

REGAL BELOIT CORP
Form DEF 14A
March 16, 2016
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**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

SCHEDULE 14A

**Proxy Statement Pursuant to Section 14(a) of
the Securities Exchange Act of 1934 (Amendment No.)**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material under §240.14a-12

Regal Beloit Corporation

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

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 - (3) Filing Party:
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-

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REGAL BELOIT CORPORATION

**200 State Street
Beloit, Wisconsin 53511**

**Notice of 2016 Annual Meeting of Shareholders
To Be Held April 25, 2016**

To the Shareholders of Regal Beloit Corporation:

You are hereby notified that the 2016 Annual Meeting of Shareholders of Regal Beloit Corporation will be held at the James L. Packard Learning Center located at our corporate headquarters, 200 State Street, Beloit, Wisconsin 53511, on Monday, April 25, 2016 at 9:00 a.m., Central Daylight Time, for the following purposes:

1. To elect three directors for terms expiring at the 2017 Annual Meeting of Shareholders.
2. To consider a shareholder advisory vote on the compensation of our named executive officers as disclosed in the accompanying proxy statement.
3. To approve the Regal Beloit Corporation 2016 Incentive Compensation Plan.
4. To ratify the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ending December 31, 2016.
5. To transact such other business as may properly come before the meeting or any adjournment or postponement thereof.

The Board of Directors has fixed the close of business on March 2, 2016 as the record date for the determination of the shareholders entitled to notice of and to vote at the annual meeting.

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We are furnishing our proxy materials to our shareholders over the Internet. This process expedites the delivery of proxy materials, maintains convenient access to the proxy materials by our shareholders and provides clear instructions for receiving proxy materials and voting your shares. It is also friendly to the environment.

On March 16, 2016, we mailed to our shareholders the Notice of Internet Availability of Proxy Materials. That Notice contains instructions on how to access our 2016 Proxy Statement and 2015 Annual Report and how to vote online. In addition, the Notice of Internet Availability of Proxy Materials contains instructions on how our shareholders can (i) receive a paper copy of the Proxy Statement and Annual Report, if they received only a Notice of Internet Availability of Proxy Materials this year, or (ii) elect to receive their Proxy Statement and Annual Report only over the Internet, if they received them by mail this year.

We hope that you will be able to attend the meeting in person, but if you are unable to do so, it is important that your shares are represented at the Annual Meeting. You may vote your shares over the Internet at the website identified in the Notice of Internet Availability of Proxy Materials or via the toll-free telephone number identified in that Notice. If you received a paper copy of the proxy card by mail, then you may sign and date the proxy card and return it by mail in the envelope provided. The Notice of Internet Availability of Proxy Materials contains instructions for use of all three methods of voting. If, for any reason, you should subsequently change your plans, you may, of course, revoke your proxy at any time before it is actually voted.

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By Order of the Board of Directors
REGAL BELOIT CORPORATION

Peter C. Underwood
Vice President, General Counsel and Secretary

Beloit, Wisconsin
March 16, 2016

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PROXY STATEMENT

This Proxy Statement relates to the solicitation by Regal Beloit Corporation (we or the Company), on behalf of its Board of Directors (the Board), of your proxy to vote your shares of the Company s common stock at the 2016 annual meeting of shareholders and all adjournments or postponements thereof (the Annual Meeting). We mailed our Notice of Internet Availability of Proxy Materials and we are making available this proxy statement on March 16, 2016. We solicit proxies to give all shareholders of record an opportunity to vote on matters that will be presented at the Annual Meeting. In this proxy statement, you will find information on these matters, which is provided to assist you in voting your shares.

**COMMONLY ASKED QUESTIONS AND ANSWERS
ABOUT THE ANNUAL MEETING**

Q: *What am I being asked to vote on?*

- A:**
- The election of directors;
 - An advisory vote on the compensation of our named executive officers as disclosed in this proxy statement;
 - Approval of the Regal Beloit Corporation 2016 Incentive Compensation Plan; and
 - Ratification of the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ending December 31, 2016.

Q: *Who can vote?*

A: Holders of our common stock as of the close of business on the record date, March 2, 2016, may vote at the Annual Meeting, either in person or by proxy. Each share of common stock is entitled to one vote.

Q: *How do I vote?*

A: On March 16, 2016, we mailed our Notice of Internet Availability of Proxy Materials, which includes instructions for accessing this proxy statement and our 2015 Annual Report, as well as instructions for our shareholders to vote over the Internet, via a toll-free telephone number or by mail by signing, dating and returning a paper proxy card. You can vote in the following ways:

By Proxy Before the Annual Meeting, you can give a proxy to vote your shares of common stock in one of the following ways:

- by telephone;

- by using the Internet; or

- by completing and signing a proxy card and mailing it in time to be received prior to the Annual Meeting if you request to receive a paper copy of a proxy card.

The telephone and Internet voting procedures are designed to confirm your identity, to allow you to give your voting instructions and to verify that your instructions have been properly recorded. If you wish to vote by telephone or Internet, please follow the instructions that are printed on the

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Notice of Internet Availability of Proxy Materials.

If you mail your properly completed and signed proxy card to us, or vote by telephone or the Internet, then your shares of common stock will be voted according to the choices that you specify. If you sign and mail your proxy card to us without making any choices, your proxy will be voted:

- FOR the election of all persons nominated by the Board for election as directors;
- FOR the approval of the compensation of our named executive officers;
- FOR the approval of the Regal Beloit Corporation 2016 Incentive Compensation Plan; and
- FOR the ratification of the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ending December 31, 2016.

Other than the election of directors, approval of the compensation of our named executive officers, approval of the Regal Beloit Corporation 2016 Incentive Compensation Plan and the ratification of the selection of our independent registered public accounting firm, we are not currently aware of any other matters that will be brought before the Annual Meeting. However, by giving your proxy, you appoint the persons named as proxies as your representatives at the Annual Meeting. If a matter comes up for a vote at the Annual Meeting that is not included in the proxy materials, then the proxy holders will vote your shares in accordance with their best judgment.

In Person You may come to the Annual Meeting and cast your vote there. If your shares are held in the name of your broker, bank or other nominee and you wish to vote at the Annual Meeting, then your broker, bank or other nominee will provide you with instructions for voting your shares.

Q: *May I change or revoke my vote?*

A: You may change your vote or revoke your proxy at any time prior to your shares being voted by:

- notifying our Secretary in writing that you are revoking your proxy;
- giving another signed proxy that is dated after the date of the proxy that you wish to revoke;
- using the telephone or Internet voting procedures; or
- attending the Annual Meeting and voting in person (attendance at the Annual Meeting alone will not revoke your proxy).

Q: Will my shares be voted if I do not provide my proxy?

A: It depends on whether you hold your shares in your own name or in the name of a brokerage firm. If you hold your shares directly in your name, then they will not be voted unless you provide a proxy or vote in person at the Annual Meeting. Brokerage firms or other nominees generally have the authority to vote customers uninstructed shares on certain routine matters. If your shares are held in the name of a brokerage firm, the brokerage firm has the discretionary authority to vote your shares in connection with the ratification of our independent

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registered public accounting firm if you do not timely provide your proxy because this matter is considered routine under the New York Stock Exchange (NYSE) listing standards.

However, if you have not provided directions to your broker, your broker will not be able to vote your shares with respect to the election of directors, the approval of the compensation of our named executive officers or the approval of the Regal Beloit Corporation 2016 Incentive Compensation Plan. **We strongly encourage you to submit your proxy card and exercise your right to vote as a shareholder.**

Q: What constitutes a quorum?

A: As of the record date, March 2, 2016, 44,669,195 shares of our common stock were issued and outstanding and entitled to vote at the Annual Meeting. To conduct the Annual Meeting, a majority of the shares entitled to vote must be present in person or by proxy. This is referred to as a quorum. If you submit a properly executed proxy card or vote by telephone or the Internet, then you will be considered present at the Annual Meeting for purposes of determining the presence of a quorum. Abstentions and broker non-votes will be counted as present and entitled to vote for purposes of determining the presence of a quorum. A broker non-vote occurs when a broker or other nominee who holds shares for another person has not received voting instructions from the owner of the shares and, under NYSE rules, does not have discretionary authority to vote on a proposal.

Q: What vote is needed for these proposals to be adopted?

A: *Proposal 1* The affirmative vote of the holders of a majority of the shares of our common stock represented in person or by proxy at the Annual Meeting is required to elect each director (assuming a quorum is present). Abstentions and broker non-votes will have the effect of votes against the election of director nominees.

Proposal 2 The affirmative vote of the holders of a majority of the shares of our common stock represented in person or by proxy at the Annual Meeting is required to approve the compensation of our named executive officers (assuming a quorum is present). Because this vote is advisory, the results of the vote are not binding on our Board of Directors or our Compensation and Human Resources Committee. However, if there is a significant vote against the compensation of our named executive officers, then our Board of Directors and our Compensation and Human Resources Committee will carefully evaluate whether any actions are necessary to address those concerns. Abstentions and broker non-votes will have the effect of votes against this proposal.

Proposal 3 The affirmative vote of the holders of a majority of the shares of our common stock represented in person or by proxy at the Annual Meeting (assuming a quorum is present) is required to approve the Regal Beloit Corporation 2016 Incentive Compensation Plan. Abstentions and broker non-votes will have the effect of votes against the Regal Beloit Corporation 2016 Incentive Compensation Plan.

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Proposal 4 The affirmative vote of the holders of a majority of the shares of our common stock represented and voted at the Annual Meeting (assuming a quorum is present) is required to ratify the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ending December 31, 2016. Abstentions will have the effect of votes against this proposal.

Q: Who conducts the proxy solicitation and how much will it cost?

A: We are requesting your proxy for the Annual Meeting and will pay all costs of soliciting shareholder proxies. In addition to soliciting proxies by mail and through the Internet, we may request proxies personally and by telephone, fax or other means. We can use our directors, officers and regular employees to request proxies. These people do not receive additional compensation for these services. We will reimburse brokerage houses and other custodians, nominees and fiduciaries for their reasonable out-of-pocket and clerical expenses for forwarding solicitation materials to beneficial owners of our common stock.

Q: Are the Company's proxy materials available on the Internet?

A: Yes. The Company's proxy statement for the 2016 Annual Meeting of Shareholders and 2015 Annual Report to Shareholders are available at www.proxyvote.com.

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PROPOSAL 1: ELECTION OF DIRECTORS

The Board is currently comprised of ten directors, divided into two classes of three members each and one class of four members, with the terms of one class of directors expiring each year. The Board has nominated Christopher L. Doerr, Mark J. Gliebe, and Curtis W. Stoelting, each of whom is currently serving as a director, for election at the Annual Meeting to serve until the 2017 annual meeting of shareholders and until their successors are duly elected and qualified. All of our other directors are expected to serve on the Board until their respective terms expire as indicated below.

At our 2015 Annual Meeting of Shareholders, our shareholders approved an amendment and restatement of our Articles of Incorporation that resulted in our Board's classified nature being phased-out over the next three years. Beginning with this Annual Meeting, directors will be elected and will hold office for terms as follows: (i) at this Annual Meeting, directors for whom this Annual Meeting is the annual meeting held in the third year following the year of their election (or such directors' successors) will be elected to hold office for a term expiring at the 2017 Annual Meeting of Shareholders and until their successors have been elected and qualified, and the remaining directors will hold office for the term for which they were elected and until their successors have been elected and qualified, (ii) at the 2017 Annual Meeting of Shareholders, directors for whom such annual meeting is the Annual Meeting of Shareholders held in the third year following the year of their election and directors elected at this Annual Meeting (or such directors' successors) will be elected to hold office for a term expiring at the 2018 Annual Meeting of Shareholders and until their successors have been elected and qualified, and the remaining directors will hold office for the term for which they were elected and until their successors have been elected and qualified, and (iii) at the 2018 Annual Meeting of Shareholders and each annual meeting thereafter, all directors will be elected to hold office for a term expiring at the next annual meeting and until their successors have been elected and qualified.

Unless shareholders otherwise specify, the shares represented by the proxies received will be voted in favor of the Board's nominees for election as directors. The Board has no reason to believe that any of the listed nominees will be unable or unwilling to serve as a director if elected. However, in the event that any nominee should be unable or unwilling to serve, the shares represented by proxies received will be voted for another nominee selected by the Board.

Our Corporate Governance and Director Affairs Committee periodically reviews and recommends to the Board the qualities, skills and attributes desired in our directors to reflect the unique challenges facing, and business strategies of, our company. The Corporate Governance and Director Affairs Committee reviews the qualities, skills and attributes of proposed nominees when it makes director nominee recommendations to the Board and compares them against the desired qualities, skills and attributes. The Board reviews this information when considering proposed nominees. Some of the challenges and strategies we face in our business, and the corresponding desired qualities, skills and attributes, are described in the following table.

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Challenges/Strategies

We are a global company with operations and customers around the world

We have grown substantially through acquisition and future acquisitions are a core component of our capital deployment strategy

Our presence and sales in multiple global jurisdictions and across several business platforms results in a wide variety of transactions in many different currencies

We believe that good corporate governance will improve our operating performance and aligns with the interests of our shareholders

Our industry has numerous unique challenges associated with manufacturing our products as well as conducting our business

Desired Qualities, Skills, Attributes

- Diversity of gender, race, nationality, cultural and/or professional experience
- Experience in global markets
- Experience as a current or former chief executive or chief operating officer, or significant operations experience
- Business development/M&A experience
- Knowledge of investment banking and/or capital markets
- Experience as a current or former chief financial officer
- Expertise in matters of public accounting
- Public company board experience
- Knowledgeable in corporate governance
- Knowledge and experience in our industry
- Current or past experience with manufacturing

The following sets forth certain information, as of March 2, 2016, about each of the Board's nominees for election at the Annual Meeting and each director whose term will continue after the Annual Meeting. Except as otherwise noted, each nominee has engaged in the principal occupation or employment and has held the offices shown for more than the past five years.

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Nominees for Election at the Annual Meeting:

Name	Age	Director Since	Principal Occupation; Office, if any, Held in the Company; Other Directorships
Christopher L. Doerr	66	2003	<p>Co-CEO of Passage Partners, LLC (a private investment company) since 2001; former Co-CEO of Sterling Aviation Holdings, Inc. (aircraft management and charter company) 2004-2014; Former Executive Chairman and Chief Executive Officer of Karl's Rental, Inc. (global manufacturer and supplier of portable event structures and related equipment) from 2009 to December 2011; former President and Co-CEO, Leeson Electric Corporation from 1986-2001. Mr. Doerr is currently a director of Roadrunner Transportation Systems, Inc., and has served as director of several privately-held and publicly-traded companies and as a chief executive officer of a number of privately-held companies. Among the qualities, skills and attributes desired by our Board, Mr. Doerr has</p> <ul style="list-style-type: none"> • Experience in manufacturing; • Global experience; • CEO experience; • Extensive M&A experience; • Public company board experience; and • Experience in our industry.

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Name	Age	Director Since	Principal Occupation; Office, if any, Held in the Company; Other Directorships
Mark J. Gliebe	55	2007	<p>Chairman of the Board and Chief Executive Officer of the Company; was appointed Chairman of the Board in January 2012 and became Chief Executive Officer in May 2011; served as President and Chief Operating Officer of the Company from December 2006 to May 2011; Vice President and President-Electric Motors Group of the Company from January 2005 to December 2005; prior thereto employed by General Electric Company (a diversified industrial and commercial manufacturing corporation) as the General Manager of GE Motors & Controls in the GE Consumer & Industrial business unit from 2000-2004. Mr. Gliebe is currently a director of Joy Global Inc. Among the qualities, skills and attributes desired by our Board, Mr. Gliebe has</p> <ul style="list-style-type: none"> • Experience in our industry; • Global experience; • CEO experience; • Extensive M&A experience; • Investment banking and capital markets expertise; and • Public company board experience.
Curtis W. Stoelting	56	2006	<p>President and Chief Operating Officer of Roadrunner Transportation Systems, Inc. (a transportation and logistics service provider) since January 2016. Former Chief Executive Officer of TOMY International (formerly RC2 Corporation, a designer, producer and marketer of high-quality toys, collectibles and infant and toddler products), from January 2003 to March 2013; prior thereto served as Chief Operating Officer of RC2 Corporation from 2000-2003 and Executive Vice President from 1998-2003; director, TOMY Company, Ltd. Mr. Stoelting is currently a director of Roadrunner Transportation Systems, Inc. Among the qualities, skills and attributes desired by our Board, Mr. Stoelting has</p> <ul style="list-style-type: none"> • Global experience; • CEO experience; • Extensive M&A experience; • Investment banking and capital markets expertise; • Public company board experience; • Corporate governance knowledge; and • Expertise in matters of public accounting.

THE BOARD RECOMMENDS THE FOREGOING NOMINEES FOR ELECTION AS DIRECTORS AND URGES EACH SHAREHOLDER TO VOTE FOR ALL NOMINEES.

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Directors Continuing in Office:

Terms Expiring at the 2017 Annual Meeting of Shareholders

68	2004	<p>Corporate financial, accounting and governance consultant since 2002; retired Deputy Managing Partner for the Great Plains Region and Milwaukee office managing partner, Arthur Andersen LLP; director, Badger Meter Inc., Actuant Corporation and WEC Energy Group. Among the qualities, skills and attributes desired by our Board, Mr. Fischer has</p> <ul style="list-style-type: none"> • Extensive M&A experience; • Public company board experience; • Experience in our industry; • Corporate governance knowledge; and • Expertise in matters of public accounting.
Thomas J. Fischer		
59	2007	<p>Chief Executive Officer of Platform Specialty Products Corporation (a global, diversified producer of high-technology specialty chemicals and a provider of technical services) since January 2016. Former President and Chief Executive Officer of Sigma-Aldrich Corporation (a life science and technology company that develops and sells biochemical and organic chemical products and kits) from November 2010 to November 2015; prior thereto served as Vice President and Chief Financial Officer of Sigma-Aldrich Corporation since October 2008; prior thereto worked in various positions with ArvinMeritor, Inc. since 1999, including Senior Vice President and President of Asia Pacific from 2007 to October 2008, Senior Vice President-Strategy and Corporate Development from 2005 to 2007 and Vice President and Corporate Controller/Interim CFO from 2003 to 2005; director, Edgewell Personal Care Products Corp (EPC) since 2015. Among the qualities, skills and attributes desired by our Board, Mr. Sachdev has</p> <ul style="list-style-type: none"> • Global experience; • CEO experience; • Extensive M&A experience; • Investment banking and capital markets expertise;
Rakesh Sachdev		

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- Public company board experience;
- Corporate governance knowledge;
- Expertise in matters of public accounting;
- CFO experience; and
- Gender, ethnic or racial diversity.

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Jane L. Warner	69	2013	<p>Retired Executive Vice President, Decorative Surfaces and Finishing, of Illinois Tool Works Inc. (a manufacturer of engineered fasteners and components, equipment and consumable systems, and specialty products); employed by Illinois Tool Works Inc. from 2005 to 2013. Prior thereto, she served as President of Plexus Systems LLC from 2004 to 2005. (One of our directors, Dean A. Foate, is the President and Chief Executive Officer of Plexus Corporation. Plexus Systems LLC is not affiliated with Plexus Corporation.) She also served in various capacities with Electronic Data Systems Corporation from 2000 to 2004, including serving as President, Global Manufacturing Industry Group, from 2002 to 2004. Ms. Warner also served as Executive Vice President for first tier supplier Textron Automotive from 1994 to 1999. Prior thereto, she held executive positions in manufacturing, engineering and human resources over a 20-year span at General Motors Corporation. Ms. Warner is a director of Brunswick Corporation and Tenneco Inc. Among the qualities, skills and attributes desired by our Board, Ms. Warner has</p> <ul style="list-style-type: none"> • Global experience; • Experience in manufacturing; • Public company board experience; • Corporate governance knowledge; and • Gender, ethnic or racial diversity.
Terms Expiring at the 2018 Annual Meeting of Shareholders			
Stephen M. Burt	51	2010	<p>Managing Director of Duff & Phelps (a provider of independent financial advisory and investment banking services) and President of Duff & Phelps Securities, LLC (a provider of merger and acquisition advisory services) since 1994. Mr. Burt is an NACD Governance Fellow. Among the qualities, skills and attributes desired by our Board, Mr. Burt has</p> <ul style="list-style-type: none"> • Extensive M&A experience; • Investment banking and capital markets expertise; • Corporate governance knowledge;

- Global experience; and
- Experience in our industry.

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Name	Age	Director Since	Principal Occupation; Office, if any, Held in the Company; Other Directorships
Henry W. Kneuppel	67	1987	<p data-bbox="671 396 1489 653">Non-Executive Chairman of Harsco Corporation (a diversified, multinational provider of industrial services and engineered products); Interim Chairman and Chief Executive Officer of Harsco Corporation from February 2012 to September 2012; Former Chairman of the Board and Chief Executive Officer of the Company from April 2006 to May 2011; elected Chief Executive Officer April 2005; President and Chief Operating Officer from 2002-2005; Executive Vice President from 1987-2002; director, Harsco Corporation, Snap-on Incorporated, and WEC Energy Group, Inc. Among the qualities, skills and attributes desired by our Board, Mr. Kneuppel has</p> <ul data-bbox="671 695 1278 1142" style="list-style-type: none"> <li data-bbox="671 695 1011 720">• Experience in our industry; <li data-bbox="671 764 916 789">• Global experience; <li data-bbox="671 833 895 858">• CEO experience; <li data-bbox="671 903 1027 928">• Extensive M&A experience; <li data-bbox="671 972 1278 997">• Investment banking and capital markets expertise; <li data-bbox="671 1041 1150 1066">• Public company board experience; and <li data-bbox="671 1110 1098 1136">• Corporate governance knowledge.
Dean A. Foate	57	2005	<p data-bbox="671 1173 1469 1325">President and Chief Executive Officer of Plexus Corporation (an electronics manufacturing services company) since 2002; Chairman of the Board of Plexus Corporation since 2013; Chief Operating Officer of Plexus Corporation from 2001-2002; director of Plexus Corporation. Among the qualities, skills and attributes desired by our Board, Mr. Foate has</p> <ul data-bbox="671 1367 1278 1816" style="list-style-type: none"> <li data-bbox="671 1367 1043 1392">• Experience in manufacturing; <li data-bbox="671 1436 916 1461">• Global experience; <li data-bbox="671 1505 895 1530">• CEO experience; <li data-bbox="671 1575 1027 1600">• Extensive M&A experience; <li data-bbox="671 1644 1278 1669">• Investment banking and capital markets expertise; <li data-bbox="671 1713 1150 1738">• Public company board experience; and <li data-bbox="671 1782 1098 1808">• Corporate governance knowledge.

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Name	Age	Director Since	Principal Occupation; Office, if any, Held in the Company; Other Directorships
Anesa Chaibi	49	2014	<p>Chief Executive Officer of Optimas OE Solutions, LLC (a global provider of integrated supply chain solutions and engineering support) since March 3, 2016. Prior thereto, served as President and Chief Executive Officer of HD Supply Facilities Maintenance, a division of HD Supply Holdings, Inc. (an industrial supplier), from September 2005 to September 2015. General Manager of Global Quality and Commercial Operations for GE Water & Process Technologies. From 1989 to 2004, Ms. Chaibi held a variety of roles of increasing responsibility in manufacturing, operations, production, marketing, corporate initiatives, global sourcing, Six Sigma Quality, and as a Business Leader within GE Silicones, Plastics, Power Systems, Industrial Systems, Water & Process Technologies and Infrastructure. Among the qualities, skills and attributes desired by our Board, Ms. Chaibi has</p> <ul style="list-style-type: none"> • Experience in manufacturing; • Global experience; • Significant operational experience; and • Gender, ethnic or racial diversity.

