## FORM 11-K

## ANNUAL REPORT

## O SECTION 15(d) OF THE

SECURITIES EXCHANGE ACT OF 1934
(Mark One):
|X| ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 [FEE REQUIRED].
For the fiscal year ended December 31, 1995
OR

I_| TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 [NO FEE REQUIRED].
For the transition period from $\qquad$ to $\qquad$

Commission file number 1-724
A. Full title of the plan and the address of the plan, if different from that of the issuer named below: Phillips-Van Heusen Corporation Associates Investment Plan for Hourly Associates and Phillips-Van Heusen Corporation Associates Investment Plan for Salaried Associates
B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office: Phillips-Van Heusen Corporation, 1290 Avenue of the Americas, New York, New York 10104

## SIGNATURES

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

PHILLIPS-VAN HEUSEN CORPORATION ASSOCIATES INVESTMENT PLANS

Pamela N. Hootkin, Member of Administrative Committee

Financial Statements and Supplemental Schedules

Phillips-Van Heusen Corporation Associates Investment Plan for Hourly Associates

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Financial Statements and Supplemental Schedules

Years ended December 31, 1995 and 1994

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Administrative Committee of the Plan
Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
New York, New York
We have audited the accompanying statements of net assets available for plan benefits of the Phillips-Van Heusen Corporation Associates Investment Plan for Hourly Associates as of December 31, 1995 and 1994, and the related statements of changes in net assets available for plan benefits for the years 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 audits.

We conducted our audits 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 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 audits provide 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, 1995 and 1994, and the changes in its net assets available for plan benefits for the years then ended, in conformity with generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental Schedule of AIP Master Trust Assets Held for Investment as of December 31, 1995 and
Reportable Transactions for the year then ended, are presented for the purposes of complying with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, and are not a required part of the basic financial statements. The supplemental schedules have been subjected to the auditing procedures applied in our audit of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.
/s/ Ernst \& Young LLP

New York, New York
June 21, 1996

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Statement of Net Assets Available for Plan Benefits

|  |  | December 31, |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |
| Investments, at fair value (Notes A and F): |  |  |  |  |
| Shares of registered investment companies: |  |  |  |  |
| Equity Fund |  | 732,247 | \$ | \$ -- |
| Bond Fund |  | 225,553 |  | -- |
| Balanced Fund |  | 538,901 |  | -- |
| International Fund |  | 124,544 |  | -- |
| Common Stock--Employer Company |  | 3,699,303 |  | 6,276,190 |
| Common trust fund* |  | 3,158,299 |  | 3,385,183 |
| Participant loans receivable |  | 58,552 |  | -- |
| Total investments |  | 8,537,399 |  | 9,661,373 |
| Receivables: |  |  |  |  |
| Employer's contribution |  | -- |  | 67,279 |
| Participants' contributions |  | -- |  | 140,035 |
| Total receivables |  | -- |  | 207,314 |
| Liabilities |  | -- |  | -- |
| Net assets available for plan benefits |  | 8,537,399 |  | \$9,868,687 |

Consists of the Money Market Fund in 1995 and the General Investment Fund and Stock Index Fund in 1994.

See notes to financial statements.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Statement of Changes in Net Assets Available for Plan Benefits

|  | Year ended 1995 | $\begin{gathered} \text { December 31, } \\ 1994 \end{gathered}$ |  |
| :---: | :---: | :---: | :---: |
| Additions |  |  |  |
| Net transfer from the PVH Associates Investment <br> Plan for Salaried Associates |  |  |  |
| Plan for Salaried Associates | \$ 2, 410,664 | \$ | 2,481,672 |
| Contributions: |  |  |  |
| Employer Company, net of forfeitures | 527,735 |  | 766,509 |
| Participants | 1,092,799 |  | 2,130,469 |
|  | 1,620,534 |  | 2,896,978 |
| Interest and investment income | 402,426 |  | 181,219 |
|  | 4,433,624 |  | 5,559,869 |
| Deductions |  |  |  |
| Payments to participants | 3,712,868 |  | 1,641,922 |
|  | 720,756 |  | 3,917,947 |
| Net realized and unrealized depreciation of investments (Note F) | (2, 052, 044) |  | $(8,257,421)$ |
| Net decrease | $(1,331,288)$ |  | $(4,339,474)$ |
| Net assets available for plan benefits at beginning of year | 9,868,687 |  | 14,208,161 |
| Net assets available for plan benefits at end of year | \$ 8,537,399 | \$ | 9,868, 687 |

See notes to financial statements.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements
December 31, 1995
A. Description of the Plan

The following description of the Phillips-Van Heusen Corporation (the "Company") Associates Investment Plan for Hourly Associates (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Plan Amendments
On July 1, 1995, the Plan was amended to include new investment elections and to dissolve the Stock Index Fund into the remaining funds. The amendment also increased the participant contribution percentage limit and added a loan feature.

