NEWELL RUBBERMAID INC
Form 11-K
April 02, 2001

1

SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 11-K
ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934
FOR THE TWELVE-MONTH PERIOD ENDED
DECEMBER 31, 1999

For the twelve-month period ended December 31, 1999.
Commission file number: 1-4188

1. Full title of the plan and the address of the plan, if different from that of the issuer named below:

   RUBBERMAID RETIREMENT PLAN

2. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

   Newell Rubbermaid Inc.
   29 East Stephenson Street
   Newell Center
   Freeport, Illinois 61032

2

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Plan has duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

RUBBERMAID RETIREMENT PLAN

Dated: June 28, 2000

/s/ Tom Nohl

Tom Nohl, Member,
Benefit Plans Committee

3

Exhibit Index

Exhibit No.

23.1	Consent of Arthur Andersen LLP
23.2	Consent of KPMG LLP

4

RUBBERMAID RETIREMENT PLAN

FINANCIAL STATEMENTS
AS OF DECEMBER 31, 1999 AND 1998
TOGETHER WITH REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

5

RUBBERMAID RETIREMENT PLAN

FINANCIAL STATEMENTS
DECEMBER 31, 1999 AND 1998

Table of Contents

6

REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

To the Plan Administrator of
Rubbermaid Retirement Plan:

We have audited the accompanying statement of net assets available for plan benefits of the Rubbermaid Retirement Plan as of December 31, 1999, and the related statement of changes in net assets available for plan benefits for the year then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audit. The financial statements of the Rubbermaid Retirement Plan as of December 31, 1998, were audited by other auditors whose report dated March 31, 1999, expressed an unqualified opinion on those statements.

We conducted our audit in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for plan benefits of the Plan as of December 31, 1999, and the changes in its net assets available for plan benefits for the year then ended, in conformity with accounting principles generally accepted in the United States.

ARTHUR ANDERSEN LLP

Milwaukee, Wisconsin
June 23, 2000

INDEPENDENT AUDITORS' REPORT

Plan Administrator of
Rubbermaid Retirement Plan:

We have audited the accompanying statement of net assets available for plan benefits of the Rubbermaid Retirement Plan (Plan) as of December 31, 1998. This financial statement is the responsibility of the Plan's management. Our responsibility is to express an opinion on the financial statement based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statement is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statement referred to above presents fairly, in all material respects, the net assets available for plan benefits of the Plan as of December 31, 1998, in conformity with generally accepted accounting principles.

KPMG LLP

Cleveland, Ohio
March 31, 1999

RUBBERMAID RETIREMENT PLAN

Statements of Net Assets Available for Plan Benefits
December 31, 1999 and 1998

	1999
Assets:	
Investment in Rubbermaid Master Trust	$356,838,392
Receivables:	
Employer Contribution	9,864,061
Net Assets Available for Plan Benefits	$366,702,453

The accompanying notes to financial statements are an integral part of these statements.

9

RUBBERMAID RETIREMENT PLAN

Statement of Changes in Net Assets Available for Plan Benefits
For the Year Ended December 31, 1999

Additions to Assets Attributed to:

Net Investment Income from Rubbermaid Master Trust

Contributions:
Employer Contribution
Participant Contributions

Total Additions

Deductions from Assets Attributed to:
Benefits Paid to Participants
Miscellaneous

Total Deductions

Net Increase Prior to Transfers

Net Transfers from Other Plans

Net Increase

Assets Available for Plan Benefits:
Beginning of Year

End of Year

The accompanying notes to financial statements are an integral part of this statement.

10

RUBBERMAID RETIREMENT PLAN

Notes to Financial Statements
December 31, 1999 and 1998

(1) Description of the Plan-

The following brief description of the Rubbermaid Retirement Plan (the "Plan") is provided for general information purposes only. More complete information regarding the Plan's provisions may be found in the Plan document.

On October 20, 1998, the Plan's Sponsor entered into a definitive agreement to merge with Newell Company ("Newell") through a tax-free exchange of shares. This agreement was consummated effective March 24, 1999, resulting in the Plan's sponsor becoming a wholly-owned subsidiary of Newell.

(a) General-

The Plan is a defined contribution profit sharing plan with a 401(k) feature covering salaried and non-bargaining hourly associates, as defined by the Plan, of Rubbermaid Incorporated and Affiliated Companies (the "Company") that adopt the Plan. Participation in the Plan begins on January 1 coincident with or following an associate's date of hire. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

(b) Employer Contributions-

Effective April 1, 1998, the Plan provides for a fully vested Company matching contribution equal to 50% of the first 6% of a participant's salary deferred into the Plan and for rollovers. The Plan also provides for a Company contribution equal to 6% of a participant's (other than Everything Rubbermaid Store and Century Products employees) eligible compensation with an opportunity for an additional 3% of the participant's eligible compensation based on "EVA Targets." A participant must be employed by the Company at the end of the Plan year and complete at least 1,000 hours during the Plan year in order to be eligible to receive a Company contribution, subject to limited exceptions.