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BOARD OF DIRECTORS

Corporate Governance and Independent Directors

The Board has in effect Corporate Governance Guidelines that, in conjunction with the Board committee charters, establish processes and procedures to help ensure effective and responsive governance by the Board. The Corporate Governance Guidelines are available, free of charge, on our website at www.regalbeloit.com. We are not including the information contained on or available through our website as a part of, or incorporating such information by reference into, this Proxy Statement.

The Corporate Governance Guidelines provide that a majority of the members of the Board must be independent directors under the listing standards of the NYSE. The Board has also adopted certain categorical standards of director independence to assist it in making determinations of director independence and which are contained in the Corporate Governance Guidelines. The categorical standards of director independence adopted by the Board are available on our website at www.regalbeloit.com.

Based on these standards, the Board has affirmatively determined by resolution that Messrs. Burt, Doerr, Fischer, Foate, Sachdev and Stoelting and Ms. Warner and Ms. Chaibi have no material relationship with the Company, and, therefore, each is independent in accordance with the NYSE listing standards and with the categorical standards of director independence adopted by the Board. The Board will regularly review the continuing independence of the directors.

Code of Business Conduct and Ethics

The Board has adopted the Regal Beloit Corporation Code of Business Conduct and Ethics, which applies to our directors, officers and employees. The Code is available, free of charge, on our website at www.regalbeloit.com.

Board Leadership Structure

Our Board does not have a policy on whether or not the roles of CEO and Chairman should be separate. Our Board reserves the right to vest the responsibilities of the CEO and Chairman in different individuals or in the same individual if in the Board's judgment a combined CEO and Chairman position is in the best interest of our company. In the circumstance where the responsibilities of the CEO and Chairman are vested in the same individual, or where the Chairman is not considered independent, the Board will designate a Presiding Director from among the independent directors to preside at non-employee director executive sessions.

Our Board believes that Mr. Gliebe, as Chairman of the Board, best serves the needs of the Board and our shareholders. Our Board made this determination in part because it believes that Mr. Gliebe's extensive experience and qualifications within our industries and in-depth knowledge

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of our markets and customer base allows him to provide strong leadership and act as a unified spokesperson on behalf of the Company. Our Board also believes that having Mr. Gliebe serve as both our Chief Executive Officer and our Chairman of the Board will allow him to leverage the information gained from both roles to lead the Company most effectively.

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Presiding Director

To supplement the combined Chairman and CEO position, our Board created a Presiding Director role. The position of the Presiding Director rotates periodically among the non-employee directors as determined by the Board upon the recommendation of the Corporate Governance and Director Affairs Committee. Mr. Stoelting currently serves as the Presiding Director, and Mr. Sachdev will serve as Presiding Director commencing March 31, 2016. The Presiding Director is an independent and empowered director who is appointed by the independent directors and who works closely with the Chairman.

In addition to serving as the principal liaison between the independent directors and the Chairman in matters relating to the Board as a whole, the primary responsibilities of the Presiding Director are as follows:

- Preside at all meetings of the Board at which the Chairman is not present, including any executive sessions of the independent directors, and establish agendas for such executive sessions in consultation with the other directors and the Chairman;
- Review and approve proposed Board meeting agendas;
- Review and approve Board meeting schedules to help assure that there is sufficient time for discussion of all agenda items;
- Have the authority to call meetings of the independent directors as appropriate;
- Participate, with the Chair of the Compensation and Human Resources Committee, in communicating to the CEO the results of the Board's annual review of the CEO's performance; and
- Be available, as deemed appropriate by the Board, for consultation and direct communication with shareholders.

Oversight of Risk Management

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Our full Board is responsible for the oversight of our company's operational and strategic risk management process. The Board believes that oversight of risk management belongs at the full Board level rather than with any one particular committee primarily because of the importance of understanding and mitigating risk to the overall success of the Company. In furtherance of the Board's risk management oversight goals, the Board oversees the work of a Risk and Compliance Committee comprised of senior management and key managers of certain of our company's business units and functions around the world. The Risk and Compliance Committee is charged with, among other things, identifying, assessing and developing a mitigation strategy for significant risks that could impact our ability to meet our objectives and execute our strategies.

The Risk and Compliance Committee identifies and clarifies significant risks that may impact our company and assesses those risks, resulting in the establishment of a plan response/mitigation strategy for significant risks. The Risk and Compliance Committee delivers a summary of its activities and findings directly to our CEO, the Audit Committee, and our full Board. The summary is also used by our

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management team as part of our disclosure controls and procedures to ensure that information regarding risks applicable to our company are appropriately disclosed in our public filings.

While our Board has determined to maintain responsibility for oversight of risk management, it relies on our Audit Committee to address significant financial risk exposures facing our company and the steps management has taken to monitor, control and report such exposures, with appropriate reporting of these risks to be made to the full Board. Our Board also relies on our Compensation and Human Resources Committee to address significant risk exposures facing our company with respect to compensation programs and incentives, also with appropriate reporting of these risks to be made to the full Board. Our Board's role in our company's risk oversight has not affected our leadership structure.

Executive Sessions

The Board will have at least four regularly scheduled meetings per year at which the non-employee directors will meet in executive session without members of our management being present, and at least one regularly scheduled meeting per year at which the independent directors will meet in executive session without members of management or other directors present. The non-employee directors may also meet without management present at such other times as they determine appropriate. Members of the Company's senior executive management who are not members of the Board will participate in Board meetings to present information, make recommendations, and be available for direct interaction with members of the Board.

Communications with the Board

Shareholders and other interested parties may communicate with the full Board, the Chairman of the Board, non-management directors as a group or individual directors, including the Presiding Director, by delivering a written communication to Regal Beloit Corporation, Attention: Board of Directors, 200 State Street, Beloit, Wisconsin 53511, or by sending an e-mail communication to board.inquiry@regalbeloit.com. The communications should be addressed to the specific director or directors whom the shareholder or interested party wishes to contact and should specify the subject matter of the communication. The Company's Secretary will deliver appropriate communication directly to the director or directors to whom it is addressed. The Secretary will generally not forward to the director or directors communication that he determines to be primarily commercial in nature or concerns our day-to-day business activities, or that requests general information about the Company.

Concerns about accounting or auditing matters or possible violations of the Regal Beloit Corporation Code of Business Conduct and Ethics should be reported pursuant to the procedures outlined in the Code of Business Conduct and Ethics, which is available on our website at www.regalbeloit.com.

Committees

We have standing Audit, Compensation and Human Resources, and Corporate Governance and Director Affairs Committees of the Board. Each committee is appointed by and reports to the Board. The Board has adopted, and may amend from time to time, a written charter for each of the Audit, Compensation and Human Resources, and Corporate Governance and Director Affairs Committees. We make copies of each of these

charters available free of charge on our website at www.regalbeloit.com.

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Audit Committee. The Audit Committee consists of Messrs. Fischer (Chairperson) and Stoelting and Ms. Warner. Each of the members of the committee is independent as defined by the NYSE listing standards and the rules of the Securities and Exchange Commission (the "SEC"). The Board has determined that each of Messrs. Fischer and Stoelting qualifies as an audit committee financial expert as defined in SEC rules and meets the expertise requirements for audit committee members under the NYSE listing standards. The principal functions performed by the Audit Committee, which met six times in 2015, are to assist the Board in monitoring the overall quality of the Company's financial statements and financial reporting, our independent registered public accounting firm's qualifications and independence, our accounting controls and policies, the performance of our internal audit function and independent registered public accounting firm, and our compliance with legal and regulatory requirements. The Audit Committee has the sole authority to appoint, retain, compensate and terminate our independent registered public accounting firm and to approve the compensation paid to our independent registered public accounting firm. The Audit Committee has presented to shareholders for ratification at the Annual Meeting its selection of our independent registered public accounting firm for 2016. See Proposal 4: Ratification of Deloitte & Touche LLP as Our Independent Registered Public Accounting Firm for 2016.

One member of the Audit Committee, Mr. Fischer, serves on the audit committees of three other public companies. On January 23, 2016, the Board of Directors considered what it believes to be all of the relevant facts and responsibilities relating to such simultaneous service by Mr. Fischer and affirmatively determined that the simultaneous service would not impair Mr. Fischer's ability to serve effectively on our Audit Committee.

Compensation and Human Resources Committee. The Compensation and Human Resources Committee consists of Messrs. Doerr (Chairperson), Foate and Burt. Each of the members of the Compensation and Human Resources Committee is independent as defined by the NYSE listing standards. The principal functions of the Compensation and Human Resources Committee, which met seven times in 2015, are to help develop our overall compensation philosophy; administer our incentive compensation plans (including our equity incentive plans); determine and approve the compensation of the Chief Executive Officer and the other principal corporate officers; review and monitor succession and leadership development planning; and review, formulate, recommend and administer short- and long-range compensation programs for the principal corporate officers and key employees. A more complete description of our Compensation and Human Resources Committee's practices can be found in the Compensation Discussion and Analysis section of this Proxy Statement. The Compensation and Human Resources Committee from time to time uses independent compensation consultants to assist the Committee in the performance of its responsibilities. As part of its evaluation of potential compensation consultants, the Committee considers all factors relevant to the consultant's independence from management and potential conflicts of interest in accordance with applicable SEC rules and NYSE listing standards. After selecting an independent compensation consultant, the Committee periodically meets with that consultant throughout the year at such times as the Committee deems appropriate, and receives reports and advice from the consultant on matters of executive compensation. In 2015, the Committee selected Willis Towers Watson PLC ("Towers Watson") to serve as its independent compensation consultant. Towers Watson does not perform any other services for us or our named executive officers other than the services provided at the direction of the Committee.

Corporate Governance and Director Affairs Committee. The Corporate Governance and Director Affairs Committee consists of

Messrs. Sachdev (Chairperson) and Burt and Ms. Chaibi. Each of the members of the Corporate Governance and Director Affairs Committee is independent as defined by the

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NYSE listing standards. The principal functions of the Corporate Governance and Director Affairs Committee, which met four times in 2015, are to develop and recommend to the Board a set of corporate governance principles applicable to our company, including matters of Board organization, membership, compensation, independence and function, and committee structure and membership; take a leadership role in shaping our corporate governance; identify directors qualified to serve on the committees established by the Board; and to recommend to the Board the members and the chairperson for each committee to be filled by the Board. This Committee also serves as the nominating committee of the Board and is responsible for identifying individuals qualified to become directors (consistent with the criteria approved by the Board) and to recommend candidates for all directorships to be filled by the Board or by our shareholders.

Nominations of Directors

The Corporate Governance and Director Affairs Committee will consider persons recommended by shareholders to become nominees for election as directors in accordance with the criteria set forth in the Corporate Governance Guidelines under the heading The Directors-Qualifications. The Corporate Governance and Director Affairs Committee will only review recommendations for director nominees from any shareholder or group of shareholders beneficially owning in the aggregate at least 5% of the issued and outstanding shares of our common stock for at least one year as of the date that the recommendation is made. Recommendations with respect to the 2017 annual meeting of shareholders must be submitted between January 5, 2017 and January 30, 2017 for the recommendation to be considered by the Corporate Governance and Director Affairs Committee.

In identifying and evaluating nominees for director, the Corporate Governance and Director Affairs Committee believes that all directors should be financially literate and must be committed to understanding the Company and its industry, and must also possess the highest personal and professional ethics, integrity and values, and commitment to representing the long-term interest of the shareholders. Directors must also possess a diverse set of skills and experience with a background in areas that are relevant to our activities. Directors should also be inquisitive and have an objective perspective, a practical wisdom and mature judgment. Directors must be willing and able to devote whatever time is necessary to carry out their duties and responsibilities effectively. Directors will not be nominated unless they are willing to serve for an extended period of time.

While the Corporate Governance and Director Affairs Committee does not have a formal policy relating specifically to the consideration of diversity in its process to select and evaluate director nominees, the Committee does consider diversity of viewpoint, background, industry knowledge and perspectives, as well as ethnic and gender diversity, as part of its overall evaluation of candidates for director nominees. Specifically, our criteria for director nominees, included as Appendix A to our Corporate Governance Guidelines, provide that directors should be selected so that our Board represents diverse backgrounds and perspectives.

For a timely recommendation submitted by a shareholder to be considered by the Corporate Governance and Director Affairs Committee, the candidate recommended by a shareholder must be independent as defined in the NYSE independence standards and the SEC regulations, and meet the minimum expectations for a director set forth in the Company's Corporate Governance Guidelines. The Corporate Governance and Director Affairs Committee will have sole discretion whether to nominate an individual recommended by a shareholder. As to any candidate identified by the Corporate Governance and Director Affairs Committee to become a nominee, the candidate must possess the requisite

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qualifications, although the Corporate Governance and Director Affairs Committee need not require such nominee to be independent. Nevertheless, we strive to have all directors, other than those directors who are current or former members of our management, be independent as defined by the NYSE independence standards and the SEC regulations.

Policies and Procedures Regarding Related Person Transactions

Our Board of Directors has adopted written policies and procedures regarding related person transactions. For purposes of these policies and procedures:

- a related person means any of our directors, executive officers, nominees for director or greater than 5% shareholder, and any of their immediate family members, as well as any entity in which any of these persons is employed or is a partner or principal or in a similar position or in which such person has a 5% or greater beneficial ownership interest; and
- a related person transaction generally is a transaction in which we were or are to be a participant and the amount involved exceeds \$120,000, and in which any related person had or will have a direct or indirect interest.

The related person, the director, executive officer, nominee or beneficial owner who is an immediate family member of a related person, or a business unit or function/department leader of the Company responsible for a proposed related person transaction must notify our General Counsel of certain information relating to proposed related person transactions. If our General Counsel determines that a proposed transaction is a related person transaction subject to the policy, then he will submit the transaction to the Corporate Governance and Director Affairs Committee for consideration at the next committee meeting or, if expedited consideration is required, to the committee chairperson. The committee or chairperson, as applicable, will consider all of the relevant facts and circumstances available regarding the proposed related person transaction and will approve only those related person transactions that are in, or are not inconsistent with, the best interests of our company and our shareholders. The chairperson is required to report to the committee at the next committee meeting any approval granted under the policy.

The policy also provides for ongoing review by the General Counsel of any amounts paid or payable to, or received or receivable from, any related person. Additionally, at least annually, the Corporate Governance and Director Affairs Committee is required to review any previously approved or ratified related person transactions that remain ongoing and have a remaining term of more than six months or remaining amounts payable to or receivable from us of more than \$60,000. Based on all relevant facts and circumstances, the committee will determine if it is in the best interests of our company and our shareholders to continue, modify or terminate the related person transaction.

If any of our Chief Executive Officer, Chief Financial Officer or General Counsel becomes aware of a pending or ongoing related person transaction that has not been previously approved or ratified under the policy, then the transaction must be disclosed to the Corporate Governance and Director Affairs Committee or its chairperson. The committee or the chairperson must then determine whether to ratify, amend or terminate the related person transaction, or take any other appropriate action. If the related person transaction is complete, then the committee or its chairperson will evaluate the transaction to determine if rescission of the transaction and/or any disciplinary action is appropriate.

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In 2015, there were no proposed, pending or ongoing related person transactions subject to review by the Corporate Governance and Director Affairs Committee under the policy.

Meetings and Attendance

The Board held four quarterly meetings in 2015. Each director attended at least 75% of the aggregate of (a) the total number of meetings of the Board and (b) the total number of meetings held by all committees of the Board on which the director served during 2015, in each case during the period in which the director was serving on the Board or the applicable committee.

Directors are expected to attend our annual meeting of shareholders each year. All of our directors then serving on the Board attended the 2015 annual meeting in person.

Table of Contents**STOCK OWNERSHIP****Management**

The following table sets forth information, as of March 2, 2016, regarding beneficial ownership of our common stock by each director and nominee, each of our current named executive officers as set forth in the Summary Compensation Table, and all of the directors and current executive officers as a group. As of March 2, 2016, no director or executive officer beneficially owned one percent or more of our common stock. On that date, the directors and executive officers as a group beneficially owned 2.0% of our common stock. Except as otherwise indicated in the footnotes, all of the persons listed below have sole voting and investment power over the shares of our common stock identified as beneficially owned.

Name of Beneficial Owner	Amount and Nature of Beneficial Ownership(1)(2)(3)(4)	Restricted Stock Units(5)
Stephen M. Burt	8,698	1,600
Anesa Chaibi	0	1,600
Terry R. Colvin	70,752	5,625
Christopher L. Doerr	14,920	1,600
Thomas J. Fischer	15,423	1,600
Dean A. Foate	22,098	1,600
Mark J. Gliebe	344,748	66,775
Charles A. Hinrichs	40,833	15,475
Henry W. Knueppel	208,302	1,600
Rakesh Sachdev	10,698	1,600
Jonathan J. Schlemmer	72,776	17,650
Curtis W. Stoelting	20,705	1,600
Peter C. Underwood	30,365	11,200
Jane L. Warner	3,395	1,600
All directors and executive officer as a group (16 persons)	908,299	137,425

(1) Includes shares subject to currently exercisable rights to acquire common stock and options exercisable within 60 days of March 2, 2016 as follows: Mr. Colvin, 62,770 shares; Mr. Gliebe, 271,800 shares; Mr. Hinrichs, 32,850 shares; Mr. Schlemmer, 24,800 shares; Mr. Underwood 24,800 shares; and all directors and executive officers as a group, 487,024 shares.

(2) The amount shown for Mr. Knueppel includes 12,522 shares that are held in a non-Company sponsored individual retirement account. The amount shown for Mr. Knueppel also includes 192,055 shares held in a trust account.

(3) The amount shown for Mr. Stoelting includes 9,202 shares held in the Curtis W. Stoelting 1994 Revocable Trust over which Mr. Stoelting retains sole voting and investment power during his lifetime and 805 shares held by Mr. Stoelting's children, over which he retains investment power.

(4) Amounts shown for Messrs. Colvin, Gliebe and Schlemmer include 1,318 shares, 610 shares and 898 shares, respectively, held in trust under the Company's 401(k) plans as of December 31, 2015.

(5) This column includes shares of restricted stock or restricted stock units that are subject to forfeiture until they vest on the third anniversary of the date of grant.

Table of Contents**Other Beneficial Owners**

The following table sets forth information, as of December 31, 2015, regarding beneficial ownership by the only persons known to us to own more than 5% of our outstanding common stock. The beneficial ownership information set forth below has been reported on filings made on Schedule 13G with the SEC by the beneficial owners.

Name and Address of Beneficial Owner	Amount and Nature of Beneficial Ownership				Aggregate	Percent of Class
	Voting Power		Investment Power			
	Sole	Shared	Sole	Shared		
The Bank of New York Mellon Corporation 225 Liberty Street New York, NY 10286	2,265,234	0	2,578,055	71,554	2,649,732	5.9%
BlackRock, Inc. 55 East 52nd Street New York, NY 10022	3,434,037	0	3,683,327	0	3,683,327	8.2%
JPMorgan Chase & Co. 270 Park Avenue New York, NY 10017	2,865,310	523	3,035,008	21	3,049,332	6.8%
The Vanguard Group 100 Vanguard Blvd. Malvern, PA 19355	32,037	2,400	3,178,046	31,737	3,209,783	7.2%

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COMPENSATION DISCUSSION AND ANALYSIS

Compensation Philosophy

What is your compensation philosophy?

Our overall compensation philosophy can be summarized as follows:

- In order to attract and retain talented executives, we believe we should offer overall compensation levels that are competitive in the marketplace. As a result, we seek to set compensation levels so that our named executive officers (whom we call our NEOs) can earn total compensation at approximately the median level compared to similarly situated executives in our peer group. We consider compensation within a 15% range above or below the fiftieth (50th) percentile of peer group data to be at approximately the median level.
- The compensation of our NEOs should be structured so that their interests are aligned with the long-term interests of our shareholders. We have a pay-for-performance philosophy, meaning that we will pay higher compensation to the NEOs if the performance of the company delivers incremental value to the shareholders.
- To further align our NEOs' interests with the interests of our shareholders, and to reinforce our pay-for-performance philosophy, we believe our NEOs should have the opportunity to earn above-median total compensation if the company performs well, and should earn below-median total compensation if it does not.

We believe this to be a conservative approach to executive compensation.

Do you consider the results of the shareholders' say on pay vote in your philosophy and in determining compensation?

Our shareholders cast a non-binding vote on our NEOs' compensation annually (the say on pay vote). Each year we scrutinize the results of that vote and consider other shareholder inputs to determine whether our shareholders believe we need to change our compensation philosophy or practices. Most recently, in May 2015, our shareholders supported our NEOs' compensation with more than 90% of votes cast in favor. Consistent with this strong vote of shareholder approval, we have not undertaken any material changes to our executive compensation philosophy or programs in response to the outcome of the vote. However, as described below under The Elements of Total Compensation Annual Cash Incentives What changes to the annual cash incentive awards have been made for fiscal 2016?, we have modified our annual

incentive compensation program for 2016.

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What compensation policies and practices reflect your compensation philosophy?

What We Do

- Pay for Performance (page 24)
- Balance Long-Term and Short-Term Incentives (page 26)
- Benchmark Compensation Against an Appropriate Peer Group (page 29)
- Maintain a Clawback Policy (page 65)
- Monitor for Risk-Taking Incentives (page 64)
- Maintain Stock Ownership Requirements (page 39)
- Prohibit Hedging (page 39)
- Limit Perquisites (page 38)
- Engage an Independent Compensation Consultant (page 27)
- Hold Executive Sessions at Each Committee Meeting

What We Do Not Do

- No New Agreements With Gross-Ups for Taxes (page 40)
- No Employment Agreements with Pre-Change of Control Severance (page 39)
- No Single Trigger Severance Agreements (page 39)
- No Repricing of Options
- No Guaranteed Bonuses or Salary Increases

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Did the NEOs' compensation in 2015 align with corporate performance and the creation of shareholder value?

We believe our executive compensation in fiscal 2015 aligned well with the objectives of our compensation philosophy and with our corporate performance. Our company achieved revenues of \$3.5 billion, the highest in our company's history, and adjusted earnings per share of \$5.33, an increase of 24% compared to fiscal 2014. In addition, the company achieved the two primary goals it set out at the beginning of the year: a successful integration of the recently acquired Power Transmission Solutions (PTS) business and significant progress in improving operating margins. We paid our 222nd consecutive quarterly dividend and increased the dividend 5% in fiscal 2015. Further, we repurchased 180,000 shares of our common stock in fiscal 2015, offsetting the dilutive impact of management equity compensation for the year.

These operating results led our Committee to approve annual cash incentives under our shareholder-approved Shareholder Value Added (SVA) Plan, which we refer to as our SVA Cash Incentive Plan, at 67% of target for fiscal 2015 for our NEOs, compared to zero in fiscal 2014 and 35% in fiscal 2013. The Committee's determination of the annual cash incentives is described further below under "What were the NEOs' target cash incentive amounts for 2015 and how much did they earn?"