## General

The Plan is a defined contribution plan covering hourly paid production and retail field employees of the Company who have at least one year of service (1,000 hours in a year) and are age twenty-one or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Contributions
Each year, participants may contribute up to $15 \%$ of pretax annual compensation, as defined by the Plan. The Company contributes $50 \%$ of the first $6 \%$ of base compensation that a participant contributes to the Plan.

Participant Accounts
Each participant's account is credited with the participant's contributions and allocations of (a) the Company's contributions and (b) Plan earnings. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company contributions. One hundred percent of the Company contributions are automatically invested in the common stock of the Company. Participants age fifty-five or older may direct the Company contribution into any of the Plan's investment options.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
A. Description of the Plan (continued)

Vesting
Amounts attributable to Company contributions become vested on the participant's sixty-fifth birthday or if the participant's employment by the Company terminates by reason of the participant's death or permanent disability or the participant has completed five years of service with the Company.

Investment Options
Upon enrollment in the Plan, a participant may direct employee contributions in $5 \%$ increments into any of the six investment options. A participant may contribute a maximum of $25 \%$ of employee contributions into the Phillips-Van Heusen Corporation Common Stock Fund.

Phillips-Van Heusen Corporation Common Stock Fund - Funds are invested by the trustee in common shares of the Company. Common shares of the Company are purchased by the trustee in the open market.

Money Market Fund - Funds are invested by the trustee in short-term obligations and money market instruments.

Equity Fund - Funds are invested in shares of a registered investment company that invests primarily in common stocks. (Fidelity Growth \& Income Portfolio)

Bond Fund - Funds are invested in shares of a registered investment company that invests in corporate bonds and U.S. government securities. (Fidelity Intermediate Bond Fund)

Balanced Fund - Funds are invested in shares of a registered investment company that invests in common stocks, preferred stocks, and bonds. (Fidelity Puritan Fund)

International Fund - Funds are invested in shares of a registered investment company that invests in common stocks and bonds of companies and governments outside the United States. (Templeton Foreign Fund)

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
A. Description of the Plan (continued)

Participant Loans Receivable
Effective July 1, 1995, participants may borrow from the Plan, with certain restrictions, using their vested account balance as collateral. The minimum loan amount is \$1,000 and the maximum loan amount is the lesser of (i) \$50,000 reduced by the participant's highest outstanding loan balance during the previous twelve months or (ii) $50 \%$ of the vested value of the participant's account. Interest is fixed for the term of the loan at the prime rate as of the first business day of the month of application as published in the Wall Street Journal, plus 1\%. Loan repayments are made through payroll deductions which may be specified for a term of 1 to 5 years or up to 15 years for the purchase of a primary residence.

Payment of Benefits
Participants entitled to final distributions generally will receive payment in the form of a lump sum amount equal to the value of their vested account.

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.
B. Significant Accounting Policies

The accounting records of the Plan are maintained on the accrual basis.
In accordance with the Rules and Regulations of the Department of Labor, investments are included at market value as determined by quoted market prices or at fair value as determined by Chase Manhattan Bank for the applicable Chase investment funds in the accompanying financial statements. Purchases and sales of securities are reflected on a trade date basis. Substantially all administrative expenses are paid by the Company.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
B. Significant Accounting Policies (continued)

All assets of the Plan are held by the trustee, Chase Manhattan Bank, in the Company's Associates Investment Plan Master Trust ("AIP Master Trust") and are segregated from the assets of the Company. The Plan shares in AIP Master Trust interest and investment income based upon its participants' shares of AIP Master Trust net assets available for plan benefits.

The preparation of the financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from the estimates.
C. Transactions with Parties-in-Interest

During the years ended December 31, 1995 and 1994, the AIP Master Trust purchased 226,108 and 183,321 shares, respectively, of the Company's common stock and received $\$ 298,851$ and $\$ 229,091$, respectively, from the Company as payment of dividends on its common stock. The AIP Master Trust also sold 443,656 and 66,935 shares of the Company's common stock during the years ended December 31, 1995 and 1994, respectively.
D. Changes in AIP Master Trust Net Assets by Fund

Changes in the AIP Master Trust net assets held by fund during the year ended December 31, 1995 were as follows:

Net assets at beginning of year
Interest and investment income
Contributions received:
Employer Company, net of forfeitures Employees
Net realized and unrealized
(depreciation)/appreciation
Loans to participants, net of repayments
Payments to participants
Transfers (to) from other accounts
Net assets at end of year
Plan's beneficial interest at 12/31/95

Net assets at beginning of year
Interest and investment income
Contributions received:
Employer Company, net of forfeitures Employees
Net realized and unrealized
(depreciation)/appreciation
Loans to participants, net of repayments Payments to participants
Transfers (to) from other accounts
Net assets at end of year

Plan's beneficial interest at 12/31/95


* Formerly named the General Investment Fund.