(c) Employee Salary Deferral Contributions-

A 401(k) salary deferral feature is included in the Plan, allowing participants to make pretax salary deferrals of base compensation.

(d) Participant Accounts-

Separate accounts are maintained for each participant. Contributions are invested, as instructed by the participants, in one or more of the available investment funds. Each participant's account is credited with contributions, if any, and earnings.

(e) Vesting-

Participants are 100% vested in the portion of their accounts attributable to 401(k) contributions and matching contributions (plus earnings). Vesting in the remainder of their accounts is based upon a seven-year graduated vesting schedule. A participant becomes 100% vested after completing seven years of vesting service. Upon death, disability or attainment of age 65, participants become 100% vested.

(f) Investments Options-

All investments are participant-directed, and participants may elect to invest their account in the Plan in one or more of the eleven investment funds held by the Plan. Currently, the available investment funds include:

STABLE VALUE FUND - Seeks to provide for preservation of capital and stability of investment returns through investments in high quality investment contracts with insurance companies, banks or other financial institutions.

FIDELITY PURITAN FUND - Seeks as much income as possible, consistent with preservation of capital, by investing in a broadly diversified portfolio of domestic and foreign common stocks, preferred stocks and bonds, including lower quality, high yield debt securities.

SPARTAN U.S. EQUITY INDEX FUND - Seeks investment results that try to duplicate the composition and total return of the S&P 500 and in other securities that are based on the value of the Index

FIDELITY CONTRAFUND - Seeks long-term capital appreciation by investing mainly in the securities of companies believed to be out of favor or undervalued.

FIDELITY MAGELLAN FUND - Seeks long-term capital appreciation by investing in the stocks of both well known and lesser known companies with above average growth potential and a correspondingly higher level of risk.

FIDELITY SMALL-CAP SELECTOR - Seeks capital appreciation by investing primarily in companies that have market capitalizations of $750 million or less at the time of the Fund's investment.

FIDELITY DIVERSIFIED INTERNATIONAL FUND - Seeks capital growth by investing primarily in equity securities of companies located anywhere outside the U.S. that are included in the Morgan Stanley EAFE Index.

NEWELL RUBBERMAID INC. STOCK FUND - Invests primarily in Newell Rubbermaid Inc. common stock.

FIDELITY U.S. BOND INDEX FUND - Seeks to provide investment results that correspond to the aggregate price and investment performance of the debt securities in the Lehman Brothers Aggregate Bond Index.

INVESCO DYNAMICS FUND - Seeks long-term capital growth by investing in domestic common stocks of companies traded on U.S. securities exchanges as well as on the over-the-counter (OTC) market.

FIDELITY EQUITY-INCOME FUND - Seeks to provide moderate income while offering the potential for capital appreciation through investments in income-producing stocks.

12

For investment purposes only, investments of the Plan are commingled with the investments of the Rubbermaid Retirement Plan for Collectively-Bargained Associates. Collectively, such funds comprise the Rubbermaid Master Trust (the "Master Trust") with Fidelity Management Trust Company as the trustee. Allocation of the Master Trust investments and income among plans is determined on the basis of the value of the participant accounts attributed to each plan.

(g) Payment of Benefits-

A participant is eligible to receive a distribution upon termination of employment, in either a lump-sum cash payment equal to the value of his or her vested account or periodic payments in such amounts as elected by the participant (subject to provisions of the Plan).

(h) Participant Loans-

Loans of up to 50% of the vested portion of the participant's individual account may be obtained by qualified participants. The maximum loan permissible is generally the lesser of $50,000 or one-half of the participant's vested balance. Loans are repayable through payroll deductions over periods ranging up to 60 months, or in the case of home loans, up to 120 months. The interest rate is determined based on prevailing market conditions. Interest rates on loans outstanding at December 31, 1999 ranged from 7% to 10%.

(i) Forfeited Accounts-

At December 31, 1999 and 1998, forfeited nonvested accounts totaled approximately $1,466,000 and $435,000, respectively. These accounts will be used to reduce future employer contributions. During 1999, employer contributions were reduced by approximately $447,000 from forfeited nonvested accounts.

(2) Significant Accounting Policies-

(a) Basis of Presentation-

The accompanying financial statements have been prepared on the accrual basis of accounting.

(b) Investment Valuation -

The Plan's investments are stated at fair value except for fully benefit-responsive guaranteed principal and interest contracts included in the Stable Value Fund, which are stated at contract value. Purchases and sales of securities are recorded on a trade date basis.

(c) Payment of Benefits-

Benefits are recorded when paid.