We believe our compensation of our NEOs aligns well with our performance, but we also believe that this alignment is not always reflected in the Summary Compensation Table in the same way we view the alignment for our internal purposes. This is because the Summary Compensation Table values are required by Securities and Exchange Commission rules to include the full grant date fair value of equity awards in the year the awards are granted. The grant date fair value is an accounting value that projects the potential value of awards based on assumptions about, among other things, certain future events. The grant date fair value is different from the economic value of the awards to our NEOs, which may be lower or higher than the grant date fair value depending on the price of our common stock. For this reason, we are including in this proxy statement, as a supplement to the required Summary Compensation Table, a comparison of our NEOs' realizable pay for 2015 with their total compensation as shown in the Summary Compensation Table.

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Name and Principal Position	2015 Summary Compensation Table Total Compensation (\$)	2015 Total Realizable Compensation (\$)
Mark J. Gliebe Chairman and Chief Executive Officer	7,382,679	4,935,651
Charles A. Hinrichs Vice President and Chief Financial Officer	1,983,814	1,399,911
Jonathan J. Schlemmer Chief Operating Officer	2,389,630	1,722,464
Peter C. Underwood Vice President, General Counsel and Secretary	1,462,169	1,059,577
Terry R. Colvin Vice President, Corporate Human Resources	1,056,889	842,834

The realizable pay disclosure in the table above is the same as the compensation shown in the Summary Compensation Table except that it values equity-based compensation based on the price of our common stock at fiscal year end and, in the case of PSUs, the relevant performance trend at fiscal year end. Restricted stock units (RSUs) are valued as the product of the number of shares granted to the officer during the year multiplied by the year-end stock price, assuming for purposes of this disclosure that the grants were vested. Stock appreciation rights (SARs) are valued as the product of the number of rights granted to the officer during the year multiplied by the excess, if any, of the year-end stock price over the grant price of the rights, assuming for purposes of this disclosure that the grants were vested. Performance share units with a performance metric of relative total shareholder return (TSR PSUs) are valued using 126% of the target number of shares under the grants made during the year (which is approximately the number of shares that would vest if our total relative total shareholder return for the entire applicable performance period is the same as it was for 2015), multiplied by the year-end stock price. Performance share units with a performance metric of adjusted operating profit (EBIT) rate improvement are valued using 100% of the target number of shares under the grant made during the year (which is approximately the number of shares that would vest if our EBIT rate improvement for the entire applicable performance period is the same as it was for 2015).

Since you have a pay-for-performance compensation philosophy, what percentage of your NEOs target compensation is at risk ?

To focus on both our short and long-term success, our NEOs target compensation includes a significant portion more than 66%, on average that is at risk because the value of such compensation is determined based on the achievement of specified results or subject to forfeiture. This at risk compensation includes compensation elements intended to reward the achievement of both short- and long-term financial goals. If such goals are not achieved, then performance-related compensation will decrease. If goals are exceeded, then performance-related compensation will increase.

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Payments under our SVA Cash Incentive Plan are at risk because the payments are dependent on achievement of one-year performance goals. In addition, compensation paid in the form of equity awards, such as RSUs, SARs and PSUs, instead of cash is at-risk because its value varies with changes in the stock price. By creating a total compensation package where a considerable percentage is paid in equity awards that are subject to vesting over multiple years or dependent on achieving multi-year performance goals, our executive officers have a significant stake in the long-term success of the Company and gain financially along with our shareholders.

As shown in the following charts, in fiscal 2015, 71% of the CEO's target compensation and, on average, 64% of the other NEOs' target compensation was at-risk. For purposes of this disclosure, target compensation includes base salary, target annual incentive awards, grant date fair value of equity awards, change in pension value and all other compensation.

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Setting Executive Compensation

What is the role of the Board in setting NEOs' compensation?

The Board's primary roles in setting our executive compensation are:

- to annually review and consider our compensation philosophy;
- to appoint the members of the Committee; and
- to review and approve certain recommendations of the Committee relating to compensation.

The Committee consists entirely of independent directors who are outside directors for purposes of Section 162(m) of the Internal Revenue Code and non-employee directors for purposes of the Securities Exchange Act of 1934. The current members of the Committee are Messrs. Doerr (Chairman), Burt and Foate.

What is the role of the Committee in setting NEOs' compensation?

The Committee is responsible for determining the components of our executive compensation program, consistent with the compensation philosophy determined by our Board, and the executive compensation packages offered to our NEOs. The Committee determines executive salaries, administers our SVA Cash Incentive Plan, administers our long-term equity incentive plans and makes awards under the plans.

The Committee reviews data from market surveys and proxy statements from our established peer group and retains an independent compensation consultant to assess our competitive position with respect to total executive compensation.

The Committee takes various factors into account in setting compensation levels and does not use a formulaic approach, but generally seeks to closely align target total direct compensation (i.e., the sum of base salary, target annual cash incentive opportunity, and target long-term incentives) with the peer group and survey median.

What is the role of the CEO in setting NEOs' compensation?

In its decision-making process, the Committee receives and considers the recommendations of our CEO with respect to compensation to be paid to our executive officers other than himself. Our CEO makes no recommendation with respect to his own compensation.

Does the Committee use an independent compensation consultant to help in setting NEOs' compensation?

Yes. The Committee periodically solicits proposals from independent compensation consultants to assist the Committee in the performance of its responsibilities. As part of its evaluation of potential compensation consultants, the Committee considers all factors relevant to the consultant's independence from management and potential conflicts of interest in accordance with applicable SEC rules and NYSE listing standards. After selecting an independent compensation consultant, the

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Committee periodically meets with that consultant throughout the year at such times as the Committee deems appropriate, and receives reports and advice from the consultant on matters of executive compensation. Our CEO has access to the independent compensation consultant only at the direction of the Committee.

Towers Watson served as the Committee's independent compensation consultant for 2015. In July 2015, the Committee reviewed the independence of Towers Watson and the individual representatives of Towers Watson who served as the Committee's consultants, including considering factors contained in applicable SEC rules and NYSE listing standards.

The Committee concluded, based on the evaluation described in the preceding paragraph, that Towers Watson was independent and that no conflict of interest was raised by the services performed by Towers Watson. Towers Watson did not perform any services for our company other than the services provided at the direction of the Committee.

How did the compensation consultant help the Committee in setting NEOs' compensation for 2015?

In setting compensation for 2015, the Committee directed Towers Watson to assemble compensation data for our NEOs and compare the data against aggregated proxy data and general industry survey data for persons holding similarly situated positions in our peer group. The Committee approved an updated peer group for use in setting compensation for 2015 to reflect the significantly increased size of our company following the acquisition of Emerson Electric Co.'s Power Transmission Solutions business. Absent such material changes in our company, the Committee's policy is generally to review the composition of the peer group every three years for potential changes in light of acquisitions, changes in our size, or other factors it deems appropriate. Prior to the updates for 2015, the Committee had last updated our peer group in late 2014. For the 2015 peer group, the Committee selected companies that it believed to be comparable to our Company by generally using the following criteria:

- Comparable revenue (target companies with annual revenues ranging from approximately 0.5 to 2.0 times our annual revenues and with an overall median revenue that approximates ours);
- Compete in an industry similar to ours and/or have the level of complexity and business model similar to ours; and
- Contains companies that we compete with for executive talent.

The Committee expects to review the peer group in 2018 unless there are substantial changes to the Company that would merit an earlier review.

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For 2015, the 20 companies in our peer group for purposes of NEO benchmarking were:

AMETEK, Inc.	Colfax Corporation	Crane Co.
Donaldson Company, Inc.	Flowserve Corp.	Hubbell Incorporated
Kennametal Inc.	Lennox International	Lincoln Electric Holdings Inc.
Owens Corning	Pentair plc	Rockwell Automation, Inc.
Rockwell Collins Inc.	Roper Technologies, Inc.	Snap-On Incorporated
SPX Corporation	Terex Corporation	The Timken Co.
Valmont Industries, Inc.	Xylem Inc.	

Towers Watson benchmarked our executive compensation opportunities using (i) the above referenced peer group as the primary benchmark for our CEO, Chief Financial Officer and General Counsel positions and (ii) general industry data from Towers Watson's Executive Compensation Survey as the primary benchmark for our Chief Operating Officer and Vice President, Corporate Human Resources positions.

In reviewing and analyzing these data, Towers Watson considered information for each NEO position with respect to the following elements of compensation:

- Base salary;
- Target SVA annual cash incentive;
- Target total cash compensation (salary and actual annual cash incentive);
- Grant-date value of annual long-term incentives; and
- Target total direct compensation (sum of target cash and long-term incentives).

In keeping with the Committee approved methodology, Towers Watson analyzed each element of target total direct compensation for our NEOs compared to the market median from the two different data sources. Towers Watson reported on the methodology that it used in its analysis, provided a summary of its findings, and its observations on our programs relative to the data and market trends in executive compensation. In connection with this review, Towers Watson also analyzed our annual share utilization rate and dilution relative to market practice.

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The Committee did not review peer group data relating to supplemental benefits and perquisites in 2015. The Committee's policy is to review such data every three years and it last did so in 2013.

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The Elements of Total Compensation

We achieve our executive compensation objectives through the following ongoing programs. All of our NEOs participate in these programs.

Program	Description	Participants	Objectives
Annual Cash Compensation			
Base Salary	Annual cash compensation	All employees	Retention Competitive Practices
Annual Cash Incentive	Annual cash incentive with target awards established at each employee level Payments can be higher (subject to a 200% cap) or lower than target, based on business unit and total company annual results In fiscal 2015, we provided annual cash incentives under our SVA Cash Incentive Plan. As described further below, in late 2015 the Committee decided to use a different structure for fiscal 2016 annual cash incentives. Under the SVA Cash Incentive Plan, amounts earned above target would be deferred and would remain subject to forfeiture until they were paid; payment would occur in three equal annual installments beginning in the second year following the performance period	All executive officers and key employees	Individual contribution Drive superior performance • Across total company • Across business units Competitive Practices Retention Shareholder Alignment

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Program	Description	Participants	Objectives
Long-Term Incentive Programs			
Long-Term Incentive (LTI) Equity Awards	Long-term incentive awards paid in Stock Appreciation Rights, Restricted Stock Units and Performance Share Units	All executive officers and key employees	Drive superior performance • Individual contribution • Increase stock price Focus on long-term success Ownership Retention Shareholder Alignment
Retirement Programs			
Retirement (401(k)) Savings Plan	Company matching and annual contributions	All U.S. Employees	Retention
Target Supplemental Retirement Plan	Retirement benefits for executives who have at least 10 years of service and work with us until the age of 58	Key Executives	Competitive Practices Retention
Other Executive Benefits			
Perquisites and Executive Benefits	Available to certain executives to assure protection of Company assets and/or focus on Company business with minimal disruption	Specific benefits are offered to different groups of executive officers based on business purpose	Retention Competitive Practices
Other Benefits	Medical, welfare and other benefits	All employees	Retention Competitive Practices

Table of Contents**Base Salaries***How do you determine base salaries, and what were the NEOs' base salaries for 2015?*

We determine base salaries for our executives based upon job responsibilities, level of experience, individual performance and expectations with respect to contributions to our future performance as well as comparisons to the salaries of executives in similar positions as compared to our peer group. In April 2015, the Committee increased the base salaries of our NEOs in accordance with the factors identified in the preceding paragraph. Effective as of April 1, 2015, the base salaries of our NEOs were as follows:

Name	Base Salary	
Mark J. Gliebe	\$	955,000
Charles A. Hinrichs	\$	490,000
Jonathan J. Schlemmer	\$	590,000
Peter C. Underwood	\$	430,000
Terry R. Colvin	\$	360,000

The Committee compared these adjusted base salary levels to the salary levels of the executive officers in our peer group based on proxy statement data as well as general industry data from Towers Watson's Executive Compensation Database. Compared to the median base salaries of similarly situated executive officers in the data reviewed by the Committee, Mr. Gliebe's salary for 2015 placed him 6% below the median, and the salaries of Messrs. Hinrichs, Schlemmer, Underwood and Colvin for 2015 placed them 3% below, at the median, 2% below and at the median, respectively. The base salary levels set by the Committee did not affect decisions regarding other compensation elements.

Annual Cash Incentives*Do you provide annual cash incentive awards? If so, how are they structured?*

In fiscal 2015, as in prior years, we provided annual cash incentive awards through our SVA Cash Incentive Plan. SVA is a calculation that attempts to approximate the value executives add to our company above our cost of capital. SVA is calculated by subtracting a charge for the average net capital employed by us during a fiscal year from the net operating profit after tax that we earn during that same year. The cost of capital we use for this purpose is our weighted average cost of capital, which is determined based on our cost of equity and our after-tax cost of debt. Pursuant to the terms of the SVA Cash Incentive Plan, all calculations of financial results for purposes of SVA exclude the impact of new acquisitions for the first 12 months following the closing of the acquisition. We chose SVA as the basis for annual cash incentive awards in 2015 because we believed it tied directly, both theoretically and empirically, to the creation of shareholder value.

As described in more detail below under "What changes to the annual cash incentive awards have been made for fiscal 2016?", for fiscal 2016 we modified the structure of our annual cash incentive awards.

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How does SVA work?

In early fiscal 2015, the Committee established an SVA target (the Target SVA) for the year. That target was determined pursuant to a formula described below. Our executives earned annual cash incentives based on a comparison of the actual SVA amount achieved at the end of the year (the Actual SVA) compared to the Target SVA. If Actual SVA for the year was 50% or less of Target SVA, then our NEOs would receive no cash incentive for the year. If Actual SVA equaled Target SVA, then our NEOs would receive the target cash incentive for the year. If Actual SVA equaled 150% or more of Target SVA, then our NEOs would earn double (or 200% of) the target cash incentive for the year. Actual SVA amounts in between 50% and 150% of Target SVA would result in pro-rated cash incentives. Annual cash incentive amounts earned above 100% of the target amount would be paid in installments, with one-third of the above-target amount being paid to the NEO in cash after the end of each of the following three years, as long as his or her employment with us had not been voluntarily terminated (other than upon retirement) or terminated for cause. We do not credit participants with interest on amounts subject to payment in installments.

Expressed as a table:

If Actual SVA Is	Then Cash Incentive Will Be
≤ 50% of Target SVA	\$ 0
Target SVA	Target Cash Incentive
≥ 150% of Target SVA	200% of Target Cash Incentive

How do you determine the Target SVA, and what was it for 2015?

The Target SVA for any given year is set by formula. The formula is as follows:

$$\frac{(\text{Previous Year Target SVA} + \text{Previous Year Actual SVA})}{2} + \text{Improvement Factor} = \text{New Target SVA}$$

To encourage improved performance, the Committee establishes an expected improvement factor as reflected in the formula above. To determine the improvement factor in any given year, the Committee uses a formula established in 2010 with the help of Stern Stewart, an independent compensation consultant, and updated in 2012. Using that formula for 2015, the improvement factor would have been \$6.2 million; however, the Committee increased the improvement factor for 2015 to take into account the effect of the reduction in goodwill on the Company's balance sheet that resulted from a non-cash goodwill impairment charge the Company recorded in 2014. The Committee concluded that the reduction in the capital base would, regardless of the Company's financial performance in 2015, result in the addition of approximately \$12.5 million to the total SVA amount in 2015. To offset the positive impact of this increase on total SVA, therefore, the Committee increased the improvement factor for 2015 by an additional \$12.5 million, resulting in an improvement factor of \$18.7 million for 2015.

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So, for 2015, the Target SVA was \$68.7 million, determined as follows:

$$\begin{array}{rcccl} \text{(2014 Target SVA of \$70.4 million + 2014 Actual SVA of \$29.8} & & & & \\ \text{million)} & + & \$18.7 \text{ million} & = & \$68.7 \text{ million} \\ 2 & & & & \end{array}$$

What were the NEOs target cash incentive amounts for 2015 and how much did they earn?

For each NEO, the target cash incentive amount is based on a percentage of the base salary paid to him or her. The Committee, in consultation with Towers Watson and our CEO (other than with respect to his own compensation), set annual cash incentive targets under our SVA Cash Incentive Plan near the median level with respect to each respective position held by our NEOs relative to our peer group. As a result, our NEOs were given the opportunity to earn above median annual cash incentive awards for generating improvements in our SVA while at the same time facing below median awards (or no awards at all) for failing to meet that objective. For 2015, the target cash incentive amounts for each of our NEOs were as follows:

Name	Target % of Base Salary	Target Amount
Mark J. Gliebe	115% \$	1,098,250
Charles A. Hinrichs	75% \$	367,500
Jonathan J. Schlemmer	75% \$	442,500
Peter C. Underwood	70% \$	301,000
Terry R. Colvin	50% \$	180,000

In the fourth quarter of fiscal 2015, we recorded a goodwill impairment charge of \$58.1 million, net of tax, and recognized a loss of \$12.8 million related to the wind down of our operations in Venezuela. The Committee considered whether to include the impairment charge or the loss on Venezuelan assets in the SVA Cash Incentive Plan calculation of net operating profit for fiscal 2015. In that context, it considered that excluding the charges would yield payouts of approximately 89.1% of target, and including the charges would result in negative Actual SVA and therefore payout amounts would be zero. Following this analysis, the Committee determined to exclude the impairment charge and the loss on Venezuelan assets from the calculation of net operating profit for fiscal 2015. The Committee felt this was the appropriate treatment to aid in retention of key executives and to avoid what it believed would be an unwarranted elimination of SVA Cash Incentive Plan payouts for 2015. The Committee felt such an elimination would be unwarranted since (i) the impairment charge was non-cash and would not negatively affect our future cash flows; (ii) the loss on assets held in Venezuela resulted primarily from worsening political and economic conditions in Venezuela that are outside of the control of management, and (iii) in its view management achieved the two key goals that is established for 2015 including a significant (150 basis point) improvement in adjusted operating margin rate and a successful integration of the recently acquired PTS business.

Giving effect to the exclusion of the impairment charge and loss on Venezuelan assets, we achieved actual SVA of \$65.0 million, or approximately 89.1% of the target annual cash incentive. The Committee believed that management should nevertheless be held accountable for the impairment and

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loss in Venezuela, and as a result determined that their SVA Cash Incentive Plan bonus payouts for fiscal 2015 should be substantially reduced from the otherwise achieved 89.1% of target. As a result, the Committee determined to reduce the fiscal 2015 payouts to the NEOs to a level of approximately 66.8% of the target annual cash incentive, rounded up to the nearest ten thousand dollars. As a result, Messrs. Gliebe, Hinrichs, Schlemmer, Underwood and Colvin were paid annual cash incentives under the SVA Cash Incentive Plan of \$740,000, \$250,000, \$300,000, \$210,000 and \$130,000, respectively

The target cash incentive levels set by the Committee did not affect decisions regarding other compensation elements.

What changes to the annual cash incentive awards have been made for fiscal 2016?

For fiscal 2016, we modified the structure of our annual cash incentive awards compared to prior years. Instead of using an SVA-based performance goal, we will base our annual cash incentive awards for fiscal 2016 on performance goals relating to our sales, earnings before interest and taxes (EBIT) and working capital.

The Committee made this change after conducting a review of the annual cash incentive programs of our peer companies and available alternatives to an SVA-based plan. The Committee considered the ongoing complexity and cost of administering the SVA-based plan given the increasing size and scope of the Company. The Committee's review indicated that only a small number of our peers use an annual incentive program similar to our SVA-based plan and that the majority of our peers used two or more metrics, including cash flow, operating income, earnings per share or revenue. In addition, the Committee believed an approach other than SVA could help to drive fundamental metrics consistent with delivering shareholder value. In light of these considerations, the Committee decided to restructure our annual cash incentive awards for fiscal 2016 to be based on goals relating to our sales and EBIT and working capital. We expect this change to increase the program's effectiveness in providing incentives to participants and delivering shareholder value, as well as reducing the complexity and cost of setting and tracking performance under the program.

The fiscal 2016 annual cash incentive awards will be made under our new 2016 Incentive Compensation Plan, contingent on shareholder approval of the Plan at the Annual Meeting.

Long-Term Incentives

Do you provide long-term incentives? If so, how are they structured?

We provide long-term incentives to our NEOs in the form of equity-based compensation. Consistent with our compensation philosophy, we believe long-term equity incentives help to ensure that our NEOs have a continuing stake in the long-term success of our company and allow our NEOs to earn above-median compensation only if our shareholders experience appreciation in their equity holdings.

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Other than in the case of newly hired executives, we generally make determinations concerning long-term equity-based awards in April of each year at the same time we complete our annual performance reviews. In any event, we grant all equity-based awards effective two days after the release of either our quarterly or annual financial results.

Table of Contents*What long-term incentives were provided to NEOs in 2015?*

In 2015, as in 2014, the Committee granted stock appreciation rights, or SARs, restricted stock units, or RSUs, and performance share units, or PSUs. The proportion of overall long-term incentive target value represented by each form of award also remained the same, consisting of 40% SARs, 40% RSUs and 20% PSUs. The Committee granted SARs, RSUs and PSUs to each of our NEOs in 2015 in the amounts indicated in the Grants of Plan-Based Awards Table for Fiscal 2015 and the narrative following the table. We value SARs using a Black-Scholes formula and PSUs using either a Monte Carlo methodology (in the case of PSUs using a TSR performance metric) or grant date fair market value (in the case of PSUs using an EBIT rate improvement metric). Consistent with our overall compensation philosophy, the Committee, after consultation with Towers Watson, granted long-term compensation awards in 2015 at levels approximating the median level of these awards granted by the companies in our peer group. The target long-term incentive levels set by the Committee did not affect decisions regarding other compensation elements.

Award Type	Description	Other	Vesting Period
SARs	The right to receive stock in an amount equal to the appreciation in value of a share of stock over the base price per share.	The base price per share of all of the SARs is equal to the closing market price of our common stock on the date of grant so that SARs will have value only if the market price of our common stock increases after the grant date. The Committee granted SARs rather than stock options because it views SARs as less dilutive to our shareholders.	Five years (40% on the second anniversary of the grant date and 20% on each of the third, fourth and fifth anniversaries of the grant date)
RSUs	The right to have us issue a share of our common stock upon the vesting date specified in the award, if the participant is still employed by us at the time of vesting.	In addition to providing competitive compensation and an incentive to create shareholder value, these awards are intended to align management and shareholder interests as well as provide a retention incentive for the executive to remain employed by our company.	Cliff vest on the third anniversary of the grant date
PSUs	The right to have us issue a share of our common stock upon achievement of the performance conditions specified in the award	The 2015 grants have a three-year performance period. Fifty percent (50%) of the PSUs will be earned or forfeited based on a performance metric of total shareholder return, or TSR, relative to our peer group over our fiscal years 2015-2017. The other fifty percent (50%) of the PSUs will be earned or forfeited based on a performance metric of adjusted operating profit (EBIT) rate improvement compared to the target level over our fiscal years 2015-2017.	For the PSUs using a TSR performance metric, TSR at or below the 25 th percentile of the peer group will result in no PSUs being earned. For TSR at the 50 th percentile of the peer group, the target number of PSUs will be earned. For TSR at the 75 th percentile of the peer group, the maximum number of PSUs (which is 200% of the target PSUs) will be earned. For performance between the 50 th and 75 th percentile, the number of PSUs earned is interpolated between target and maximum.

