. Whether a particular participant's benefits will be reduced depends on the participant's monthly benefit amount, regardless of whether the participant commenced benefits before or after the bankruptcy proceeding. You will receive notice of the resolution relating to your pension benefits once it is known.

If you are receiving an annuity pension payment from Western & Southern, the bankruptcy filing does not affect your payment.

### **What's happening to my non-qualified retirement plan?**

The Briggs & Stratton Supplemental Employee Retirement Plan (SERP), the Briggs & Stratton Supplemental Executive Retirement Plan (SERP-Ex) and Briggs & Stratton Key Employee Savings & Investment Plan (KESIP) are being terminated effective with the bankruptcy filing. Current and future distributions from these plans cease beginning with August 1, 2020 scheduled payments.

### **What's happening to my Retiree Health and Life Insurance?**

Pursuant to the Company's right under Section 4.1 of the Group Insurance Plan for Retirees of Briggs & Stratton Corporation (the "Plan"), the Board of Directors of the Company voted on July 19, 2020, to terminate the Plan. Your health and life insurance coverage will end on August 31, 2020. Any eligible claims incurred on or before August 31, 2020, will be covered by the Plan.

The Company has filed a motion with the Bankruptcy Court in the Eastern District of Missouri seeking confirmation of its termination of the Plan. You will receive a copy of that motion in a separate mailing.



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This means retirees currently on the company's Retiree Health and Life Insurance plans will need to purchase their own coverage. In early September, affected participants will receive information from bswift

regarding the opportunity to continue health insurance coverage at their own expense under COBRA (Consolidated Omnibus Budget Reconciliation Act), and information from Prudential regarding how to convert their life insurance policies to individual policies.

### **What's happening to my 401k?**

The Briggs & Stratton Consolidated Savings & Retirement Plan is a defined contribution tax-qualified plan funded with assets that are held in a separate trust outside of the Company, and would not be subject to creditor's claims through court-supervised proceedings. We do not anticipate any changes to the 401(k) plan or any payments provided through the plan as a result of the Chapter 11 filing. If you have questions regarding an active 401(k) plan, please contact Fidelity, at 800-835-5095.

### **Why was the decision made to discontinue some of my benefits?**

In situations such as this, difficult decisions need to be made and we are unable to pass along the liability of some of our retiree benefits. We understand this is unfortunate news to hear but would like to express our continued gratitude for your years of service and dedication to the company despite this outcome.

### **Who should I contact with questions?**

We understand that you likely have a number of questions. Answers to frequently asked questions and other important information can be found on our website, at [www.bascoreorganization.com](http://www.bascoreorganization.com). Additional questions should be directed to our toll-free line (within US/Canada), at 1-866-544-7045 or our international number, at 781-575-2084. Pension and 401(k) questions should be directed to Fidelity, at 800-835-5095 or [netbenefits.com](http://netbenefits.com).