Note: Certain funds above include investments in Chase Manhattan Bank Domestic Liquidity Funds.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
D. Changes in AIP Master Trust Net Assets by Fund (continued)

Changes in the AIP Master Trust net assets held in the stock, investment and index funds during the year ended December 31, 1994 were as follows:

|  | PhillipsVan Heusen Corp. Common Stock Fund |  | General Investment Fund |  | Stock <br> Index <br> Fund |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Net assets--beginning of year | \$ 56, 372,946 | \$ | 6,898,939 | \$ | 6,838,298 |
| Interest and investment income | 244,703 |  | 298,900 |  | 204,310 |
| Contributions received: |  |  |  |  |  |
| Employer Company, net of forfeitures | 1,585,769 |  | 272,080 |  | 329,308 |
| Employees | 4, 041,108 |  | 946,037 |  | 883,455 |
| Net realized and unrealized appreciation | $(34,277,461)$ |  |  |  | $(87,946)$ |
| Payments to participants | $(3,636,527)$ |  | $(768,847)$ |  | $(470,352)$ |
| Transfers from (to) other accounts | 558,738 |  | $(465,473)$ |  | $(93,265)$ |
| Net assets--end of year | \$ 24,889, 276 | \$ | 7,181,636 | \$ | 7,603,808 |
| Plan's beneficial interest at 12/31/94 | \$ 6,276,190 | \$ | 2,136,100 | \$ | 1,246,083 |

## E. Income Tax Status

The Internal Revenue Service has ruled that the Plan qualifies under Section 401(a) of the Internal Revenue Code ("IRC") and therefore its related trust is tax-exempt under Section 501(a) of the IRC. The Plan's most recent determination letter is dated April 27, 1995. The Administrative Committee of the Plan is not aware of any course of action or series of events that have occurred that might adversely affect the qualified status of the Plan.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
F. Assets of the Plan

Assets of the Plan are included in the assets of the AIP Master Trust held by The Chase Manhattan Bank, N.A. The assets of the AIP Master Trust are presented in the following table. Investments that represent $5 \%$ or more of the Master Trust's total net assets are identified by an asterisk.

Investments at Fair Value as Determined by Quoted Market Price-

Shares of registered investment companies:
Fidelity Growth \& Income Portfolio, 226,232 shares*


Fidelity Intermediate Bond Fund, 159, 268 shares
$\$ 6,119,575$.-

Fidelity Puritan Fund, 252,964 shares* Templeton Foreign Fund, 156,952 shares
Phillips-Van Heusen Corp. Common Stock, $1,401,647$ and $1,619,195$ shares, respectively*

Investments at Estimated Fair Value-
Common trust fund*
Promissory notes (participant loans)
Accrued income:
Common Stock Employer Company
Common trust fund
Total net assets
Plan's beneficial interest

|  |  |
| ---: | :---: |
| $1,657,981$ | -- |
| $4,302,912$ | - |
| $1,440,819$ |  |
| $13,841,264$ | $24,692,724$ |
|  |  |
| $9,283,104$ | $14,903,103$ |
| 717,488 | -- |

-- 60,102
-----------
$\$ 37,363,143 \$ 39,674,720$
========================
$\$ 8,537,399 \$ 9,661,373$

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
F. Assets of the Plan (continued)

During 1995 and 1994, the AIP Master Trust's investments depreciated in fair value by $\$ 6,239,803$, net, and $\$ 34,365,407$, as follows:

|  | Net Appreciation (Depreciation) in Fair Value During ar Ended December |  |
| :---: | :---: | :---: |
| Fair Value of Assets Determined by Quoted Market Price: |  |  |
| Phillips-Van Heusen Corp. Common Stock | \$(8, 305, 792 ) | \$(34, 277, 461) |
| Fidelity Growth \& Income Portfolio | 520,515 | - - |
| Fidelity Intermediate Bond Fund | 18,787 | -- |
| Fidelity Puritan Fund | 152,961 | -- |
| Templeton Foreign Fund | $(34,528)$ | -- |
| Fair Value Estimated by Trustee: Common trust fund | 1,408,254 | $(87,946)$ |
| Net depreciation in fair value | \$(6, 239, 803) | \$(34, 365, 407) |
| Plan's beneficial interest | \$ $2,052,044$ ) | \$ (8,257, 421) |