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improvement performance metric, EBIT rate improvement below the minimum threshold EBIT improvement level will result in no PSUs being earned. For EBIT rate improvement at the target EBIT rate improvement level, the target number of PSUs will be earned. For EBIT rate improvement at or above the maximum EBIT rate improvement level, the maximum number of PSUs (which is 200% of the target PSUs) will be earned. For EBIT rate improvement between the threshold and target levels, or between the target and maximum levels, the number of PSUs earned is interpolated between threshold and target, or between target and maximum, respectively.

As indicated in the description above, the PSUs granted in fiscal 2015 have two performance metrics, TSR and EBIT rate improvement. This was a change from prior years, when PSUs had only a TSR performance metric. In the aggregate, the 2015 PSUs continued to represent 20% of the overall long-term incentive target value, with half of the 2015 PSUs being subject to the TSR performance metric and half of them being subject to the EBIT rate improvement performance metric.

What changes to the long-term incentive awards have been made for fiscal 2016?

For fiscal 2016, the Committee has approved a change in the proportion of overall long-term incentive target value represented by each form of award. The proportion will be 34% SARs, 33% RSUs and 33% PSUs.

In addition, the Committee is in the process of considering revising the performance metrics used for a portion of the PSUs to be granted in fiscal 2016. Specifically, the Committee has considered the impact of its proposed shift from the SVA Cash Incentive Plan to a different annual cash incentive plan as described in this proxy statement, and particularly the fact that the shift will result in more emphasis on working capital management and less emphasis on total invested capital management. The Committee believes that management should be focused on being good stewards of both working capital and total invested capital. The Committee also believes that a performance metric focused on total invested capital is more suited to a longer-term incentive compensation plan. As a result, the Committee is considering utilizing a metric focused on total invested capital as one indicator of performance to determine the vesting of the PSUs to be granted in fiscal 2016.

Table of Contents**Other Benefits and Perquisites***Do you provide any other benefits or perquisites to your NEOs?*

We have certain other plans that provide, or may provide, compensation and benefits to our NEOs. The Committee considers all of these plans and benefits when reviewing total compensation of our NEOs. These plans include the following:

Plan or Benefit	Description	Other
401(k)	Participants are eligible to contribute a portion of their compensation on a pre-tax basis, up to the limits imposed by the Internal Revenue Service, and we make a matching contribution equal to 100% of the first 1% and 50% of the next 5% of base salary contributed by the employees into their 401(k) accounts.	We also contributed an additional 2% of Mr. Schlemmer's base salary to his account under our 401(k) plan pursuant to an arrangement established when the Marathon Electric Salaried Employees Pension Plan, in which he participated, was frozen at the end of 2008.
Target Supplemental Executive Retirement Plan (SERP)	Provides a competitive retirement package by extending retirement benefits without regard to statutory limitations under tax-qualified plans.	We include the Target SERP in our periodic benchmarking of benefits other than direct compensation. The most recent such review was in 2013 and, based on that review, the Committee determined not to modify the current Plan.
Disability Benefits	Provides short-term disability benefit in the form of up to six months of base salary replacement. Provides long-term disability benefit of 60% of base salary.	
Life Insurance	We provide our NEOs with company-paid term life insurance.	The premiums paid for each of our NEOs for this life insurance in 2015 are included below in the Summary Compensation Table for Fiscal Years 2013-2015 in the column entitled All Other Compensation. We do not provide a tax gross up in connection with this benefit.
Perquisites	Each of the NEOs had use of a company car for business and personal travel.	

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Executive Stock Ownership Requirements

To underscore the importance of linking executive compensation and shareholder interests, we have implemented stock ownership requirements for certain executives, including our NEOs. Executives subject to these stock ownership requirements must own a certain dollar value amount of stock before they are permitted to sell shares (other than shares sold to pay option exercise prices or shares sold or surrendered to cover taxes). Executives who sell shares in violation of these requirements may be ineligible for future long-term incentive awards. The stock ownership policy requires the following levels of ownership:

Position	Ownership Required as Multiple of Base Salary
Chief Executive Officer	5x
Chief Financial Officer and Chief Operating Officer	3x
Other Executive Officers	1x

Each of our NEOs are in compliance with this policy either because they own the target value of stock or because they have not sold shares.

Policy Against Hedging Transactions

We have adopted a policy prohibiting our employees, including our NEOs, and our directors from trading in puts, calls and other derivative securities relating to our common stock. The prohibition includes the purchase of any financial instruments designed to hedge or offset any decrease in the market value of our common stock, whether or not such instruments are classified as derivative securities.

Severance and Change in Control Benefits

We have no employment agreements with any of our NEOs that provide benefits prior to a change in control of our company. However, we have entered into change in control and termination agreements with Messrs. Gliebe, Hinrichs, Schlemmer, Underwood and Colvin.

The Committee believes the change in control and termination benefits under the change in control and termination agreements and our equity incentive plans are consistent with the Committee's overall objective of building shareholder value and contain terms that are similar to those offered to executives of comparable companies.

The purpose of the benefits is to focus our NEOs on taking actions that are in the best interests of our shareholders without regard to whether such action may ultimately have an impact on their job security, and to avoid the loss of key managers that may occur in connection with an anticipated or actual change in control.

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All of our change in control agreements contain double trigger provisions, which means that, for an executive officer to receive severance benefits under the agreement, in addition to the change in control there must be some adverse change in the circumstances of the executive officer's employment.

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The Committee selected the triggering events for change in control and termination benefits to our NEOs based on its judgment that these events were likely to result in the job security distractions and retention concerns described earlier in this paragraph.

Other than the change in control and termination agreements, we have no formal severance program in place for our NEOs.

The Committee has adopted a policy eliminating tax gross-ups from all new change in control and termination agreements that we enter into with our executive officers. This policy was applied to the change in control and termination agreements entered into with Messrs. Hinrichs, Schlemmer and Underwood, which contain no tax gross-ups.

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EXECUTIVE COMPENSATION

Summary Compensation Table

The following table sets forth for each of our NEOs: (1) the dollar value of base salary and annual cash incentive earned during the years indicated; (2) the full grant date fair value of RSUs, SARs and PSUs granted during the years indicated, computed in accordance with Financial Accounting Standards Board Accounting Standards Codification (ASC) Topic 718; (3) the dollar value of earnings for services pursuant to awards granted during the indicated year under non-equity incentive plans; (4) the change in pension value and non-qualified deferred compensation earnings during the years indicated; (5) all other compensation for the years indicated; and (6) the dollar value of total compensation for the years indicated. Our NEOs are our Chairman and CEO, our Vice President and Chief Financial Officer and each of our three other most highly compensated executive officers as of January 2, 2016, the last day of our most recent fiscal year. In accordance with the rules of the SEC, the table includes information for the fiscal years ended December 28, 2013, January 3, 2015 and January 2, 2016 for each NEO.

Table of Contents**SUMMARY COMPENSATION TABLE FOR FISCAL YEARS 2013-2015**

Name and Principal Position	Year	Salary (\$)	Bonus (\$)	Stock Awards (\$)(1)	Option Awards (\$)(2)	Non- Equity Incentive Plan Compensation (\$)	Change in Pension Value and Non- qualified Deferred	All Other Compensation (\$)(4)	Total (\$)
							Compensation Earnings (\$)(3)		
Mark J. Gliebe Chairman and Chief Executive Officer	2015	947,500	0	2,641,234	1,759,133	740,000	1,277,118	17,694	7,382,679
	2014	925,000	0	2,368,846	1,558,954	0	2,261,069	31,846	7,145,715
	2013	925,000	0	2,280,680	1,467,807	334,693	941,835	20,591	5,970,606
Charles A. Hinrichs Vice President and Chief Financial Officer	2015	486,250	0	629,240	420,102	250,000	175,926	22,296	1,983,814
	2014	472,500	0	539,901	355,072	0	154,325	21,254	1,543,052
	2013	458,750	0	522,080	336,205	112,167	91,887	21,938	1,543,027
Jonathan J. Schlemmer Chief Operating Officer	2015	586,250	0	719,434	479,825	300,000	282,913	21,208	2,389,630
	2014	571,250	0	629,818	414,601	0	288,361	19,371	1,923,401
	2013	545,000	0	579,505	372,411	135,083	126,402	17,788	1,776,189
Peter C. Underwood Vice President, General Counsel and Secretary	2015	421,250	0	433,223	289,795	210,000	96,694	11,207	1,462,169
	2014	392,500	0	393,263	258,425	0	86,647	13,458	1,144,293
	2013	379,750	0	393,643	252,872	72,969	44,661	13,159	1,157,054
Terry R. Colvin Vice President, Corporate Human Resources	2015	356,250	0	230,640	154,060	130,000	163,845	22,094	1,056,889
	2014	342,500	0	201,466	132,364	0	159,886	14,477	850,693
	2013	330,000	0	182,820	117,815	51,948	93,450	14,654	790,687

- (1) These amounts reflect the full grant date fair value of the RSU awards and PSU awards granted during the indicated fiscal year, computed in accordance with ASC Topic 718, *Compensation-Stock Compensation*. In the case of PSUs, the amounts shown are based on the probable outcome of performance conditions, consistent with the estimate of aggregate compensation cost to be recognized over the service period determined as of the grant date under ASC Topic 718 as follows: Mr. Gliebe \$880,905; Mr. Hinrichs \$209,184; Mr. Schlemmer \$238,811; Mr. Underwood \$144,068; and Mr. Colvin \$76,294. The values of the PSUs at the grant date if the highest level of performance conditions were to be achieved would be as follows: Mr. Gliebe \$1,527,833; Mr. Hinrichs \$363,398; Mr. Schlemmer \$414,195; Mr. Underwood \$250,080; and Mr. Colvin \$132,855. Pursuant to SEC rules, the amounts shown exclude the impact of estimated forfeitures related to service-based vesting conditions. The assumptions made in valuing the stock awards for 2015, 2014 and 2013 are included under the caption *Shareholders Equity* in Note 9 of the Notes to Consolidated Financial Statements in the 2015, 2014 and 2013 Annual Reports on Form 10-K, and such information is incorporated herein by reference.
- (2) These amounts reflect the full grant date fair value of all option awards granted during the indicated fiscal year, computed in accordance with ASC Topic 718. Pursuant to SEC rules, the amounts shown exclude the impact of estimated forfeitures related to service-based vesting conditions. The assumptions made in valuing the stock awards for 2015, 2014 and 2013 are included under the caption *Shareholders Equity* in Note 9 of the Notes to Consolidated Financial Statements in the 2015, 2014 and 2013 Annual Reports on Form 10-K, and such information is incorporated herein by reference.
- (3) The values shown are not current cash benefits, but rather actuarial calculations of the change in the accumulated benefit obligations under the Target Supplemental Retirement Plan. Mr. Gliebe has 34 years of credited service with our company under the Target Supplemental Retirement Plan.
- (4) The amounts shown include payments for personal benefits and for the other items identified in the following sentences. We provide a modest level of personal benefits to NEOs. These personal benefits in 2015 included use of a company car and spousal travel on the corporate aircraft in connection with business travel by the NEO. Other items included in this column for 2015 included the payment of life insurance premiums and company contributions to the NEOs' 401(k) plan accounts.

Table of Contents**Grants of Plan-Based Awards**

The following table sets forth information regarding all incentive plan awards that the Committee made to our NEOs during fiscal 2015, including incentive plan awards (equity-based and non-equity based) and other plan-based awards. Disclosure on a separate line item is provided for each grant of an award made to a NEO during the year. The information supplements the dollar value disclosure of stock, option and non-stock awards in the Summary Compensation Table by providing additional details about these awards. Non-equity incentive plan awards are awards that are not subject to ASC Topic 718 and are intended to serve as an incentive for performance to occur over a specified period.

GRANTS OF PLAN-BASED AWARDS TABLE FOR FISCAL 2015

Name	Grant Date	Date of Committee Action	Estimated Future Payouts Under Non-Equity Incentive Plan Awards (1)			Estimated Future Payouts Under Equity Incentive Plan Awards (2)			All Other Stock Awards: Number of Shares of Stock or Units (#)(3)	All Other Awards: Number of Securities Underlying Options (#)	Exercise or Base Price of Option Awards (\$/Sh)	Grant Date of Stock Option Award	Value of Stock Option Award
			Threshold (\$)	Target (\$)	Maximum (\$)	Threshold (#)	Target (#)	Maximum (#)					
Mark J. Gliebe	5/12/2015	4/26/2015				9,775	9,775	19,550					880
	5/12/2015	4/26/2015							22,525				1,760
	5/12/2015	4/26/2015								64,800	78.15		1,759
				0	1,098,250	2,196,500							
Charles A. Hinrichs	5/12/2015	4/26/2015				2,325	2,325	4,650					209
	5/12/2015	4/26/2015							5,375				420
	5/12/2015	4/26/2015								15,475	78.15		420
				0	367,500	735,000							
Jonathan J. Schlemmer	5/12/2015	4/26/2015				2,650	2,650	5,300					238
	5/12/2015	4/26/2015							6,150				480
	5/12/2015	4/26/2015								17,675	78.15		479
				0	442,500	885,000							
Peter C. Underwood	5/12/2015	4/26/2015				1,600	1,600	3,200					144
	5/12/2015	4/26/2015							3,700				289
	5/12/2015	4/26/2015								10,675	78.15		289
				0	301,000	602,000							
Terry R. Colvin	5/12/2015	4/26/2015				850	850	1,700					76
	5/12/2015	4/26/2015							1,975				154
	5/12/2015	4/26/2015								5,675	78.15		154
				0	180,000	360,000							

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(1) These columns reflect the estimated future payouts at the time these awards were granted under the SVA Cash Incentive Plan, based on the base salaries that become effective on April 1, 2015. The amounts earned under these awards based on performance during fiscal year 2015 are shown in the Non-Equity Incentive Compensation column for fiscal year 2015 in the Summary Compensation Table.

(2) These columns show the range of potential payouts for the PSUs that we described in the section titled The Elements of Total Compensation Long-Term Incentives in the Compensation Discussion and Analysis. The number of PSUs that are earned, if any, will be based on performance for fiscal years 2015 to 2017 and will be determined after the end of fiscal year 2017.

(3) The amounts shown in this column reflect the number of RSUs we granted to each NEO pursuant to our 2013 Equity Incentive Plan.

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Equity Incentive Plan Awards

As reflected in the tables above, the Committee granted equity-based awards to our NEOs in 2015. The Committee granted these awards under our 2013 Equity Incentive Plan, or the 2013 Plan. Our equity incentive plans are administered by the Committee with respect to key employee participants, and the Committee generally has the authority to set the terms of awards under the plans except to the extent the plans specify such terms.

Effective May 2015, the Committee awarded the RSUs indicated in the table above under the 2013 Plan. Pursuant to its practice of granting equity-based awards only during an open window period following the release of our quarterly or annual financial results, the Committee awarded these RSUs with an effective grant date of May 12, 2015, which was the beginning of the first open window period following the Committee's action. These RSUs had a grant date fair value of \$78.15 per share as determined pursuant to ASC Topic 718, which is equal to the closing market price of a share of our common stock on the date of grant. All of the units granted to our NEOs during 2015 remain subject to forfeiture for three years following the date of grant.

The Committee also granted the SARs shown in the table above under the 2013 Plan at a per share base price of \$78.15. Pursuant to its practice of granting equity-based awards only during an open window period following the release of our quarterly or annual financial results, the Committee awarded these SARs with an effective grant date of May 12, 2015, which was the beginning of the first open window period following the Committee's action. The base price of the SARs equals the closing market price of a share of our common stock on the date of grant. The SARs vest and become exercisable over a five-year period, with 40% vesting on the second anniversary of the grant date and 20% vesting on each of the third, fourth and fifth anniversaries of the grant date. The SARs will expire on May 12, 2025.

The Committee also granted the PSUs shown in the table above under the 2013 Plan. The Committee approved the performance goals and maximum potential values for the awards in early 2015, and determined the final terms for the grants in April 2015. The PSUs have a three-year performance period, from fiscal year 2015 to fiscal year 2017, and will be earned or forfeited based on a performance metric of total shareholder return relative to our peer group.

Awards under the 2013 Plan and any rights under such awards are generally not assignable, alienable, saleable or transferable by participants.

Shareholder Value Added Cash Incentive Plan

As reflected in the non-equity incentive columns of the tables above, our NEOs participated in the SVA Cash Incentive Plan, which is designed to promote the maximization of shareholder value over the long term, during fiscal 2015. The SVA Cash Incentive Plan provides annual cash incentive opportunities based on a comparison of actual annual SVA to target SVA for the year in question. Performance above target SVA earns an annual cash incentive more than the target annual cash incentive while performance below target SVA earns an annual cash incentive less than the target annual cash incentive. Under the SVA Cash Incentive Plan, the annual cash incentives earned up to 100% of the target amount are fully paid in cash following the end of that year.

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Annual cash incentive amounts earned above 100% of the target amount are paid in installments, with one-third of the above-target amount being paid to the participant in cash after the

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end of each of the following three years, as long as the NEO's employment with us has not been voluntarily terminated (other than upon retirement) or terminated for cause. We do not credit participants with interest on amounts subject to payment in installments. In 2015, the percent of target annual cash incentive actually earned was below 100%. Therefore, none of the annual cash incentives were deferred.

Supplemental Retirement Plans

The column entitled "Change in Pension Value and Nonqualified Deferred Compensation Earnings" in the Summary Compensation Table includes amounts attributable to the change in the actuarial present value of the respective accumulated benefits under the Target Supplemental Retirement Plan for each of the NEOs.

Table of Contents**Outstanding Equity Awards at Fiscal Year-End**

The following table sets forth information on outstanding option and stock awards and SARs held by our NEOs on January 2, 2016, including the number of shares underlying both exercisable and unexercisable portions of each stock option and SAR as well as the exercise or grant price and expiration date of each outstanding option and SAR.

OUTSTANDING EQUITY AWARDS AT FISCAL 2015 YEAR-END

Name	Option Awards (1)				Stock Awards			
	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Option Exercise Price (\$)	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested (#) (2)	Market Value of Shares or Units of Stock That Have Not Vested (\$ (3)	Equity Incentive Plan Awards; Number of Unearned Shares, Units or Rights That Have Not Vested (#)(2)	Equity Incentive Plan Awards; Market or Payout Value of Unearned Shares, Units or Rights That Have Not Vested (\$)(3)
Mark J. Gliebe	35,000	0	48.05	2/6/2017				
	35,000	0	42.28	5/2/2018				
	35,000	0	42.65	5/8/2019				
	42,500	0	61.36	5/5/2020				
	52,000	13,000(4)	72.29	5/4/2021				
	59,760	39,840(5)	63.56	5/3/2022				
	25,540	38,310(6)	64.99	5/2/2023				
	0	55,650(7)	75.76	5/7/2024				
	0	64,800(8)	78.15	5/12/2025				
					66,775(9)	3,907,673	38,400	2,247,168
Charles A. Hinrichs	16,000	4,000(10)	72.29	5/4/2021				
	15,000	10,000(11)	63.56	5/3/2022				
	5,850	8,775(12)	64.99	5/2/2023				
	0	12,675(13)	75.76	5/7/2024				
	0	15,475(14)	78.15	5/12/2025				
					15,475(15)	905,597	8,950	523,754

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Name	Option Awards (1)				Stock Awards			
	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Option Exercise Price (\$)	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested (#) (2)	Market Value of Shares or Units of Stock That Have Not Vested (\$ (3)	Equity Incentive Plan Awards; Number of Unearned Shares, Units or Other Rights That Have Not Vested (#)(2)	Equity Incentive Plan Awards; Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested (\$)(3)
Jonathan J. Schlemmer	6,000	0	44.12	5/1/2017				
	6,000	0	42.28	5/2/2018				
	6,000	0	42.65	5/8/2019				
	6,000	0	61.36	5/5/2020				
	13,200	3,300(16)	72.29	5/4/2021				
	15,600	10,400(17)	63.56	5/3/2022				
	6,480	9,720(18)	64.99	5/2/2023				
	0	14,800(19)	75.76	5/7/2024				
	0	17,675(20)	78.15	5/12/2025				
					17,650(21)	1,032,878		
							10,300	602,756
Peter C. Underwood	12,800	3,200(22)	72.29	5/4/2021				
	10,800	7,200(23)	63.56	5/3/2022				
	4,400	6,600(24)	64.99	5/2/2023				
	0	9,225(25)	75.76	5/7/2024				
	0	10,675(26)	78.15	5/12/2025				
					11,200(27)	655,424		
							6,350	371,602
Terry R. Colvin	7,500	0	42.94	9/11/2016				
	7,500	0	44.12	5/1/2017				
	9,000	0	42.28	5/2/2018				
	15,000	0	42.65	5/8/2019				
	12,000	0	61.36	5/5/2020				
	6,400	1,600(28)	72.29	5/4/2021				
	4,920	3,280(29)	63.56	5/3/2022				
	2,050	3,075(30)	64.99	5/2/2023				
	0	4,725(31)	75.76	5/7/2024				
	0	5,675(32)	78.15	5/12/2025				
					5,625(33)	329,175		
							3,300	193,116

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- (1) Exercisable stock options are vested. Unexercisable stock options vest as noted.
 - (2) RSUs vest as noted. PSUs are shown at their maximum levels because performance through the end of fiscal year 2015 was at or above the target level but below the maximum level. PSUs vest as follows: For Mr. Gliebe: 18,850 units will vest based on performance through the end of fiscal year 2016 and 19,550 units will vest based on performance through the end of fiscal year 2017. For Mr. Hinrichs: 4,300 units will vest based on performance through the end of fiscal year 2016 and 4,650 units will vest based on performance through the end of fiscal year 2017. For Mr. Schlemmer: 5,000 units will vest based on performance through the end of fiscal year 2016 and 5,300 units will vest based on performance through the end of fiscal year 2017. For Mr. Underwood: 3,150 units will vest based on performance through the end of fiscal year 2016 and 3,200 units will vest based on performance through the end of fiscal year 2017. For Mr. Colvin: 1,600 units will vest based on performance through the end of fiscal year 2016 and 1,700 units will vest based on performance through the end of fiscal year 2017.
 - (3) Based on \$58.52 per share closing price of our common stock on the New York Stock Exchange on the last trading day of our fiscal year 2015.
 - (4) These SARs vest with respect to 13,000 shares on 5/4/2016.
 - (5) These SARs vest with respect to 19,920 shares on each 5/3/2016 and 5/3/2017.
 - (6) These SARs vest with respect to 12,770 shares on each of 5/2/2016, 5/2/2017 and 5/2/2018.
 - (7) These SARs vest with respect to 22,260 shares on 5/7/2016 and 11,130 shares on each of 5/7/2017, 5/7/2018 and 5/7/2019.
 - (8) These SARs vest with respect to 25,920 shares on 5/12/2017 and 12,960 shares on each of 5/12/2018, 5/12/2019 and 5/12/2020.
 - (9) 23,400 shares vest on 5/2/2016, 20,850 shares vest on 5/7/2017 and 22,525 shares vest on 5/12/2018.
 - (10) These SARs vest with respect to 4,000 shares on 5/4/2016.
 - (11) These SARs vest with respect to 5,000 shares on each of 5/3/2016 and 5/3/2017.
 - (12) These SARs vest with respect to 2,925 shares on each of 5/2/2016, 5/2/2017 and 5/2/2018.
 - (13) These SARs vest with respect to 5,070 shares on 5/7/2016 and 2,535 shares on each of 5/7/2017, 5/7/2018 and 5/7/2019.
 - (14) These SARs vest with respect to 6,190 shares on 5/12/2017 and 3,095 shares on each of 5/12/2018, 5/12/2019 and 5/12/2020.
 - (15) 5,350 shares vest on 5/2/2016, 4,750 shares vest on 5/7/2017 and 5,375 shares vest on 5/12/2018.
 - (16) These SARs vest with respect to 3,300 shares on 5/4/2016.
 - (17) These SARs vest with respect to 5,200 shares on each of 5/3/2016 and 5/3/2017.
 - (18) These SARs vest with respect to 3,240 shares on each of 5/2/2016, 5/2/2017 and 5/2/2018.
 - (19) These SARs vest with respect to 5,920 shares on 5/7/2016 and 2,960 shares on each of 5/7/2017, 5/7/2018 and 5/7/2019.
 - (20) These SARs vest with respect to 7,070 shares on 5/12/2017 and 3,535 shares on each of 5/12/2018, 5/12/2019 and 5/12/2020.
 - (21) 5,950 shares vest on 5/2/2016, 5,550 shares vest on 5/7/2017 and 6,150 shares vest on 5/12/2018.
 - (22) These SARs vest with respect to 3,200 shares on 5/4/2016.
 - (23) These SARs vest with respect to 3,600 shares on each of 5/3/2016 and 5/3/2017.
 - (24) These SARs vest with respect to 2,200 shares on each of 5/2/2016, 5/2/2017 and 5/2/2018.
 - (25) These SARs vest with respect to 3,690 shares on 5/7/2016 and 1,845 shares on each of 5/7/2017, 5/7/2018 and 5/7/2019.
 - (26) These SARs vest with respect to 4,270 shares on 5/12/2017 and 2,135 shares on each of 5/12/2018, 5/12/2019 and 5/12/2020.
 - (27) 4,050 shares vest on 5/2/2016, 3,450 shares vest on 5/7/2017 and 3,700 shares vest on 5/12/2018.
 - (28) These SARs vest with respect to 1,600 shares on 5/4/2016.
 - (29) These SARs vest with respect to 1,640 shares on each of 5/3/2016 and 5/3/2017.
 - (30) These SARs vest with respect to 1,025 shares on each of 5/2/2016, 5/2/2017 and 5/2/2018.
 - (31) These SARs vest with respect to 1,890 shares on 5/7/2016, and 945 shares on each of 5/7/2017, 5/7/2018 and 5/7/2019.
 - (32) These SARs vest with respect to 2,270 shares on 5/12/2017 and 1,135 shares on each of 5/12/2018, 5/12/2019 and 5/12/2020.
 - (33) 1,875 shares vest on 5/2/2016, 1,775 shares vest on 5/7/2017 and 1,975 shares vest on 5/12/2018.