(d) Administrative Expenses-

All normal costs and expenses of administering the Plan and Trust are paid by Plan participants. Any cost resulting from a participant obtaining a loan or requesting a distribution or in-service withdrawal may be borne by such participant or charged to the participant's individual account.

(e) Use of Estimates-

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from these estimates.

(f) New Accounting Standard-

The Accounting Standards Executive Committee issued AICPA Statement of Position (SOP) 99-3, "Accounting for and Reporting of Certain Defined Contribution Plan Investments and Other Disclosure Maters", which eliminates the requirement for a definded contribution plan to present participant-directed investment programs. During 1999, the Plan adopted SOP 99-3 and, as such, the 1998 financial statements have been reclassified to eliminate the participant-directed fund investment program disclosures.

(3) Master Trust Financial Information-

As described in Note 1(f), the Plan's investments are contained in a Master Trust in which they are combined for investment purposes with the assets of the Rubbermaid Retirement Plan for Collectively-Bargained Associates. The Master Trust fund assets at December 31, 1999 and 1998 are as follows:

Assets	1999
Newell Rubbermaid Inc. Stock Fund *	$12,115,255
Mutual Funds	272,481,883
Stable Value Fund	224,231,031
Loans to Participants	9,728,457
Total Assets	$518,556,626

*Represents a party-in-interest.

	1999		1
	Amount	Percent	Amount

Rubbermaid Retirement Plan	$356,838,392	68.8%	$325,551
Rubbermaid Retirement Plan for Collectively-Bargained Associates	161,718,234	31.2	156,489
Total Assets	$518,556,626	100.0%	$482,040

The Master Trust is invested in a Stable Value Fund that invests primarily in guaranteed investment contracts ("GIC"), separate account portfolios ("SAP") and synthetic guaranteed investment contracts ("SYN"). The crediting interest rate for the fund was 6.10% and 6.12% as of December 31, 1999 and 1998, respectively. The fund's blended rate of return for the year was 6.13% and 6.12% in 1999 and 1998, respectively.

The crediting rates for SAP and SYN contracts are reset periodically and are based on the market value of the underlying portfolio of assets backing these contracts. Inputs used to determine the crediting rate include each contract's portfolio market value, current yield-to-maturity, duration (i.e., weighted average life), and market value relative to contract value. All contracts have a guaranteed rate of 0% or higher.

14

-5-

The contract values and fair values of investment contracts included in the Stable Value Fund as of December 31, 1999 and 1998 are as follows:

	Contract Value		Fair
	1999	1998	1999
Guaranteed Investment Contracts	$21,252,179	$44,018,146	$21,297,592
Synthetic Guaranteed Investment Contracts	133,491,859	100,706,060	130,432,760
Separate Account Guaranteed Investment Contracts	57,971,897	61,891,290	56,442,510
	$212,715,935	$206,615,496	$208,172,862

Included in the fair value of synthetic guaranteed investment contracts as of December 31, 1999 and 1998 are $(3,000,063) and $0, respectively, related to wrapper contracts which guarantee the contract value of the synthetic guaranteed investment contracts for participant-initiated withdrawal events.

Master Trust income and its allocation to the participating plans for the year ended December 31, 1999 is as follows:

Interest and Dividends	$29,091,185
Realized Gains, Net	17,608,936
Unrealized Appreciation (Depreciation) in the Fair Value of	

Investments by Type:	
Stock Funds	(4,105,235)
Mutual Funds	18,721,147
Total Unrealized Appreciation	14,615,912
Total Master Trust Income	$61,316,033

Master Trust Income	Amount	Percent
Rubbermaid Retirement Plan	$40,943,721	66.8%
Rubbermaid Retirement Plan for Collectively-Bargained Associates	20,372,312	33.2
Total Master Trust Income	$61,316,033	100.0%

(4) Plan Termination-

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts, and the Trustee shall distribute the assets in accordance with the terms of the Plan and the trust agreement.

(5) Tax Status-

The Internal Revenue Service has determined and informed the Company by letter dated June 2, 1999, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Therefore, no provision for income taxes has been included in the Plan's financial statements.

15

-6-

(6) Reconciliation of Net Assets to Form 5500-

As of December 31, 1999, the Plan had $2,870 of pending distributions to participants who elected to withdraw from the Plan. This amount is recorded as a liability in the Plan's Form 5500; however, this amount is not recorded as a liability in the accompanying statement of net assets available for plan benefits in accordance with generally accepted accounting principles.

The following table reconciles net assets available for plan benefits per the financial statements to the Form 5500 as filed by the Company for the year ended December 31, 1999:

	Benefits Payable to Participants	Benefits Paid	N Av Pl
Per Financial Statements	$ -	$36,827,351	
1999 Amounts Pending Distribution to Participants	2,870	2,870	
Per Form 5500	$2,870	$36,830,221	