G. Differences Between Plan Financial Statements and Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

|  | $\begin{gathered} \text { December 31, } \\ 1995 \end{gathered}$ |
| :---: | :---: |
| Net assets available for plan benefits per the financial statements | \$ 8,537,399 |
| Amounts allocated to withdrawn participants at December 31, 1995 | $(1,485,459)$ |
| Net assets available for plan benefits per the form 5500 | \$ 7, 051,940 |

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates
Notes to Financial Statements (continued)
G. Differences Between Plan Financial Statements and Form 5500 (continued)

The following is a reconciliation of benefits paid to participants per the financial statements to the Form 5500:

|  | ```Year Ended December 31, 1 9 9 5``` |
| :---: | :---: |
| Benefits paid to participants per the financial statements | \$3, 712, 868 |
| Add: Amounts allocated to withdrawn participants at December 31, 1995 | 1,485,459 |
| Less: Amounts allocated to withdrawn participants at December 31, 1994 | $(278,554)$ |
| Benefits paid to participants per the Form 5500 | \$4, 919, 773 |

Amounts allocated to withdrawn participants on the Form 5500 represent benefit claims that have been processed and approved for payment prior to year-end but not yet paid.

Phillips-Van Heusen Corporation
Associates Investment Plan for Hourly Associates

AIP Master Trust Assets Held for Investment

## December 31, 1995

Fidelity Growth \& Income Portfolio Fidelity Intermediate Bond Fund Fidelity Puritan Fund Templeton Foreign Fund
Chase Manhattan Bank--Domestic Liquidity Fund Phillips-Van Heusen Corporation Common

Stock--1,401,647 shares*
Promissory Notes

| Cost | Market <br> Value |
| :---: | :---: |
| \$ 5, 659,975 | \$ 6,119,575 |
| 1,639, 092 | 1,657,981 |
| 4, 205,644 | 4,302,912 |
| 1,516,431 | 1,440,819 |
| 9,283,104 | 9,283,104 |
| 17,565,607 | 13,841,264 |
| 717,488 | 717,488 |
| \$40,587,341 | \$37, 363, 143 |

* Party-in-interest investment (Note C).

|  |  | Purchase | Selling | Cost of |
| :---: | :---: | :---: | :---: | :---: |
| Party Involved | Description | Price | Price | Asset Sold |

Category (i) - Individual Transactions in Excess of 5\% of Plan Assets:


Category (iii) - Series of Transactions in Excess of $5 \%$ of Plan Assets:
Chase Manhattan Bank, N.A
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
CMB - S\&P 500 Index Fund
CMB - Domestic Liquidity Fund
Fidelity Growth \& Income Portfolio
Fidelity Puritan Fund
Phillips-Van Heusen Corp. Common Stock

| $\$$ | 200,472 | $\$$ | $9,168,420$ | \$ | $6,095,288$ |
| ---: | ---: | ---: | ---: | ---: | ---: |
| $\$$ | $21,444,628$ | $\$$ | $19,826,360$ | $\$$ | $19,826,360$ |
| $\$$ | $5,696,130$ | $\$$ | 97,070 | $\$$ | 36,156 |
| $\$$ | $4,234,866$ | $\$$ | 84,915 | $\$$ | 29,233 |
| $\$$ | $3,376,204$ | $\$$ | $5,921,871$ | $\$$ | $5,308,840$ |


| Net Gain | Number of |
| :--- | :---: |
| or (Loss) | Transactions |

Category (i) - Individual Transactions in Excess of 5\% of Plan Assets:

Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.

CMB - S\&P 500 Index Fund
CMB - Domestic Liquidity Fund
CMB - Domestic Liquidity Fund
Fidelity Growth \& Income Portfolio
Fidelity Puritan Fund
\$ 3,060,212 1
\$
1
1
1
Category (iii) - Series of Transactions in Excess of 5\% of Plan Assets:
Chase Manhattan Bank, N.A.
CMB - S\&P 500 Index Fund
CMB - Domestic Liquidity Fund
Fidelity Growth \& Income Portfolio
Fidelity Puritan Fund
Phillips-Van Heusen Corp. Common Stock
\$ 3,073, 132

There were no category (ii) or (iv) reportable transactions for the year ended December 31, 1995.