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The following table sets forth information relating to the number of stock options and SARs exercised and the stock awards that vested during the last fiscal year for each of our NEOs on an aggregate basis.

OPTION EXERCISES AND STOCK VESTED FOR FISCAL 2015

Name of Executive Officer	Stock Option Awards		Restricted Stock Awards	
	Number of Shares Acquired on Exercise (#)	Value Realized On Exercise (\$)	Number of Shares Acquired on Vesting (#)	Value Realized on Vesting (\$)
Mark J. Gliebe	35,000	1,407,064	18,800	1,473,732
Charles A. Hinrichs			4,500	352,755
Jonathan J. Schlemmer	8,000	332,783	4,700	368,433
Peter C. Underwood			3,400	266,526
Terry R. Colvin			1,575	123,464

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The following table sets forth the actuarial present value of each NEO's accumulated benefit under each non-tax-qualified defined benefit plan, assuming benefits are paid at normal retirement age based on current levels of compensation. The valuation method and all material assumptions applied in quantifying the present value of the current accumulated benefit for each of our NEOs are included under the caption "Retirement and Post-Retirement Plans" in Note 8 of the Notes to Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended January 2, 2016 and such information is incorporated herein by reference. The table also shows the number of years of credited service under each such plan, computed as of the same pension plan measurement date used in our audited financial statements for the year ended January 2, 2016. The table also reports any pension benefits paid to each NEO during the year.

PENSION BENEFITS FOR FISCAL 2015

Name	Plan name	Number of Years Credited Service (#)	Present Value of Accumulated Benefit (\$)	Payments During Last Fiscal Year (\$)
Mark J. Gliebe	Regal Beloit Target Supplemental Retirement Plan (non-qualified)	34	9,224,347(1)	0
Charles A. Hinrichs	Regal Beloit Target Supplemental Retirement Plan (non-qualified)	5	422,138	0
Jonathan J. Schlemmer	Regal Beloit Target Supplemental Retirement Plan (non-qualified)	7	836,758	0
Peter C. Underwood	Regal Beloit Target Supplemental Retirement Plan (non-qualified)	5	228,002	0
Terry R. Colvin	Regal Beloit Target Supplemental Retirement Plan (non-qualified)	9	580,848	0

(1) In addition to the eleven years that Mr. Gliebe has been employed by us, he has been credited under the Regal Beloit Target Supplemental Retirement Plan with the 23 years for which he had credit under his previous employer's retirement plan. When Mr. Gliebe's benefits are paid under the Target Supplemental Retirement Plan, we will deduct from the benefit owed to Mr. Gliebe those amounts paid by his previous employer under the previous employer's retirement plan.

Target Supplemental Retirement Plan

Each of our NEOs participates in the Target Supplemental Retirement Plan, or the Supplemental Plan. The Supplemental Plan limits participants to officers and other key employees selected by the Committee. The purpose of the Supplemental Plan is to provide replacement income for executives which is comparable, on a percentage basis, to the retirement income that other employees are entitled to receive and to provide competitive retirement benefits as compared to our peer group of companies. The Supplemental Plan does this by supplementing

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retirement income which is lost to higher paid employees due to Social Security caps and limits on income considered for our qualified retirement plans. Under the Supplemental Plan, participants are entitled, upon retirement, to receive a target supplemental retirement benefit. This benefit ensures that a participant receives an annual pension benefit that provides up to a maximum of 60% of compensation replacement by paying a benefit that is

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equal to two percent of the participant's average annual earnings, which is comprised of the participant's base salary (including any base salary that the participant waived) and target annual cash incentives, including annual cash incentives pursuant to the SVA Cash Incentive Plan, during the final five years of service with our company, multiplied by the participant's years of service with our company (up to a maximum of 30 years), less the participant's Social Security retirement benefit. For Mr. Gliebe, the monthly pension benefit payable under the Supplemental Plan is reduced by the amount payable to Mr. Gliebe under his previous employer's retirement plan. For Mr. Schlemmer, the monthly pension benefit payable under the Supplemental Plan is reduced by the amount payable to Mr. Schlemmer under the Management Supplemental Retirement Plan (discussed below).

To be eligible to receive benefits under the Supplemental Plan upon termination, a participant must have a minimum of 10 years of continuous service and to have reached the age of at least 58 or to have reached the age of 65. The Committee has discretion to grant additional years of service and/or revise the retirement age requirement for a participant to qualify for benefits. As part of the compensation package we offered Mr. Hinrichs when he joined our company in 2010, we reduced the years of continuous service required for him to be eligible to receive a retirement benefit under the Supplemental Plan to 7.5 years.

Management Supplemental Retirement Plan

Prior to April 10, 2012, Mr. Schlemmer did not participate in the Target Supplemental Retirement Plan. Instead, he participated in a plan that was designed to provide a supplemental retirement income benefit for certain employees who were disadvantaged by the freezing of the Marathon Electric Salaried Employees Pension Plan at the end of 2008, which we refer to as the Management Plan. The Management Plan supplemented retirement income which was lost as a result of the freezing of the Marathon Electric Salaried Employees Pension Plan. Under that plan, eligible participants are entitled to receive a target supplemental retirement benefit that is equal to a specified percent (0.6743% in the case of Mr. Schlemmer) of the participant's final average annual earnings, which is the average of the participant's annual base salary during the final five years of service with our company, multiplied by the participant's years of service with our company on and after January 1, 2009 (up to a maximum of 30 years).

A participant may be eligible to receive benefits under the Management Plan upon the earliest to occur of (i) completion of a minimum of 7 years of vesting service, (ii) completion of a minimum of 10 years of vesting service and having reached the age of at least 58, (iii) having reached the age of 65, or (iv) becoming disabled. Certain participants, including Mr. Schlemmer, receive credit for years of vesting service completed with our company and with their previous employer, General Electric Company. The Committee has discretion to grant additional years of vesting service and/or revise the retirement age requirement for a participant to qualify for benefits, which discretion has never been exercised.

On April 10, 2012, the Committee approved the participation by Mr. Schlemmer in the Target Supplemental Retirement Plan. To reflect his earlier participation in the Management Plan, the monthly pension benefit payable to Mr. Schlemmer under the Target Supplemental Retirement Plan will be reduced by the amount payable to him under the Management Plan. This reduction is reflected in the terms of the Participation Agreement that Mr. Schlemmer executed in connection with his participation in the Target Supplemental Retirement Plan.

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Potential Payments on a Termination or Change in Control

We have no employment agreements with any of our NEOs that provide for any benefits prior to a change in control of our company. We have entered into agreements and maintain plans that require us to provide certain benefits to our NEOs if we undergo a change in control and if the employment of our NEOs terminates or is adversely affected under circumstances specified in the agreements and plans.

Termination of Employment Prior to a Change in Control

Under our equity incentive plans, if a NEO's employment with us terminates for any reason other than cause, all outstanding stock option and SAR awards generally expire on approximately the 90th day following the termination, and all unvested restricted stock and PSU awards are forfeited, subject, under certain circumstances, to exceptions permitted by the Committee. If a NEO's employment is terminated for cause, restricted stock and PSU awards that have not vested are generally forfeited immediately, and each unexpired and uncanceled stock option or SAR award, to the extent not previously exercised, terminates immediately. Cause is defined under our equity incentive plans as (i) the participant's commission of any felony; (ii) the participant's fraud, dishonesty, theft, embezzlement, disclosure of trade secrets or confidential information or (iii) other acts or omissions by the participant that result in a breach of any fiduciary duty the participant owes to us.

Change in Control without Termination of Employment

Other than the protections provided by our equity incentive plans, we do not maintain any formal severance program for our NEOs outside of the context of a change in control of our company. In the context of a change in control, however, our key executive employment and termination agreements with each of our NEOs as well as our equity incentive plans require us to provide certain benefits to covered NEOs. The agreements also provide for enhanced benefits if the employment of the covered NEOs terminates in connection with a change in control of our company. A change in control under our agreements with our NEOs and our existing equity incentive plans generally means any of the following: (i) a person or entity acquires 20% or more of our common stock, (ii) a change occurs in the composition of the board of directors that is not approved by at least two-thirds of the existing directors, (iii) our shareholders approve a merger, consolidation or share exchange other than one that would result in less than a 50% change in ownership of us as the surviving entity, or (iv) our shareholders approve a plan for our dissolution or liquidation.

Under our agreements with our NEOs, upon a change in control, we are required to cause all restrictions on any restricted stock awards made to the NEO prior to the change in control to lapse and to fully and immediately vest all stock options and SARs granted to the NEO prior to the change in control. We are also required, after the change in control, generally to maintain base salaries, fringe benefits, and incentive compensation opportunities at a level equivalent to or higher than the level at which we provided such benefits prior to the change in control.

In the event of a change in control, awards granted under our 2013 Equity Incentive Plan are subject to double-trigger vesting in a change in control transaction, which means that, if the surviving entity in the transaction agrees to assume the awards, vesting continues and is accelerated only upon a termination of employment without cause or for good reason. If awards are not assumed, then vesting accelerates and performance

awards pay out at the higher of trend or target. Awards granted prior to

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fiscal year 2013 under our 2003 Equity Incentive Plan, or the 2003 Plan, and the 2007 Equity Incentive Plan, or the 2007 Plan, are subject to different treatment in a change-in-control transaction. Under the 2003 Plan and the 2007 Plan, in the event of a change-in-control, any participant holding a stock option or SAR may exercise the option or SAR in full, even if the option was not otherwise exercisable, and has the right to receive, upon sixty days' written notice to us after the change in control, cash equal to the excess of the change in control price of the shares covered under the surrendered option or SAR over the exercise or base price of the surrendered options or SARs. On the date of the change in control, any unvested restricted stock awards held by a participant under the 2003 Plan or the 2007 Plan vest in full and each participant has the right, upon sixty days' written notice to us, to receive, in exchange for the surrender of the restricted stock awards, an amount of cash equal to the change in control price of the restricted stock awards.

If the change in control transaction would trigger the adjustment provisions of our existing equity incentive plans, because, under our 2003 Plan, it is a recapitalization, stock split, reverse stock split, reorganization, merger, consolidation, split-up, spin-off, combination, repurchase, or exchange of shares, or because, under the 2007 Plan or the 2013 Plan, it is a merger, specified subdivision, combination or dividend of shares, a cash dividend meeting certain requirements, or other event that, in the judgment of the Board or the Committee requires an adjustment to prevent dilution or enlargement of the benefits under the 2007 Plan or the 2013 Plan, the Committee or the Board may make appropriate adjustments to prevent dilution or enlargement of the benefits or potential benefits available under our equity incentive plans. Under the adjustment provision, the Committee may also determine a cash payment amount to be paid to the holder of any outstanding award in exchange for cancellation of all or a part of the award. However, under the 2003 Plan, if the event or transaction creates a change in control, then any such payment must be the greatest amount the participant could have received under the change in control provisions described above and, if the Committee determines it is necessary, each share subject to an award may be substituted by the number and kind of shares, other securities, cash or other property to which holders of our common stock are or will be entitled pursuant to the transaction.

Termination of Employment Connected to a Change in Control

The severance benefits provided under our agreements with our current NEOs are triggered if, during the period starting six months before and ending, in the case of Messrs. Gliebe and Hinrichs, three years or, in the case of Messrs. Schlemmer, Underwood and Colvin, two years, after a change in control of our company, the executive's employment is terminated. If the executive's employment is terminated for cause, or as a consequence of death or disability, our obligations under the agreement are limited to the payment of amounts already earned, plus a prorated portion of any bonus, including annual cash incentives under the Annual Cash Incentive Plan, assuming the performance goal for such bonus had been attained. We may terminate the executive for cause under these agreements if he (i) engages in intentional conduct not taken in good faith that has caused us demonstrable and serious financial injury, (ii) is convicted of a felony which substantially impairs the executive's ability to perform his duties, or (iii) willfully and unreasonably refuses to perform his duties or responsibilities.

If the executive's employment is terminated other than for cause or as a result of death or disability, or by the executive with good reason, our full obligations under the agreement will be triggered. The executive may terminate his employment with good reason under the agreements if

- we breach the terms of the agreement;

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- we reduce the executive's base salary, annual cash incentive opportunity or benefits;
- we remove the executive from positions within our company;
- the executive determines in good faith that there has been a material adverse change in his working conditions or status;
- we relocate the executive; or
- we require the executive to travel 20% more frequently than prior to the change in control.

Under the agreements, the executive will receive a termination payment that is equal to, in the case of Messrs. Gliebe and Hinrichs, three times or, in the case of Messrs. Schlemmer, Underwood and Colvin, two times the sum of (1) the executive's annual base salary then in effect (2) the higher of (i) the executive's annual cash incentive target bonus for the fiscal year of the termination, which includes annual cash incentive payments under the SVA Cash Incentive Plan, or (ii) the annual cash incentive received in the year prior to the change in control and (3) the value of all fringe benefits. The agreements with Messrs. Gliebe and Colvin, but not the agreements with Messrs. Hinrichs, Schlemmer and Underwood, also contain a gross-up provision, which provides for additional payments to the executives to compensate them for any excise taxes on payments related to the change in control that may be imposed on the executives under the Internal Revenue Code. We have adopted a policy prohibiting such gross-up provisions in future change of control and severance agreements with executive officers, and this policy applied to the agreements we entered into with Messrs. Hinrichs, Schlemmer and Underwood.

The executive also will receive outplacement services, health and life insurance for up to, in the case of Messrs. Gliebe and Hinrichs, three years, or, in the case of Messrs. Schlemmer, Underwood and Colvin, two years, and the reimbursement of certain accounting and legal fees related to calculating the tax impact of these payments. We will also waive any minimum years of service requirements with respect to supplemental retirement programs, including the Target Supplemental Retirement Plan, and will make a payment equal to the value of any additional retirement benefits the executive would receive if he had remained employed for, in the case of Messrs. Gliebe and Hinrichs, three years, or in the case of Messrs. Schlemmer, Underwood and Colvin, two years. The executive will also be credited with, in the case of Messrs. Gliebe and Hinrichs, three years or, in the case of Messrs. Schlemmer, Underwood and Colvin, two years additional service under any post-retirement welfare benefit plan that we maintain. Finally, we will pay any performance awards granted under a long-term incentive plan at target as if all performance requirements were met, but offset by any amount paid upon the change in control under the same award. We do not currently maintain any long-term cash incentive plan and no awards are outstanding to our NEOs under any such plan.

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Tables Summarizing Payments Upon Termination or Change in Control

The following tables describe the potential payments upon termination and change in control. These tables assume that the triggering event or events occurred on January 2, 2016, the last day of our fiscal year, and the price per share of our common stock was \$58.52, the closing market price on the last trading day prior to that date.

The following table sets forth certain information relating to the compensation of Mr. Gliebe, our Chairman and Chief Executive Officer, upon a change in control of our company and following a termination of Mr. Gliebe's employment. Mr. Gliebe is not currently eligible for either early retirement or normal retirement. Accordingly, the table omits terminations under those circumstances.

Executive Benefits and Payments Upon Change in Control or Termination	Voluntary Termination	Involuntary Not for Cause Termination(1)	For Cause Termination	Change in Control without Termination	Involuntary or Good Reason Termination / Change in Control (2)	Death or Disability
Compensation:						
Current Year SVA Annual Cash Incentive		\$ 740,000			\$ 740,000	\$ 740,000
Payment of SVA from Prior Years						
Termination Payment					6,253,707	
Target Supplemental Plan(3)					10,390,169	
Restricted Stock						
Unvested and Accelerated Stock Appreciation Rights				\$ 3,907,673	3,907,673	3,907,673
Unvested and Accelerated Performance Share Units						
Unvested and Accelerated				2,247,168	2,247,168	1,118,809
Benefits and Perquisites:						
Cash Payment Under Retirement Plans(4)					1,517,752	
Post-termination Health & Life Insurance					81,181	
Life Insurance Proceeds(5)						650,000
Disability(6)						393,000
Accrued Vacation Pay	\$ 73,462	73,462	\$ 73,462		73,462	73,462
Accounting and Legal Services					15,000	
Outplacement Services					95,500	
280G Tax Gross-up					5,979,246	
Total:	\$ 73,462	\$ 813,462	\$ 73,462	\$ 6,154,841	\$ 31,300,858	\$ 6,882,944(7)

- (1) Assumes the executive's employment is terminated by us without cause or by the executive with good reason not in connection with a change in control of our company.
- (2) Assumes the executive's employment is terminated by us without cause or by the executive with good reason in connection with a change in control of our company.
- (3) Present value of annuity commencing on retirement and paid monthly for 15 years.
- (4) Reflects a cash payment that is equal to the value of additional retirement benefits that the executive would have received if he remained employed with us for an additional three years.
- (5) Life insurance death benefit payable only in event of death. The amount shown reflects only the enhanced death benefits over those offered to employees generally.

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- (6) Disability benefit payable only in event of disability. The amount shown reflects only the enhanced disability benefits that would be payable to the executive over the course of a year compared with the disability benefits to which non-executive officer salaried employees would receive over the same period.
- (7) The total amount shown is larger than the amount the executive would receive on a termination of employment in the event of death or disability because it includes both amounts that would be payable only on death and amounts that would be payable only on disability.

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The following table sets forth certain information relating to the compensation of Mr. Hinrichs, our Vice President and Chief Financial Officer, upon a change in control of our company and following a termination of Mr. Hinrichs' employment. Mr. Hinrichs is not currently eligible for either early retirement or normal retirement. Accordingly, the table omits terminations under those circumstances.

Executive Benefits and Payments Upon Change in Control or Termination	Voluntary Termination	Involuntary Not for Cause Termination(1)	For Cause Termination	Change in Control without Termination	Involuntary or Good Reason Termination / Change in Control (2)	Death or Disability
Compensation:						
Current Year SVA Annual Cash Incentive		\$250,000			\$250,000	\$250,000
Payment of SVA from Prior Years						
Termination Payment					2,634,933	
Target Supplemental Plan(3)					477,159	
Restricted Stock						
Unvested and Accelerated Stock Appreciation Rights				\$905,597	905,597	905,597
Unvested and Accelerated Performance Share Units						
Unvested and Accelerated				523,754	523,754	258,942
Benefits and Perquisites:						
Cash Payment Under Retirement Plans(4)					683,482	
Post-termination Health & Life Insurance					55,453	
Life Insurance Proceeds(5)						600,000
Disability(6)						114,000
Accrued Vacation Pay	\$37,692	37,692	\$37,692		37,692	37,692
Accounting and Legal Services					15,000	
Outplacement Services					49,000	
280G Tax Cutback						
Total:	\$37,692	\$287,692	\$37,692	\$1,429,351	\$5,632,070	\$2,166,231(7)

(1) Assumes the executive's employment is terminated by us without cause or by the executive with good reason not in connection with a change in control of our company.

(2) Assumes the executive's employment is terminated by us without cause or by the executive with good reason in connection with a change in control of our company.

(3) Present value of annuity commencing on retirement and paid monthly for 15 years.

(4) Reflects a cash payment that is equal to the value of additional retirement benefits that the executive would have received if he remained employed with us for an additional three years.

(5) Life insurance death benefit payable only in event of death. The amount shown reflects only the enhanced death benefits over those offered to employees generally.

(6) Disability benefit payable only in event of disability. The amount shown reflects only the enhanced disability benefits that would be payable to the executive over the course of a year compared with the disability benefits to

which non-executive officer salaried employees would receive over the same period.

(7) The total amount shown is larger than the amount the executive would receive on a termination of employment in the event of death or disability because it includes both amounts that would be payable only on death and amounts that would be payable only on disability.

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The following table sets forth certain information relating to the compensation of Mr. Schlemmer, our Chief Operating Officer, upon a change in control of our company and following a termination of Mr. Schlemmer's employment. Mr. Schlemmer is not currently eligible for either early retirement or normal retirement. Accordingly, the table omits terminations under those circumstances.

Executive Benefits and Payments Upon Change in Control or Termination	Voluntary Termination	Involuntary Not for Cause Termination(1)	For Cause Termination	Change in Control without Termination	Involuntary or Good Reason Termination / Change in Control (2)	Death or Disability
Compensation:						
Current Year SVA Annual Cash Incentive		\$ 300,000			\$ 300,000	\$ 300,000
Payment of SVA from Prior Years						
Termination Payment Management Plan(3)					2,104,446	
Restricted Stock					991,846	
Unvested and Accelerated Stock Appreciation Rights				\$ 1,032,878	1,032,878	1,032,878
Unvested and Accelerated Performance Share Units						
Unvested and Accelerated				602,756	602,756	299,002
Benefits and Perquisites:						
Cash Payment Under Retirement Plans(4)					624,863	
Post-termination Health & Life Insurance					50,218	
Life Insurance Proceeds(5)						600,000
Disability(6)						174,000
Accrued Vacation Pay	\$ 45,385	45,385	\$ 45,385		45,385	45,385
Accounting and Legal Services					15,000	
Outplacement Services					59,000	
280G Tax Cutback						
Total:	\$ 45,385	\$ 345,385	\$ 45,385	\$ 1,635,634	\$ 5,826,392	\$ 2,451,265(7)

(1) Assumes the executive's employment is terminated by us without cause or by the executive with good reason not in connection with a change in control of our company.

(2) Assumes the executive's employment is terminated by us without cause or by the executive with good reason in connection with a change in control of our company.

(3) Present value of annuity commencing on retirement and paid monthly for 15 years.

(4) Reflects a cash payment that is equal to the value of additional retirement benefits that the executive would have received if he remained employed with us for an additional two years.

(5) Life insurance death benefit payable only in event of death. The amount shown reflects only the enhanced death benefits over those offered to employees generally.

(6) Disability benefit payable only in event of disability. The amount shown reflects only the enhanced disability benefits that would be payable to the executive over the course of a year compared with the disability

benefits to which non-executive officer salaried employees would receive over the same period.

(7) The total amount shown is larger than the amount the executive would receive on a termination of employment in the event of death or disability because it includes both amounts that would be payable only on death and amounts that would be payable only on disability.

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The following table sets forth certain information relating to the compensation of Mr. Underwood, our Vice President, General Counsel and Secretary, upon a change in control of our company and following a termination of Mr. Underwood's employment. Mr. Underwood is not currently eligible for either early retirement or normal retirement. Accordingly, the table omits terminations under those circumstances.

Executive Benefits and Payments Upon Change in Control or Termination	Voluntary Termination	Involuntary Not for Cause Termination(1)	For Cause Termination	Change in Control without Termination	Involuntary or Good Reason Termination / Change in Control (2)	Death or Disability
Compensation:						
Current Year SVA Annual Cash Incentive		\$ 210,000			\$ 210,000	\$ 210,000
Payment of SVA from Prior Years						
Termination Payment					1,442,784	
Target Supplemental Plan					373,500	
Restricted Stock						
Unvested and Accelerated				\$ 655,424	655,424	655,424
Stock Appreciation Rights						
Unvested and Accelerated						
Performance Share Units						
Unvested and Accelerated				371,602	371,602	185,653
Benefits and Perquisites:						
Cash Payment Under Retirement Plans(3)					396,698	
Post-termination Health & Life Insurance					50,218	
Life Insurance Proceeds(4)						600,000
Disability(5)						78,000
Accrued Vacation Pay	\$ 33,077	33,077	\$ 33,077		33,077	33,077
Accounting and Legal Services					15,000	
Outplacement Services					43,000	
280G Tax Cutback						
Total:	\$ 33,077	\$ 243,077	\$ 33,077	\$ 1,027,026	\$ 3,591,303	\$ 2,762,154(6)

(1) Assumes the executive's employment is terminated by us without cause or by the executive with good reason not in connection with a change in control of our company.

(2) Assumes the executive's employment is terminated by us without cause or by the executive with good reason in connection with a change in control of our company.

(3) Reflects a cash payment that is equal to the value of additional retirement benefits that the executive would have received if he remained employed with us for an additional two years.

(4) Life insurance death benefit payable only in event of death. The amount shown reflects only the enhanced death benefits over those offered to employees generally.

(5) Disability benefit payable only in event of disability. The amount shown reflects only the enhanced disability benefits that would be payable to the executive over the course of a year compared with the disability benefits to which non-executive officer salaried employees would receive over the same period.

(6) The total amount shown is larger than the amount the executive would receive on a termination of employment in the event of death or disability because it includes both amounts that would be payable only on death and amounts that would be payable only on disability.

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The following table sets forth certain information relating to the compensation of Mr. Colvin, our Vice President, Corporate Human Resources, upon a change in control of our company and following a termination of Mr. Colvin's employment. Mr. Colvin is not currently eligible for either early retirement or normal retirement. Accordingly, the table omits terminations under those circumstances.

Executive Benefits and Payments Upon Change in Control or Termination	Voluntary Termination	Involuntary Not for Cause Termination(1)	For Cause Termination	Change in Control without Termination	Involuntary or Good Reason Termination / Change in Control (2)	Death or Disability
Compensation:						
Current Year SVA Annual Cash Incentive		\$ 130,000			\$ 130,000	\$ 130,000
Payment of SVA from Prior Years						
Termination Payment					1,121,218	
Target Supplemental Plan(3)					597,345	
Restricted Stock						
Unvested and Accelerated Stock Appreciation Rights				\$ 329,175	329,175	329,175
Unvested and Accelerated Performance Share Units						
Unvested and Accelerated				193,116	193,116	95,759
Benefits and Perquisites:						
Cash Payment Under Retirement Plans					326,557	
Post-termination Health & Life Insurance					36,969	
Life Insurance Proceeds(4)						600,000
Disability(5)						36,000
Accrued Vacation Pay	\$ 27,692	27,692	\$ 27,692		27,692	27,692
Accounting and Legal Services					15,000	
Outplacement Services					36,000	
280G Tax Gross-up					653,987	
Total:	\$ 27,692	\$ 157,692	\$ 27,692	\$ 522,291	\$ 3,467,059	\$ 1,218,626(6)

(1) Assumes the executive's employment is terminated by us without cause or by the executive with good reason not in connection with a change in control of our company.

(2) Assumes the executive's employment is terminated by us without cause or by the executive with good reason in connection with a change in control of our company.

(3) Present value of annuity commencing on retirement and paid monthly for 15 years.

(4) Life insurance death benefit payable only in event of death. The amount shown reflects only the enhanced death benefits over those offered to employees generally.

(5) Disability benefit payable only in event of disability. The amount shown reflects only the enhanced disability benefits that would be payable to the executive over the course of a year compared with the disability benefits to which non-executive officer salaried employees would receive over the same period.

(6) The total amount shown is larger than the amount the executive would receive on a termination of employment in the event of death or disability because it includes both amounts that would be payable only on death

and amounts that would be payable only on disability.

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We set forth below a description of the assumptions that we used in creating the tables above. Unless otherwise noted, the descriptions of the payments below are applicable to all of the above tables relating to potential payments upon termination.

Current Year Annual Cash Incentive

In the event of a termination of the executive upon retirement, death, disability or in connection with or upon a change in control of our company, the executive is entitled to receive a prorated portion of the award for the current year Annual Cash Incentive based on actual performance. In the event of a voluntary termination other than retirement, the executive is not entitled to a portion of the target award for the current year Annual Cash Incentive.

Prior Year Annual Cash Incentive Subject to Installment Payments

In the event of an involuntary termination not for cause or a termination of the executive upon retirement, death, disability or following a change in control, the executive is entitled to receive the balance of the Annual Cash Incentive awards from prior years that have not been paid. Such amounts will be paid as soon as practical following the termination. In the event of a voluntary termination, the executive is not entitled to any deferred Annual Cash Incentive awards from previous years.

Stock Options, Restricted Stock, Restricted Stock Units and Stock Appreciation Rights

Under our equity incentive plans, in the event of a termination for death, disability or retirement, other than in connection with a change in control, our Board generally has discretion to fully vest any unvested awards. The tables assume the Board exercises such discretion and fully vests the stock options, SARs, restricted stock and restricted stock units. All unvested stock options, SARs, restricted stock and restricted stock units are assumed for purposes of the tables to vest upon a change in control.

Performance Share Units

Under our equity incentive plans, in the event of a termination for death, all outstanding performance awards, including PSUs, will be paid following the end of the performance period based on achievement of the performance goals as if the participant had not died, but prorated based on the portion of the performance period completed at the time of death. In the event of a termination as a result of disability, all outstanding PSUs will be paid based on the degree to which the applicable performance goals have been attained, but prorated based on the portion of the performance period that the participant has completed at the time of termination. Upon a change in control, unless the acquiring or surviving entity assumes or replaces the outstanding PSUs, all such units for which the performance period has not expired will be cancelled in exchange for a cash payment equal to the amount that would have been due under the units if the performance goals measured at the time of the change of control were to continue to be achieved at the same rate through the end of the performance period, or if higher, assuming the target performance goals had been met at the time of the change of control. The tables assume the payment would be at target.

Life Insurance Proceeds

Life insurance proceeds are the death benefits on company paid life insurance. No life insurance payments will be made in connection with a termination for disability.

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Except as otherwise noted, the following items apply only to a termination in the context of a change in control for Messrs. Gliebe, Hinrichs, Schlemmer, Underwood and Colvin. We assume the termination is without cause or by the executive with good reason. Further, we assume that the change in control and the executive's termination of employment both occurred on January 2, 2016, the last day of our fiscal year.

Supplemental Retirement Plan

In the event of a termination related to a change in control, we will waive the years of service requirement under the Target Supplemental Retirement Plan. Amounts reported in the table reflect the present value of the accumulated benefit, using a four and twenty-nine one hundredths percent (4.29%) discount rate.

Equity Acceleration

The executive will be entitled to the vesting of all of the executive's then unvested stock options, SARs, restricted stock and restricted stock units upon a change in control, assuming that the acquirer does not choose to assume or replace the awards, and all PSUs will be deemed earned assuming that the performance goals were achieved at the time of the change in control based on the better of then-current performance trends or target performance.

Cash Payment Under Retirement Plans

The amounts relating to the cash payments under our retirement plans in the tables above reflect the cash payment that is equal to the value of additional retirement benefits that each executive would have received if he remained employed with our company for an additional three years, in the case of Messrs. Gliebe and Hinrichs, or two years, in the case of Messrs. Schlemmer, Underwood and Colvin.

Post-Retirement Health Care Benefits

The executive will be covered under our health and life insurance for, in the case of Messrs. Gliebe and Hinrichs, three years or, in the case of Messrs. Schlemmer, Underwood and Colvin, two years, unless the executive obtains equal or greater benefits from another employer. We have assumed the executive will not obtain benefits from another employer.

Accounting and Legal Services

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We are obligated to reimburse the executive for up to \$15,000 for accounting and legal services related to the calculation of the tax gross-up amount described below under Section 280G Tax Gross-up or Cut Back. The tables assume the entire amount is reimbursed to the executive.

Outplacement

The executive will be entitled to receive outplacement services up to the amount that is equal to ten percent (10%) of the executive's base salary. The tables assume the executive will use the full amount of this benefit.

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Section 280G Tax Gross-up or Cut Back

Upon a change in control of our company the executive may be subject to certain excise taxes pursuant to Section 280G of the Internal Revenue Code. We have agreed to reimburse Messrs. Gliebe and Colvin for all excise taxes that are imposed on them under Section 280G and any income and excise taxes that are payable by them as a result of any reimbursements for Section 280G excise taxes. We have adopted a policy prohibiting such gross-up provisions in new change of control and severance agreements with executive officers, and this policy applied to the agreements we entered into with Messrs. Hinrichs and Underwood in November 2010 and Mr. Schlemmer in May 2011. To address Section 280G, the agreements with Messrs. Hinrichs, Schlemmer and Underwood include a best of provision pursuant to which, if the amounts payable under the agreement and any other of our plans or agreements with the executive would constitute an excess parachute payment and result in an excise tax being imposed on the executive, then the executive will receive either the full amount of such payments or a lesser amount such that no portion of the payments will be subject to the excise tax, whichever would result in the greater after-tax benefit to the executive.

For Messrs. Gliebe and Colvin, the total Section 280G tax gross-up amount in the above tables assumes that the executive is entitled to a full reimbursement by us of (i) any excise taxes that are imposed upon the executive as a result of the change in control, (ii) any income and excise taxes imposed upon the executive as a result of our reimbursement of the excise tax amount and (iii) any additional income and excise taxes that are imposed upon the executive as a result of our reimbursement of the executive for any excise or income taxes. The calculation of the Section 280G gross-up amount in the above tables is based upon a Section 280G excise tax rate of 20%, a 35% federal income tax rate, a 1.45% Medicare tax rate and a state income tax rate of 5.0%. For purposes of the Section 280G calculation it is assumed that no amounts will be discounted as attributable to reasonable compensation and no value will be attributed to any non-competition agreement. The payment of the Section 280G tax gross-up will be payable to the executive for any excise tax incurred unless the executive is terminated for cause, death, disability or pursuant to a voluntary termination without good reason. The calculation of this gross-up assumes we can prove, by clear and convincing evidence, that we did not make the equity-based awards in fiscal 2015 in connection with or contemplation of a change in control of our company.

Non-Competition

As a condition to each executive's entitlement to receive the severance payments and other benefits described in this section, the executive is required to execute a waiver of claims and be bound by the terms of a non-competition agreement which prohibits the executive from working in a business that engages in substantial competition with us, for a period of one year from the executive's termination of employment. Our Board may waive this provision.

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Risk Assessment of Compensation Policies and Practices

We seek to design our compensation policies and practices to reflect a balanced approach between incentives to achieve short-term and longer-term objectives, both of which we believe will help us achieve sustained growth and success over the long term. While we recognize that the pursuit of our financial performance objectives and the link between the amount of compensation earned under our incentive arrangements and achievement of the objectives may lead to employee behavior that increases certain risks to our Company, we believe that we have designed our compensation programs and policies to mitigate these concerns and help to ensure that our policies and practices are consistent with our risk profile.

Our Board relies on the Committee to address significant risk exposures facing the Company with respect to compensation, with appropriate reporting of these risks to be made to the full Board. The Committee, with the assistance of management and independent compensation consultants, periodically evaluates our compensation policies and practices to assess whether the risks arising from these policies and practices are likely to have a material adverse effect on our Company and to assess the effect on these risks of any changes to our enterprise risk profile. The Committee did not recommend or implement any material changes in 2015 as a result of its most recent assessment, but has identified or implemented the following measures, among others, that it believes serve to mitigate any risks arising from our compensation policies and practices:

- We used SVA as the performance measure under our annual cash incentive plans for our executive officers and certain of our key non-executive officer employees in fiscal 2015 in part because it ties rewards for participants to both short-term and long-term results that we actually realize. We believe that SVA is a corporate performance measure tied directly, both theoretically and empirically, to the creation of long-term shareholder value. By focusing on our financial performance as a function of invested capital, our SVA-based annual cash incentive plans have created incentives for prudent investments in assets that are capable of providing strong long-term returns.
- We have capped payouts under our SVA-based cash incentive plan for our executive officers at 200% and any cash incentive amounts earned in a year above 100% of the target amount for the year are paid over time in installments, with one-third of the above-target amount being paid to the participant in cash after the end of each of the following three years, so long as the NEO has not voluntarily terminated his or her employment with us or has been terminated for cause. We believe that capping the maximum annual cash incentive and deferring over three years the payment of any cash incentive amounts earned above the target cash incentive value serve to limit participants' incentives to take short-term or inappropriately risky measures to increase payouts in any given year.
- Our SAR, RSU and PSU awards under our long-term incentive compensation arrangements are subject to five- and three-year vesting or performance periods, respectively, which we believe fosters employee retention and further helps to mitigate incentives to take short-term risks, while encouraging our employees to focus on our sustained growth over the long term. In addition, we have capped the payouts under the PSU awards at 200% of the target amount to limit participants' incentives to take short-term or inappropriately risky measures to increase payouts in any given year.

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- We have implemented stock ownership guidelines for certain executives, including our NEOs, which we believe help to focus our executives on long-term stock price appreciation and sustainability.
- We have adopted a clawback policy requiring us to recoup incentive compensation paid to our executive officers on the basis of financial results that are subsequently subject to a material restatement.
- We have adopted a policy prohibiting our employees, including our NEOs, from trading in puts, calls and other derivative securities relating to our common stock. The prohibition includes the purchase of any financial instruments designed to hedge or offset any decrease in the market value of our common stock.

In addition to the SVA-based annual cash incentive plans discussed above, we maintain revenue-based sales incentive compensation programs for certain of our non-executive officer employees at select business units or functions. The eligible employees are generally engaged in sales functions and our general philosophy regarding their compensation is to provide a portion of their compensation on a variable basis to create incentives for them to bring in new customers and/or increase sales to existing customers. We designed the programs to limit the risks that participants will seek to increase their payouts through low-quality sales or short-term revenue accompanied by long-term costs or additional risks by capping the amount of compensation participants may earn under the programs and by not giving the individual participants final authority over which sales are accepted. We monitor the programs periodically to determine whether our risk-management objectives are being addressed by these features and intend to modify the programs if necessary to reflect changes to our risk profile.

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The following table sets forth certain information relating to the compensation for our directors for the last fiscal year other than for Mr. Gliebe, who received no additional compensation for his service as a director.

Name	Fees Earned or Paid in Cash (\$)	Stock Awards \$(1)	Total (\$)
Stephen M. Burt	\$ 87,500	\$ 125,040	\$ 212,540
Anesa Chaibi	\$ 78,340	\$ 125,040	\$ 203,380
Christopher L. Doerr (Chair, Compensation and Human Resources Committee)	\$ 96,000	\$ 125,040	\$ 221,040
Thomas J. Fischer (Chair, Audit Committee)	\$ 100,000	\$ 125,040	\$ 225,040
Dean A. Foate	\$ 85,000	\$ 125,040	\$ 210,040
Henry W. Kneuppel	\$ 85,000	\$ 125,040	\$ 210,040
Rakesh Sachdev (Chair, Corporate Governance and Director Affairs Committee)	\$ 94,500	\$ 125,040	\$ 219,540
Curtis W. Stoelting	\$ 110,000	\$ 125,040	\$ 235,040
Jane L. Warner	\$ 85,000	\$ 125,040	\$ 210,040

(1) These amounts reflect the full grant date fair value of all stock awards granted during fiscal 2015, computed in accordance with FASB ASC Topic 718. As of January 2, 2016, none of our non-employee directors held outstanding option awards. As of January 2, 2016, each of our non-employee directors held 1,600 outstanding restricted shares of common stock.

Our compensation policies for directors are designed to attract and retain the most qualified individuals to serve on the Board in the industry in which we operate. The equity portion of director compensation is designed to align directors' interests with shareholders' interests. The non-employee directors are paid the following fees:

- Annual retainer fee of \$90,000 for each director.
- Annual retainer fee of \$25,000 for the presiding director.

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- Annual retainer fee of \$15,000 for the chair of the Audit Committee; \$12,000 for the chair of the Compensation and Human Resources Committee; \$10,000 for the chair of the Corporate Governance and Director Affairs Committee; and a \$5,000 additional fee for service on more than one committee.
- Shares of restricted stock with a value of approximately \$125,000 on the grant date.

Each individual non-employee director serving on the Board on April 27, 2015, the date of our 2015 annual shareholders meeting, was awarded 1,600 shares of restricted stock with an effective grant date of May 12, 2015, which was the beginning of the first open window period following the 2015 annual shareholders meeting. The shares of restricted stock had a grant date fair value of \$78.15.

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**REPORT OF THE COMPENSATION AND
HUMAN RESOURCES COMMITTEE**

The Compensation and Human Resources Committee has reviewed and discussed the Compensation Discussion and Analysis set forth in this proxy statement with management. Based on the foregoing review and discussions, the Committee recommended to the Board of Directors that the Compensation Discussion and Analysis section be included in this proxy statement and incorporated by reference into our Annual Report on Form 10-K for the year ended January 2, 2016.

This report of the Compensation and Human Resources Committee has been presented by the following named directors currently comprising the Committee: Christopher L. Doerr (Chairperson), Stephen M. Burt and Dean A. Foate.

**COMPENSATION COMMITTEE INTERLOCKS AND
INSIDER PARTICIPATION**

The current members of the Compensation and Human Resources Committee of the Board of Directors are Christopher L. Doerr (Chairperson), Stephen M. Burt and Dean A. Foate. There are no interlocks among the Committee members and the Company.

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REPORT OF THE AUDIT COMMITTEE

The Audit Committee of the Board is currently comprised of three directors, each of whom is independent as defined in the NYSE's listing standards and SEC rules. The Audit Committee operates under a written charter adopted by the Board.

The Company's management is responsible for the Company's internal controls and the financial reporting process, including the system of internal controls. The Company's independent registered public accounting firm is responsible for expressing an opinion on the conformity of the Company's audited consolidated financial statements with accounting principles generally accepted in the United States. The Audit Committee's responsibility is to monitor and oversee this process.

The Audit Committee has reviewed and discussed the audited consolidated financial statements of the Company with management and Deloitte & Touche LLP, the Company's independent registered public accounting firm. The Audit Committee has discussed with Deloitte & Touche LLP matters required to be discussed by Public Company Accounting Oversight Board Auditing Standard No. 16, *Communications with Audit Committees*, and Rule 2-07 of SEC Regulation S-X.

The Audit Committee has received from Deloitte & Touche LLP the written disclosures and the letter required by applicable requirements of the Public Company Accounting Oversight Board regarding the independent registered public accounting firm's communications with the Audit Committee concerning independence, and has discussed with the independent registered public accounting firm its independence. The Audit Committee considered whether Deloitte & Touche LLP's provision of non-audit services is compatible with maintaining Deloitte & Touche LLP's independence.

The Audit Committee discussed with the Company's internal auditors and independent registered public accounting firm the overall scopes and plans for their respective audits. The Audit Committee meets with the internal auditors and independent registered public accounting firm, with and without management present, to discuss the results of their examinations, the evaluation of the Company's internal controls and overall quality of the Company's financial reporting.

Based on the Audit Committee's reviews and discussions with management, the internal auditors and the independent registered public accounting firm referred to above, the Audit Committee recommended to the Board that the audited consolidated financial statements be included in the Company's Annual Report on Form 10-K for the year ended January 2, 2016 for filing with the SEC.

This report of the Audit Committee has been presented by the following named directors currently comprising the Committee: Thomas J. Fischer (Chairperson), Curtis W. Stoelting and Jane L. Warner.

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PROPOSAL 2: ADVISORY VOTE ON THE COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS

We are seeking an advisory vote of our shareholders on the compensation of our named executive officers, as required by Section 14A of the Securities Exchange Act of 1934, as amended. Our Board recommends that you vote in favor of a resolution approving the compensation of our named executive officers as disclosed pursuant to Item 402 of Regulation S-K, including the Compensation Discussion and Analysis section and the tables and narrative discussion contained in this Proxy Statement on pages 22 to 65. Since the vote is advisory in nature, the results will not be binding on our Board or our Compensation and Human Resources Committee. However, if there is a significant vote against our executive compensation policies and procedures, our Board and our Compensation and Human Resources Committee will carefully evaluate whether any actions are necessary to address those concerns. We intend to hold our next advisory vote on the compensation of our named executive officers at our annual meeting in 2017.

OUR BOARD RECOMMENDS A VOTE FOR APPROVAL OF THE COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS AS DISCLOSED IN THIS PROXY STATEMENT. UNLESS OTHERWISE INDICATED ON YOUR PROXY, YOUR SHARES WILL BE VOTED FOR THE APPROVAL OF THE COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS.

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PROPOSAL 3: APPROVAL OF THE REGAL BELOIT CORPORATION 2016 INCENTIVE COMPENSATION PLAN

Our Board is asking our shareholders to approve the Regal Beloit Corporation 2016 Incentive Compensation Plan (the 2016 Plan), including the material terms of the performance goals under the 2016 Plan to qualify awards under the 2016 Plan as performance based compensation within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended (the Code). As we describe in the Compensation Discussion and Analysis section of this Proxy Statement on page 22, performance-based pay elements are important components of our overall compensation program. The 2016 Plan provides for performance-based cash incentive awards to eligible employee participants.

Code Section 162(m) prohibits us from taking a tax deduction for compensation in excess of \$1.0 million that is paid to our Chief Executive Officer and our other named executive officers, excluding our Chief Financial Officer, and that is not considered performance-based compensation under Code Section 162(m). Code Section 162(m) imposes no limit on the deductibility of performance-based compensation. One of the requirements for performance-based compensation under Code Section 162(m) is that shareholders approve the material terms of the performance goals under which the compensation is to be paid, including the employees eligible to receive compensation, a description of the business criteria on which the performance goal is based and the maximum amount of compensation that could be paid to any employee. Accordingly, we are seeking shareholder approval of the 2016 Plan, including the material terms of the performance goals thereunder.

A summary description of the 2016 Plan, including the material terms of the performance goals thereunder, follows below. The summary description is qualified in its entirety by reference to the full text of the 2016 Plan, which is attached to this proxy statement as Appendix A.

Administration and Eligibility

The 2016 Plan will be administered by the Committee with respect to eligible executive officers or covered employees and by our Chief Executive Officer with respect to other participants (we refer to the Committee or the Chief Executive Officer, as the case may be, as the administrator), which will have the authority to interpret the provisions of the 2016 Plan and any award agreement; make, change and rescind rules and regulations relating to the 2016 Plan; correct any defect, supply any omission, or reconcile any inconsistency in the 2016 Plan, any award or agreement covering an award in the manner and to the extent it deems desirable to carry the 2016 Plan or such award into effect; and make all other determinations necessary or advisable for the administration of the 2016 Plan.

The administrator may not increase the amount of compensation payable under an award that is intended to be performance-based compensation under Section 162(m) of the Code once the award is established, although the administrator may decrease the amount of compensation that a participant may earn under the award.

The administrator may designate any eligible employee as a participant under the 2016 Plan to the extent consistent with its authority. As of March 2, 2016, we had approximately 600 employees eligible to participate in the 2016 Plan.

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Types of Awards

Awards under the 2016 Plan may consist of annual incentive awards or long-term incentive awards, each representing the right to receive a cash payment to the extent performance goals are achieved (or other requirements are met). Subject to the terms of the 2016 Plan, the administrator will determine all terms and conditions of each award, including the applicable performance goals, performance period, potential amount payable, and the timing of payment. The administrator must require that payment of all or any portion of the amount subject to the award is contingent on the achievement or partial achievement of one or more performance goals during the period the administrator specifies, although the administrator may specify that all or a portion of the performance goals subject to an award are deemed achieved upon a participant's death, disability or retirement (except, in the case of an award intended to constitute performance-based compensation under Code Section 162(m), to the extent inconsistent with the applicable requirements of Code Section 162(m)), or such other circumstances as the administrator may specify.

Performance Goals

For purposes of the 2016 Plan, performance goals mean any goals the administrator establishes that relate to one or more of the following with respect to us, any one or more of our affiliates or divisions or any other of our or our affiliates' business units as defined by the administrator at the time of the selection: revenue; cash flow; net cash provided by operating activities; net cash provided by operating activities less net cash used in investing activities; net operating profit (before or after tax); bad debt reserves; warranty reserves; capital; capital charge; cost of capital; cost of goods sold; ratio of debt to debt plus equity; profit before tax; gross profit; net profit; operating profit; net sales; earnings before interest and taxes (EBIT); EBIT profit; earnings before interest, taxes, depreciation and amortization; fair market value of shares (with or without dividend payments); basic earnings per share; diluted earnings per share; return on shareholder equity; accounts receivable (average, calculated by taking the average of accounts receivable at the end of each month, or otherwise); inventories (average, calculated by taking the average of inventories at the end of each month, or otherwise); assets; liabilities; return on average total capital employed; return on net assets employed before interest and taxes; economic value added; return on year-end equity; working capital; trade working capital; trade working capital as a percentage of sales; and/or effective tax rate.

In the case of awards that the administrator determines will not be considered performance-based compensation under Section 162(m) of the Code, the administrator may establish other performance goals not listed in the 2016 Plan.

Award Limits

To qualify awards under the 2016 Plan as performance-based compensation under Section 162(m) of the Code, we are required to establish limits on the number of awards that we may grant to a particular participant. The award limits in the 2016 Plan were established to provide us with maximum flexibility, and are not necessarily indicative of the size of award that we expect to make to any particular participant. The amounts payable to any individual participant under the 2016 Plan will be limited as follows: (i) no payment in excess of \$3.5 million may be made to any individual participant with respect to annual incentive awards in respect of any single fiscal year, (ii) no payment in excess of \$7.0 million may be made to any individual participant with respect to long-term incentive awards in respect of any single performance period consisting of two fiscal years and (iii) no payment in excess of

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\$10.5 million may be made to any individual participant with respect to long-term incentive awards in respect of any single performance period consisting of three or more fiscal years.

Effect of Termination on Awards

The administrator may specify the effect of the termination of a participant's employment or service in an award agreement. However, if the participant has in effect an employment, retention, change of control, severance or similar agreement with us or any of our affiliates that discusses the effect of the participant's termination of employment or service on the participant's awards, then that agreement will control the effect of a termination on the awards to the extent the agreement is more favorable to the participant than the award agreement. Furthermore, if the administrator does not specify the effect of such termination of employment or service in the award agreement and the participant has no other such agreement that discusses the effect of such termination, then the administrator will determine the effect of the termination on the award prior to or at the time of termination.

Transferability

No award, and no right under any such award, will be assignable, alienable, saleable, or transferable by a participant other than by will or by the laws of descent and distribution.

Change of Control

The administrator may specify the effect of a change of control on a participant's awards in an award agreement. However, if the participant has in effect an employment, retention, change of control, severance or similar agreement with us or any affiliate that discusses the effect of a change of control on the participant's awards, then such agreement shall control to the extent such agreement is more favorable to the participant than the award agreement. If the administrator does not specify the effect of a change of control and the participant has no other such agreement that discusses the effect of a change of control, then the administrator will determine the effect of a change of control on the award prior to or at the time of the change of control.

Termination and Amendment

The Board or the Committee may amend, alter, suspend, discontinue or terminate the 2016 Plan at any time, except:

- the Board must approve any amendment to the 2016 Plan if we determine such approval is required by action of the Board, applicable corporate law or any other applicable law; and

- shareholders must approve any amendment to the 2016 Plan if we determine that such approval is required by the Code or any other applicable law.

The administrator may modify, amend or cancel any award or waive any restrictions or conditions applicable to any award or the exercise of the award. With respect to any award intended to qualify as performance-based compensation under Section 162(m) of the Code, such actions may be taken only to the extent consistent with Section 162(m) of the Code. Any modification or amendment that materially diminishes the rights of the participant or any other person that may have an interest in the award, or that cancels any award, will be effective only if agreed to by that participant or other

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person. The administrator does not need to obtain participant or other interested party consent, however, for the modification, amendment or cancellation of an award pursuant to the adjustment provisions of the 2016 Plan or the modification of an award to the extent deemed necessary to comply with any applicable law, the listing requirements of any principal securities exchange or market on which our common stock is then traded; to the extent the administrator deems necessary preserve favorable accounting or tax treatment of any award for us; or to the extent the administrator determines that such action does not materially and adversely affect the value of an award or that such action is in the best interest of the affected participant or any other person with an interest in the award.

The authority of the Board and the administrator to terminate or modify the 2016 Plan or awards will extend beyond the termination date of the 2016 Plan. In addition, termination of the 2016 Plan will not affect the rights of participants with respect to awards previously granted to them, and all unexpired awards will continue in force after termination of the 2016 Plan except as they may lapse or be terminated by their own terms and conditions.

Cancellation and Recoupment

Notwithstanding anything to the contrary in any award agreement, the administrator will have the authority to terminate or cause the participant to forfeit an award, and require the participant to disgorge to the company any gains attributable to the award, if (1) while the participant is employed by or in service with the company or any affiliate, the participant competes with us or an affiliate, participates in any enterprise that competes with us or an affiliate or uses or discloses, other than as expressly authorized by us, any confidential business information or trade secrets that the participant obtains during the course of his or her employment or service with us or any affiliate; or (2) after the participant is no longer employed by or in service with us or any affiliate, the participant is determined by the administrator in its reasonable discretion (a) to be in breach of any confidentiality, noncompetition, nonsolicitation or similar agreement between the participant, on the one hand, and us or any affiliate, on the other hand (the participant's Restrictive Agreement), or (b) while any award agreement is in effect, to have engaged in conduct that would have constituted a breach of the participant's Restrictive Agreement if such Restrictive Agreement were then in effect.

Any awards granted under the 2016 Plan, and any stock issued or cash paid pursuant to an award, will be subject to any recoupment, clawback or similar policies adopted by us from time to time (to the extent contemplated by such policies) and any recoupment, clawback or similar requirements made applicable by law, regulation or listing standards to us from time to time (to the extent contemplated by such requirements).

Unless the award agreement specifies otherwise, the administrator may cancel any award at any time if the participant is not in compliance with all applicable provisions of the award agreement and the 2016 Plan.

New Plan Benefits

The table below sets forth information concerning the approximate target value of annual incentive awards that will be effective under the 2016 Plan if our shareholders approve the 2016 Plan. These awards are not additive to our historical compensation programs, but rather are intended to replace the compensation that we have historically awarded through our SVA Cash Incentive Plan. As we describe in more detail in the Compensation Discussion and Analysis on page 37, for fiscal 2016, instead of using an SVA-based performance goal, we will base our annual cash incentive awards on

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performance goals relating to our sales, EBIT and working capital. These fiscal 2016 annual cash incentive awards have been made to the listed participants under the 2016 Plan, contingent on shareholder approval of the 2016 Plan. The amounts actually earned by the participants may vary from the target amounts shown in the table if our financial performance is above or below the target level for the applicable performance goals.

New Plan Benefits 2016 Plan

Name and position	Target Award Values (\$)	
Mark J. Gliebe <i>Chief Executive Officer</i>	\$	1,098,250
Jonathan J. Schlemmer <i>Chief Operating Officer</i>	\$	442,500
Charles Hinrichs <i>Vice President and Chief Financial Officer</i>	\$	367,500
Peter C. Underwood <i>Vice President, General Counsel and Secretary</i>	\$	301,000
Terry R. Colvin <i>Vice President, Corporate Human Resources</i>	\$	180,000
All other executive officers as a group (1 person)	\$	165,000
All non-executive directors as a group (8 persons)		0
All employees, excluding executive officers, as a group (0 persons)		0

Except for the awards disclosed above, we cannot currently determine the awards that may be granted under the 2016 Plan in the future to the executive officers named in this proxy statement or to other officers, employees, or other persons. We expect to grant awards to employees other than the executive officers in the future, but the amounts of those awards are not currently determinable. The administrator will make all determinations regarding future awards under the 2016 Plan from time to time.

OUR BOARD RECOMMENDS A VOTE FOR APPROVAL OF THE 2016 PLAN. UNLESS OTHERWISE INDICATED ON YOUR PROXY, YOUR SHARES WILL BE VOTED FOR THE APPROVAL OF THE 2016 PLAN.

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**PROPOSAL 4: RATIFICATION OF DELOITTE & TOUCHE LLP
AS OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM
FOR 2016**

Deloitte & Touche LLP has served as our independent registered public accounting firm since 2002. The Audit Committee has selected Deloitte & Touche LLP as our independent registered public accounting firm for 2016, and this selection is being presented to shareholders for ratification. The Board recommends to the shareholders the ratification of the selection of Deloitte & Touche LLP to audit the financial statements of our company and our subsidiaries for 2016. Unless otherwise specified, the proxies solicited hereby will be voted in favor of the ratification of Deloitte & Touche LLP as our independent registered public accounting firm for 2016.

If, prior to the Annual Meeting, Deloitte & Touche LLP declines to act or its engagement is otherwise discontinued by the Audit Committee, the Audit Committee will appoint another independent registered public accounting firm whose engagement for any period subsequent to the Annual Meeting will be subject to ratification by the shareholders at the Annual Meeting. If the shareholders fail to ratify the appointment of Deloitte & Touche LLP, then the Audit Committee will consider it a direction to select another independent registered public accounting firm for 2016. Even if the selection is ratified, the Audit Committee, in its discretion, may select a new independent registered public accounting firm at any time during the year if it believes that such a change would be in the best interests of our company and our shareholders. Representatives of Deloitte & Touche LLP are expected to be present at the Annual Meeting to answer appropriate questions and, if they so desire, to make a statement.

Independent Auditor Fees

During the fiscal years ended January 2, 2016 and January 3, 2015, we retained and paid Deloitte & Touche LLP to provide audit and/or other services. The fees paid to Deloitte & Touche LLP for the years ended January 2, 2016 and January 3, 2015 were as follows:

Audit Fees. Fees for audit services totaled \$5,581,700 in 2015 and \$4,981,412 in 2014. Audit fees included fees and expenses associated with the annual audit, assessment of internal control over financial reporting, the reviews of our quarterly reports on Form 10-Q, and statutory audits required internationally.

Audit-Related Fees. Fees for audit-related services totaled \$59,057 in 2015 and \$56,360 in 2014. Audit-related fees included fees for services in connection with Form 8-K filings and certain statutory filings.

Tax Fees. Fees for tax services totaled \$935,505 in 2015 and \$1,412,117 in 2014. Tax fees included fees for tax return preparation and reviews, tax consultations and tax advice and planning.

All Other Fees. There were no such fees paid to Deloitte & Touche LLP in 2015 or 2014.

The Audit Committee pre-approves all audit and permissible non-audit services provided by the independent registered public accounting firm on a case-by-case basis. The Audit Committee approved 100% of the services described under the general categories of *Audit-Related Fees* and *Tax Fees* in 2015.

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The Audit Committee does not consider the provision of these non-audit services by the independent registered public accounting firm to be incompatible with maintaining auditor independence.

THE BOARD RECOMMENDS A VOTE FOR RATIFICATION OF THE SELECTION OF DELOITTE & TOUCHE LLP AS OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2016.

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OTHER MATTERS

Section 16(a) Beneficial Ownership Reporting Compliance

Section 16(a) of the Securities Exchange Act of 1934 requires our officers and directors to file reports of ownership and changes of ownership with the SEC. The regulations of the SEC require the officers and directors to furnish the Company with copies of all Section 16(a) forms they file. Based solely on a review of the copies of such forms furnished to us, or written representations that no Form 5 was required to be filed, we believe that, during the fiscal year ended January 2, 2016, all of our directors and executive officers timely complied with the Section 16(a) filing requirements, except for one Form 4 for an executive officer that was filed late as a result of an administrative error.

Delivery of Proxy Materials to Households

As described in the Notice of Internet Availability of Proxy Materials that you received, the Notice of Annual Meeting of Shareholders, this Proxy Statement and our 2015 Annual Report to Shareholders are available online at www.proxyvote.com.

Pursuant to the rules of the SEC, services that deliver our communications to shareholders that hold their stock through a bank, broker or other holder of record may deliver to multiple shareholders sharing the same address a single copy of our Notice of Internet Availability of Proxy Materials, 2015 Annual Report to Shareholders and this proxy statement. Upon oral or written request, we will promptly deliver a separate copy of the Notice of Internet Availability of Proxy Materials, 2015 Annual Report to Shareholders and this proxy statement to any shareholder at a shared address to which a single copy of each document was delivered. Shareholders sharing an address may also request delivery of a single copy of the 2015 Annual Report to Shareholders or proxy statement if they are currently receiving multiple copies of such documents. Shareholders may notify the Company of their requests by calling or writing to Peter C. Underwood, Vice President, General Counsel and Secretary, Regal Beloit Corporation, 200 State Street, Beloit, Wisconsin 53511, telephone number: (608) 364-8800.

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SHAREHOLDER PROPOSALS

Proposals of shareholders pursuant to Rule 14a-8 under the Securities Exchange Act of 1934 (Rule 14a-8) that are intended to be presented at the 2017 annual meeting of shareholders must be received by us no later than November 16, 2016 to be included in our proxy materials for that meeting.

Further, a shareholder who otherwise intends to present business at the 2017 annual meeting otherwise than pursuant to Rule 14a-8 (*i.e.*, a proposal a shareholder intends to present at the 2017 annual meeting, but does not intend to have included in our proxy materials) must comply with the requirements set forth in the Company's Bylaws. Among other things, to bring business before the 2017 annual meeting, a shareholder must give written notice thereof, complying with the Bylaws, to the Secretary of the Company not less than 45 days and not more than 70 days prior to the first anniversary of the date that this proxy statement was first mailed to shareholders. This proxy statement was first mailed to shareholders on March 16, 2016. Under the Bylaws, if we do not receive notice of a shareholder proposal submitted (otherwise than pursuant to Rule 14a-8) between January 5, 2017 and January 30, 2017, then the notice will be considered untimely and we will not be required to present such proposal at the 2017 annual meeting. If the Board nonetheless chooses to present such proposal at the 2017 annual meeting, then the persons named in proxies solicited by the Board for the 2017 annual meeting may exercise discretionary voting power with respect to such proposal.

By Order of the Board of Directors
REGAL BELOIT CORPORATION

Peter C. Underwood
Vice President, General Counsel and Secretary

We will furnish to any shareholder, without charge, a copy of our Annual Report on Form 10-K for 2015. You may obtain a copy of the Form 10-K by writing to Peter C. Underwood, Vice President, General Counsel and Secretary, Regal Beloit Corporation, 200 State Street, Beloit, Wisconsin 53511 or on the Company's website at www.regalbeloit.com.

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APPENDIX A

REGAL BELOIT CORPORATION 2016 INCENTIVE COMPENSATION PLAN

1. **Purpose and Effective Date.**

(a) *Purpose.* The purpose of the Regal Beloit Corporation 2016 Incentive Compensation Plan is to promote the best interests of Regal Beloit Corporation (together with any successor thereto, the Company) and its shareholders by providing key employees of the Company and its Affiliates (as defined below) with an opportunity to receive performance-based compensation.

(b) *Effective Date.* This Plan will become effective, and Awards may be granted under this Plan, on and after the date that the Plan is approved by the Board (the Effective Date), provided that payments may be made only after the Company's shareholders have approved the Plan.

2. **Definitions.** Capitalized terms used in this Plan have the meanings given below. Additional defined terms are set forth in other sections of this Plan.

(a) **Administrator** means (i) the Committee with respect to Participants who are executive officers (within the meaning of Rule 16b-3 under the Exchange Act) or covered employees (within the meaning of Code Section 162(m)) and (ii) the Company's Chief Executive Officer or his delegate with respect to other Participants.

(b) **Award** means the right to receive a cash payment to the extent one or more Performance Goals are achieved (or other requirements are met), including Annual Incentive Awards as described in Section 6 and Long-Term Incentive Awards as described in Section 7.

(c) **Award Agreement** means an agreement or plan or program document setting forth the terms and conditions of an Award or multiple Awards (in addition to the terms and conditions set forth in this Plan).

(d) A Person shall be deemed to be the Beneficial Owner of any securities:

(i) that such Person or any of such Person's Affiliates or associates has the right to acquire (whether such right is exercisable immediately or only after the passage of time) pursuant to any agreement, arrangement or understanding, or upon the exercise of conversion rights, exchange rights, rights, warrants or options or otherwise; provided, however, that a Person shall not be deemed the Beneficial Owner of, or to beneficially own, securities tendered pursuant to a tender or exchange offer made by or on behalf of such Person or any of such Person's Affiliates or associates until such tendered securities are accepted for purchase;

(ii) that such Person or any of such Person's Affiliates or associates, directly or indirectly, has the right to vote or dispose of or has beneficial ownership of (as determined pursuant to Rule 13d-3 promulgated by the Commission under the Exchange Act), including pursuant to any agreement, arrangement or understanding; provided, however, that a Person shall not be deemed the Beneficial Owner of, or to beneficially own, any security under this clause (ii) as a result of an agreement, arrangement or understanding to vote such security if the agreement, arrangement or understanding: (A) arises solely from a revocable proxy or consent

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given to such Person in response to a public proxy or consent solicitation made pursuant to, and in accordance with, the applicable rules and regulations under the Exchange Act and (B) is not also then reportable on a Schedule 13D under the Exchange Act (or any comparable or successor report); or

(iii) that are beneficially owned, directly or indirectly, by any other Person with which such person or any of such Person's Affiliates or associates has any agreement, arrangement or understanding for the purpose of acquiring, holding, voting (except pursuant to a revocable proxy as described in clause (ii) above) or disposing of any voting securities of the Company.

(e) Board means the Board of Directors of the Company.

(f) Change of Control means the occurrence of an event described in any one of the following paragraphs:

(i) any Person, other than (A) the Company or any of its subsidiaries, (B) a trustee or other fiduciary holding securities under any employee benefit plan of the Company or any of its subsidiaries, (C) an underwriter temporarily holding securities pursuant to an offering of such securities or (D) a corporation owned, directly or indirectly, by the shareholders of the Company in substantially the same proportions as their ownership of stock in the Company (Excluded Persons), is or becomes the Beneficial Owner, directly or indirectly, of securities of the Company (not including in the securities beneficially owned by such Person any securities acquired directly from the Company or its Affiliates after the Effective Date, pursuant to express authorization by the Board that refers to this exception) representing 20% or more of either the then outstanding shares of the Company's common stock or the combined voting power of the Company's then outstanding voting securities; or

(ii) the following individuals cease for any reason to constitute a majority of the number of directors of the Company then serving: (A) individuals who on the Effective Date constituted the Board and (B) any new director (other than a director whose initial assumption of office is in connection with an actual or threatened election contest, including but not limited to a consent solicitation, relating to the election of directors of the Company) whose appointment or election by the Board or nomination for election by the Company's shareholders was approved by a vote of at least two-thirds (2/3) of the directors then still in office who either were Directors on the Effective Date, or whose appointment, election or nomination for election was previously so approved (collectively the Continuing Directors); provided, however, that individuals who are appointed to the Board pursuant to or in accordance with the terms of an agreement relating to a merger, consolidation or share exchange involving the Company (or any direct or indirect subsidiary of the Company) shall not be Continuing Directors for purposes of this Agreement until after such individuals are first nominated for election by a vote of at least two-thirds (2/3) of the then Continuing Directors and are thereafter elected as directors by the shareholders of the Company at a meeting of shareholders held following consummation of such merger, consolidation or share exchange; and provided further that in the event the failure of any such persons appointed to the Board to be Continuing Directors results in a Change in Control of the Company,

the subsequent qualification of such persons as Continuing Directors shall not alter the fact that a Change in Control of the Company occurred; or

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(iii) the consummation of a merger, consolidation or share exchange of the Company with any other corporation or the issuance of voting securities of the Company in connection with a merger, consolidation or share exchange of the Company (or any direct or indirect subsidiary of the Company), other than (A) a merger, consolidation or share exchange that would result in the voting securities of the Company outstanding immediately prior to such merger, consolidation or share exchange continuing to represent (either by remaining outstanding or by being converted into voting securities of the surviving entity or any parent thereof) at least 50% of the combined voting power of the voting securities of the Company or such surviving entity or any parent thereof outstanding immediately after such merger, consolidation or share exchange, or (B) a merger, consolidation or share exchange effected to implement a recapitalization of the Company (or similar transaction) in which no Person (other than an Excluded Person) is or becomes the Beneficial Owner, directly or indirectly, of securities of the Company (not including in the securities beneficially owned by such Person any securities acquired directly from the Company or its Affiliates after the Effective Date, pursuant to express authorization by the Board that refers to this exception) representing 20% or more of either the then outstanding shares of the Company's common stock or the combined voting power of the Company's then outstanding voting securities; or

(iv) the shareholders of the Company approve of a plan of complete liquidation or dissolution of the Company or there is consummated a sale or disposition by the Company of all or substantially all of the Company's assets (in one transaction or a series of related transactions within any period of 24 consecutive months), other than a sale or disposition by the Company of all or substantially all of the Company's assets to an entity at least 75% of the combined voting power of the voting securities of which are owned by Persons in substantially the same proportions as their ownership of the Company immediately prior to such sale.

Notwithstanding the foregoing, (1) no Change of Control shall be deemed to have occurred if there is consummated any transaction or series of integrated transactions immediately following which the record holders of the shares of the Company's common stock immediately prior to such transaction or series of transactions continue to own, directly or indirectly, in the same proportions as their ownership in the Company, an entity that owns all or substantially all of the assets or voting securities of the Company immediately following such transaction or series of transactions and (2) with respect to an Award that is or may be considered deferred compensation subject to Code Section 409A, the definition of Change of Control herein shall be amended and interpreted in a manner that allows the definition to satisfy the requirements of a change of control under Code Section 409A solely for purposes of complying with the requirements of Code Section 409A.

(g) Code means the Internal Revenue Code of 1986, as amended. Any reference to a specific provision of the Code includes any successor provision and the regulations promulgated under such provision.

(h) Committee means the Compensation and Human Resources Committee of the Board (or a successor committee with the same or similar authority), or such other committee of the Board designated by the Board to administer the Plan and composed of no fewer than two directors, each of whom is an outside director within the meaning of Code Section 162(m)(4)(C); provided that if no such committee shall be in existence at any time, the functions of the Committee shall be carried out by the Board.

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- (i) **Company** means Regal Beloit Corporation, a Wisconsin corporation, or any successor thereto.
- (j) **Director** means a member of the Board, and **Non-Employee Director** means a Director who is not also an employee of the Company or an Affiliate.
- (k) **Disability** means, except as otherwise determined by the Administrator and set forth in an Award Agreement, a physical or mental incapacity which qualifies an individual to collect a benefit under a long term disability plan maintained by the Company or an Affiliate, or such similar mental or physical condition which the Administrator may determine to be a disability, regardless of whether either the individual or the condition is covered by any such long term disability plan. The Administrator shall make the determination of Disability and may request such evidence of disability as it reasonably determines.
- (l) **Eligible Employee** means any officer or other key employee of the Company or of any Affiliate who is responsible for or is in a position to contribute to the management, growth or profitability of the business of the Company or any Affiliate.
- (m) **Exchange Act** means the Securities Exchange Act of 1934, as amended. Any reference to a specific provision of the Exchange Act includes any successor provision and the regulations promulgated under such provision.
- (n) **Excluded Items** shall mean any items that the Administrator determines shall be excluded in determining the achievement of Performance Goals, such as the effects of mergers, acquisitions or dispositions; charges for restructuring; any gains or losses on the sale of property or other assets or from discontinued operations; currency devaluation; impairment of goodwill intangibles or other fixed assets; the effects of purchase accounting any other extraordinary, unusual and/or non-recurring gains or losses; or the effects of accounting changes.
- (o) **Participant** means an individual selected by the Administrator to receive an Award.
- (p) **Performance Goals** means any goals the Administrator establishes that relate to one or more of the following for (i) the Company on a consolidated basis, (ii) any one or more Affiliates or divisions of the Company and/or (iii) any other business unit or units of the Company or an Affiliate as defined by the Administrator at the time of selection (in all cases after excluding the impact of applicable Excluded Items): revenue; cash flow; net cash provided by operating activities; net cash provided by operating activities less net cash used in investing activities; net

operating profit (before or after tax); bad debt reserves; warranty reserves; capital; capital charge; cost of capital; cost of goods sold; ratio of debt to debt plus equity; profit before tax; gross profit; net profit; operating profit; net sales; earnings before interest and taxes (EBIT); EBIT profit; earnings before interest, taxes, depreciation and amortization; fair market value of the Company s common stock (with or without dividend payments); basic earnings per share; diluted earnings per share; return on shareholder equity; accounts receivable (average, calculated by taking the average of accounts receivable at the end of each month, or otherwise); inventories (average, calculated by taking the average of inventories at the end of each month, or otherwise); assets; liabilities; return on average total capital employed; return on net assets employed before interest and taxes; economic value added; return on year-end equity; working capital; trade working capital; trade working capital as a percentage of sales; effective tax rate; and/or in the case of Awards that the Administrator determines will not be considered performance based compensation under Section 162(m) of the Code, such other goals as the Administrator may establish.

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As to each Performance Goal, the relevant measurement of performance shall be computed in accordance with generally accepted accounting principles, if applicable, unless otherwise determined by the Administrator at the time of granting the Award.

The Administrator may, at the time of establishing the Performance Goal(s) or at the time of measuring performance, exclude the effects of Excluded Items; provided that with respect to any Award intended to qualify as performance-based compensation under Section 162(m) of the Code, such exclusions shall be made only to the extent consistent with Section 162(m) of the Code. The Administrator may also provide for other adjustments to Performance Goals in the Award Agreement or plan document evidencing any Award at the time the Award is granted; provided that, with respect to any Award intended to qualify as performance-based compensation under Section 162(m) of the Code, such adjustment may be made only to the extent consistent with Section 162(m) of the Code. Where applicable, the Performance Goals may be expressed, without limitation, in terms of attaining a specified level of the particular criterion or the attainment of an increase or decrease (expressed as absolute numbers, averages and/or percentages) in the particular criterion or achievement in relation to a peer group or other index. The Performance Goals may include a threshold level of performance below which no payment will be made (or no vesting will occur), levels of performance at which specified payments will be paid (or specified vesting will occur), and a maximum level of performance above which no additional payment will be made (or at which full vesting will occur).

(q) **Person** shall mean any individual, corporation, partnership, association, joint-stock company, trust, unincorporated organization or government or political subdivision thereof.

(r) **Plan** means this Regal Beloit Corporation 2016 Incentive Compensation Plan, as it may be amended from time to time.

(s) **Retirement** means, except as otherwise determined by the Administrator and set forth in an Award agreement, termination of employment or service from the Company and its Affiliates (other than for Cause) on or after attainment of age fifty-eight (58) and completion of ten (10) years of service with the Company and its Affiliates. Unless otherwise determined by the Administrator, the calculation of an Eligible Employee's years of service for purposes of the definition of Retirement shall include pre-acquisition service with any entity that was acquired by the Company or an Affiliate, provided such service was continuous until the time of the acquisition.

3. Administration.

(a) *Administration.* In addition to the authority specifically granted to the Administrator in this Plan, the Administrator has full discretionary authority to administer this Plan, including but not limited to the authority to: (i) interpret the provisions of this Plan and any Award Agreement; (ii) prescribe, amend and rescind rules and regulations relating to this Plan; (iii) correct any defect, supply any omission, or reconcile any inconsistency in this Plan, any Award or agreement covering an Award in the manner and to the extent it deems desirable to carry this Plan or such Award into effect; (iv) determine the terms and conditions of Awards to be granted to Participants; and (v) make all other determinations necessary or advisable for the administration of this Plan. All Administrator determinations shall be made in the sole discretion of the Administrator and are final and binding on all interested

parties.

Notwithstanding anything to the contrary in the Plan, once established, the Administrator shall have no discretion to increase the amount of compensation payable under an Award that is intended to

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be performance-based compensation under Code Section 162(m), although the Administrator may decrease the amount of compensation a Participant may earn under such an Award.

(b) *Delegation to Other Committees or Officers.* To the extent applicable law permits, the Board may delegate to another committee of the Board or to one or more officers of the Company, or the Committee or the Chief Executive Officer may delegate to one or more officers of the Company, any or all of their respective authority and responsibility as an Administrator of the Plan; provided that no such delegation is permitted with respect to Awards made to covered employees (within the meaning of Code Section 162(m)) unless the delegation is to another committee of the Board consisting entirely of Non-Employee Directors. If the Board, the Committee or the Chief Executive Officer has made such a delegation, then all references to the Administrator in this Plan include such other committee or one or more officers to the extent of such delegation.

(c) *Indemnification.* The Company will indemnify and hold harmless each member of the Board and the Committee, and each other Administrator or officer or member of any other committee to whom a delegation under Section 3(b) has been made, as to any acts or omissions with respect to this Plan or any Award to the maximum extent that the law and the Company's by-laws permit.

4. **Eligibility.** The Administrator may designate any Eligible Employee as a Participant from time to time, to the extent of the Administrator's authority. The Administrator's granting of an Award to a Participant will not require the Administrator to grant an Award to such individual at any future time.

5. **Award Limitations.** The amounts payable to any individual Participant under this Plan shall be limited as follows: (i) no payment in excess of \$3.5 million may be made to any individual Participant with respect to Annual Incentive Award(s) in respect of any single fiscal year of the Company, (ii) no payment in excess of \$7.0 million may be made to any individual Participant with respect to Long-Term Incentive Award(s) in respect of any single performance period consisting of two fiscal years of the Company and (iii) no payment in excess of \$10.5 million may be made to any individual Participant with respect to Long-Term Incentive Award(s) in respect of any single performance period consisting of three or more fiscal years of the Company.

6. **Annual Incentive Awards.** Subject to the terms of this Plan, the Administrator will determine all terms and conditions of an Annual Incentive Award, including but not limited to the Performance Goals, performance period (which must be one year or less), the potential amount payable, and the timing of payment; provided that the Administrator must require that payment of all or any portion of the amount subject to the Annual Incentive Award is contingent on the achievement or partial achievement of one or more Performance Goals during the period the Administrator specifies, although the Administrator may specify that all or a portion of the Performance Goals subject to an Award are deemed achieved upon a Participant's death, Disability or Retirement (except, in the case of an Award intended to constitute performance-based compensation under Code Section 162(m), to the extent inconsistent with

the applicable requirements of Code Section 162(m)), or such other circumstances as the Administrator may specify.

7. **Long-Term Incentive Awards.** Subject to the terms of this Plan, the Administrator will determine all terms and conditions of a Long-Term Incentive Award, including but not limited to the Performance Goals, performance period (which must be more than one year), the potential amount payable, and the timing of payment; provided that the Administrator must require that payment of all or

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any portion of the amount subject to the Long-Term Incentive Award is contingent on the achievement or partial achievement of one or more Performance Goals during the period the Administrator specifies, although the Administrator may specify that all or a portion of the Performance Goals subject to an Award are deemed achieved upon a Participant's death, Disability or Retirement (except, in the case of an Award intended to constitute performance-based compensation under Code Section 162(m), to the extent inconsistent with the applicable requirements of Code Section 162(m)), or such other circumstances as the Administrator may specify.

8. Effect of Termination on Awards. The Administrator may specify the effect of the termination of a Participant's employment or service in an Award Agreement; provided that, if the Participant has in effect an employment, retention, change of control, severance or similar agreement with the Company or any Affiliate that discusses the effect of the Participant's termination of employment or service on the Participant's Awards, then such agreement shall control to the extent such agreement is more favorable to the Participant than the Award Agreement; and provided further that, if the Administrator does not specify the effect of such a termination in an Award Agreement and the Participant has no other such agreement that discusses the effect of such termination, then the Administrator will determine the effect of the termination on the Award prior to or at the time of termination.

9. Transferability. No Award, and no right under any such Award, shall be assignable, alienable, saleable, or transferable by a Participant otherwise than by will or by the laws of descent and distribution.

10. Termination and Amendment of Plan; Amendment, Modification or Cancellation of Awards.

(a) *Termination and Amendment.* The Board or the Committee may amend, alter, suspend, discontinue or terminate this Plan at any time, subject to the following limitations:

(i) the Board must approve any amendment of this Plan to the extent the Company determines such approval is required by: (A) action of the Board, (B) applicable corporate law, or (C) any other applicable law; and

(ii) shareholders must approve any amendment of this Plan to the extent the Company determines such approval is required by: (A) the Code, or (B) any other applicable law.

Notwithstanding the foregoing, the authority of the Board and the Administrator under this Section 10 and to otherwise administer the Plan will extend beyond the date of this Plan's termination. In addition, termination of this Plan will not affect the rights of Participants with respect to Awards previously granted to them, and all unexpired Awards will continue in force and effect after termination of this Plan except as they may lapse or be terminated by their own terms and conditions.

(b) *Amendment, Modification, Cancellation and Disgorgement of Awards.*

(i) Subject to the requirements of this Plan, the Administrator may modify, amend or cancel any Award or waive any restrictions or conditions applicable to any Award or the exercise of the Award, provided that, with respect to any Award intended to qualify as performance-based compensation under Section 162(m) of the Code, such actions may be taken only to the extent consistent with Section 162(m) of the Code. Notwithstanding anything to the

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contrary in the foregoing, any modification or amendment that materially diminishes the rights of the Participant, or the cancellation of the Award, shall be effective only if agreed to by the Participant or any other person(s) as may then have an interest in the Award, but the Administrator need not obtain Participant (or other interested party) consent for the modification, amendment or cancellation of an Award pursuant to the provisions of subsection (ii) or Section 12 or as follows: (A) to the extent the Administrator deems such action necessary to comply with any applicable law or the listing requirements of any principal securities exchange or market on which the Company's common stock is then traded; (B) to the extent the Administrator deems necessary to preserve favorable accounting or tax treatment of any Award for the Company; or (C) to the extent the Administrator determines that such action does not materially and adversely affect the value of an Award or that such action is in the best interest of the affected Participant or any other person(s) as may then have an interest in the Award. Unless determined otherwise by the Administrator, any amendment shall be made in a manner that will enable an Award intended to be exempt from Code Section 409A to continue to be so exempt, or that will enable an Award intended to comply with Code Section 409A to continue to so comply.

(ii) Notwithstanding anything to the contrary in an Award Agreement, the Administrator shall have full power and authority to terminate or cause the Participant to forfeit an Award, and require the Participant to disgorge to the Company any gains attributable to the Award, if (A) while the Participant is employed by or in service with the Company or any Affiliate, the Participant competes with the Company or an Affiliate, participates in any enterprise that competes with the Company or an Affiliate or uses or discloses, other than as expressly authorized by the Company, any confidential business information or trade secrets that the Participant obtains during the course of his or her employment or service with the Company or any Affiliate; or (B) after the Participant is no longer employed by or in service with the Company or any Affiliate, the Participant is determined by the Administrator in its reasonable discretion (1) to be in breach of any confidentiality, noncompetition, nonsolicitation or similar agreement between the Participant, on the one hand, and the Company or any Affiliate, on the other hand (the Participant's Restrictive Agreement), or (2) while any Award Agreement is in effect, to have engaged in conduct that would have constituted a breach of the Participant's Restrictive Agreement if such Restrictive Agreement were then in effect.

(iii) Any Awards granted pursuant to this Plan, and any amounts paid pursuant to an Award, shall be subject to (A) any recoupment, clawback or similar policies adopted by the Company from time to time (to the extent contemplated by such policies) and (B) any recoupment, clawback, equity holding, stock ownership or similar requirements made applicable by law, regulation or listing standards to the Company from time to time (to the extent contemplated by such requirements).

(iv) Unless the Award Agreement specifies otherwise, the Administrator may cancel any Award at any time if the Participant is not in compliance with all applicable provisions of the Award Agreement and the Plan.

(c) *Code Section 409A.* The provisions of Code Section 409A are incorporated herein by reference to the extent necessary for any Award that is subject to Code Section 409A to comply therewith.

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11. Taxes.

(a) *Withholding.* In the event the Company or an Affiliate of the Company is required to withhold any Federal, state or local taxes or other amounts in respect of any income recognized by a Participant as a result of the grant, vesting or payment of an Award, the Company may deduct (or require an Affiliate to deduct) amounts from any payments of any kind otherwise due the Participant to satisfy such tax obligations.

(b) *No Guarantee of Tax Treatment.* Notwithstanding any provisions of the Plan, the Company does not guarantee to any Participant or any other Person with an interest in an Award that (i) any Award intended to be exempt from Code Section 409A shall be so exempt, (ii) any Award intended to comply with Code Section 409A shall so comply, or (iii) any Award shall otherwise receive a specific tax treatment under any other applicable tax law, nor in any such case will the Company or any Affiliate be required to indemnify, defend or hold harmless any individual with respect to the tax consequences of any Award.

12. Change of Control.

(a) *Change of Control.* The Administrator may specify the effect of a Change of Control on a Participant's Awards in an Award Agreement; provided that, if the Participant has in effect an employment, retention, change of control, severance or similar agreement with the Company or any Affiliate that discusses the effect of a Change of Control on the Participant's Awards, then such agreement shall control to the extent such agreement is more favorable to the Participant than the Award Agreement; and provided further that, if the Administrator does not specify the effect of a Change of Control and the Participant has no other such agreement that discusses the effect of a Change of Control, then the Administrator will determine the effect of a Change of Control on the Award prior to or at the time of the Change of Control.

(b) *Application of Limits on Payments.*

(i) *Determination of Cap or Payment.* Except to the extent a more favorable result for a Participant is provided for in any agreement between a Participant and the Company or an Affiliate, if any payment or benefits paid by the Company pursuant to this Plan, including vesting or similar provisions (Plan Payments), would cause some or all of the Plan Payments or any other payments made to or benefits received by a Participant in connection with a Change of Control (such payments or benefits, together with the Plan Payments, the Total Payments) to be subject to the tax (Excise Tax) imposed by Code Section 4999 but for this Section 12(b), then the Total Payments shall be delivered either (A) in full or (B) in an amount such that the value of the aggregate Total Payments that the Participant is entitled to receive shall be One Dollar (\$1.00) less than the maximum amount that the Participant may receive

without being subject to the Excise Tax, whichever of (A) or (B) results in the receipt by the Participant of the greatest benefit on an after-tax basis (taking into account applicable federal, state and local income taxes and the Excise Tax).

(ii) *Procedures.* Upon the reasonable request of either the Participant or the Company, the Company, at the Company's expense, shall engage nationally recognized tax counsel (National Tax Counsel), selected by the Company's independent auditors (which may be regular outside counsel to the Company), to make the determination (which need not be unqualified) of which alternative under the preceding paragraph results in the receipt by the

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Participant of the greatest benefit on an after-tax basis. The determination of National Tax Counsel shall be addressed to the Company and the Participant and shall be binding upon the Company and the Participant. If such National Tax Counsel so requests, the Company shall obtain, at the Company's expense, and the National Tax Counsel may rely on, the advice of a firm of recognized executive compensation consultants for any matters relevant to such determination

(iii) *Costs of Determinations.* The Company agrees to bear all costs associated with, and to indemnify and hold harmless, the National Tax Counsel of and from any and all claims, damages, and expenses resulting from or relating to its determinations pursuant to this Section 12(b), except for claims, damages or expenses resulting from the gross negligence or willful misconduct of such firm.

13. Miscellaneous.

(a) *Other Terms and Conditions.* The grant of any Award may also be subject to other provisions (whether or not applicable to the Award granted to any other Participant) as the Administrator determines appropriate, including, without limitation, provisions for:

(i) one or more means to enable Participants to defer the recognition of taxable income relating to Awards or cash payments derived from the Awards on such terms and conditions as the Administrator determines, including, by way of example, the form and manner of the deferral election or a means for providing a return to a Participant on amounts deferred, and the permitted distribution dates or events; and

(ii) compliance with federal or state securities laws and stock exchange requirements.

(b) *Employment and Service.* The issuance of an Award shall not confer upon a Participant any right with respect to continued employment or service with the Company or any Affiliate. Unless determined otherwise by the Administrator, for purposes of the Plan and all Awards, the following rules shall apply:

(i) a Participant who transfers employment between the Company and its Affiliates, or between Affiliates, will not be considered to have terminated employment;

(ii) a Participant who ceases to be employed by the Company or an Affiliate and immediately thereafter becomes a Non-Employee Director, a non-employee director of an Affiliate, or a consultant to the Company or any

Affiliate shall not be considered to have terminated employment until such Participant's service as a director of, or consultant to, the Company and its Affiliates has ceased; and

(iii) a Participant employed by an Affiliate will be considered to have terminated employment when such entity ceases to be an Affiliate.

Notwithstanding the foregoing, for purposes of an Award that is subject to Code Section 409A, if a Participant's termination of employment or service triggers the payment of compensation under such Award, then the Participant will be deemed to have terminated employment or service upon his or her separation from service within the meaning of Code Section 409A. Notwithstanding any other

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provision in this Plan or an Award to the contrary, if any Participant is a specified employee within the meaning of Code Section 409A as of the date of his or her separation from service within the meaning of Code Section 409A, then, to the extent required by Code Section 409A, any payment made to the Participant on account of such separation from service shall not be made before a date that is six months after the date of the separation from service.

(c) *Unfunded Plan.* This Plan is unfunded and does not create, and should not be construed to create, a trust or separate fund with respect to this Plan's benefits. This Plan does not establish any fiduciary relationship between the Company and any Participant or other person. To the extent any person holds any rights by virtue of an Award granted under this Plan, such rights are no greater than the rights of the Company's general unsecured creditors. Income recognized by a Participant pursuant to an Award shall not be included in the determination of benefits under any employee pension benefit plan (as such term is defined in Section 3(2) of the Employee Retirement Income Security Act of 1974, as amended) or group insurance or other benefit plans applicable to the Participant which are maintained by the Company or any Affiliate, except as may be provided under the terms of such plans or determined by resolution of the Board or the Committee.

(d) *Governing Law.* This Plan, and all agreements under this Plan, will be construed in accordance with and governed by the laws of the State of Wisconsin, without reference to any conflict of law principles. Any legal action or proceeding with respect to this Plan, any Award or any Award Agreement, or for recognition and enforcement of any judgment in respect of this Plan, any Award or any Award Agreement, may only be heard in a bench trial, and any party to such action or proceeding shall agree to waive its right to a jury trial.

(e) *Limitations on Actions.* Any legal action or proceeding with respect to this Plan, any Award or any Award Agreement (other than any action or proceeding by the Company to enforce a recoupment or clawback policy), must be brought within one year (365 days) after the day the complaining party first knew or should have known of the events giving rise to the complaint.

(f) *Construction.* Whenever any words are used herein in the masculine, they shall be construed as though they were used in the feminine in all cases where they would so apply; and wherever any words are used in the singular or plural, they shall be construed as though they were used in the plural or singular, as the case may be, in all cases where they would so apply. Titles of sections are for general information only, and this Plan is not to be construed with reference to such titles.

(g) *Severability.* If any provision of this Plan or any Award Agreement or any Award (i) is or becomes or is deemed to be invalid, illegal or unenforceable in any jurisdiction, or as to any person or Award, or (ii) would disqualify this Plan, any Award Agreement or any Award under any law the Administrator deems applicable, then such provision should be construed or deemed amended to conform to applicable laws, or if it cannot be so construed or deemed amended without, in the determination of the Administrator, materially altering the intent of this Plan, Award Agreement or Award, then such provision should be stricken as to such jurisdiction, person or Award, and the

remainder of this Plan, such Award Agreement and such Award will remain in full force and effect.

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