Financial Statements and Supplemental Schedules

Phillips-Van Heusen Corporation Associates Investment Plan for Salaried Associates

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Financial Statements and Supplemental Schedules
Years ended December 31, 1995 and 1994

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Report of Independent Auditors

Administrative Committee of the Plan
Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
New York, New York
We have audited the accompanying statements of net assets available for plan benefits of the Phillips-Van Heusen Corporation Associates Investment Plan for Salaried Associates as of December 31, 1995 and 1994, and the related statements of changes in net assets available for plan benefits for the years 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 audits.

We conducted our audits 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 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 audits provide 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, 1995 and 1994, and the changes in its net assets available for plan benefits for the years then ended, in conformity with generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental Schedule of AIP Master Trust Assets Held for Investment as of December 31, 1995 and Schedule of Transactions or Series of Transactions in Excess of $5 \%$ of the Current Value of AIP Master Trust Assets for the year then ended, are presented for the purposes of complying with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, and are not a required part of the basic financial statements. The supplemental schedules have been subjected to the auditing procedures applied in our audit of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.
/s/ Ernst \& Young LLP
New York, New York
June 21, 1996

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Statement of Net Assets Available for Plan Benefits


* Consists of the Money Market Fund in 1995 and the General Investment Fund and Stock Index Fund in 1994.

See notes to financial statements.

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Statement of Changes in Net Assets Available for Plan Benefits

|  | Year ended December 31, 19951994 |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Additions |  |  |  |  |
| Contributions: |  |  |  |  |
| Employer Company, net of forfeitures | \$ | 1,981,571 | \$ | 1,376,862 |
|  |  | 4,103,309 |  | 3,614,830 |
|  |  | 6,084,880 |  | 4,991,692 |
| Interest and investment income |  | 799,137 |  | 561,159 |
|  |  | 6,884,017 |  | 5,552,851 |
| Deductions |  |  |  |  |
| Net transfers to PVH Associates Investment Plan for Hourly Associates |  |  |  |  |
| Payments to participants |  | 2,049,064 |  | 3,164,566 |
|  |  | 4,459,728 |  | 5,646,238 |
| Net realized and unrealized depreciation of |  |  |  |  |
| Net decrease |  | $(1,650,659)$ |  | $(25,975,978)$ |
| Net assets available for plan benefits at beginning of year |  | 30,013,400 |  | 55,989,378 |
| Net assets available for plan benefits at end of year |  | 28,362,741 |  | 30, 013,400 |

See notes to financial statements.

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Notes to Financial Statements
December 31, 1995
A. Description of the Plan

The following description of the Phillips-Van Heusen Corporation (the "Company") Associates Investment Plan for Salaried Associates (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Plan Amendments
On July 1, 1995, the Plan was amended to include new investment elections and to dissolve the Stock Index Fund into the remaining funds. The amendment also increased the participant contribution percentage limit and added a loan feature.

## General

The Plan is a defined contribution plan covering salaried paid clerical employees of the Company who have at least one year of service (1,000 hours in a year) and are age twenty-one or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

## Contributions

Each year, participants may contribute up to $15 \%$ of pretax annual compensation, as defined by the Plan. The Company contributes $50 \%$ of the first $6 \%$ of base compensation that a participant contributes to the Plan.

Participant Accounts
Each participant's account is credited with the participant's contributions and allocations of (a) the Company's contributions and (b) Plan earnings. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company contributions. One hundred percent of the Company contributions are automatically invested in the common stock of the Company. Participants age fifty-five or older may direct the Company contribution into any of the Plan's investment options.

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Notes to Financial Statements (continued)
A. Description of the Plan (continued)

Vesting
Amounts attributable to Company contributions become vested on the participant's sixty-fifth birthday or if the participant's employment by the Company terminates by reason of the participant's death or permanent disability or the participant has completed five years of service with the Company.

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Phillips-Van Heusen Corporation Common Stock Fund - Funds are invested by the trustee in common shares of the Company. Common shares of the Company are purchased by the trustee in the open market.

Money Market Fund - Funds are invested by the trustee in short-term obligations and money market instruments.

Equity Fund - Funds are invested in shares of a registered investment company that invests primarily in common stocks. (Fidelity Growth \& Income Portfolio)

Bond Fund - Funds are invested in shares of a registered investment company that invests in corporate bonds and U.S. government securities. (Fidelity Intermediate Bond Fund)

Balanced Fund - Funds are invested in shares of a registered investment company that invests in common stocks, preferred stocks, and bonds. (Fidelity Puritan Fund)

International Fund - Funds are invested in shares of a registered investment company that invests in common stocks and bonds of companies and governments outside the United States. (Templeton Foreign Fund)
A. Description of the Plan (continued)

Participant Loans Receivable
Effective July 1, 1995, participants may borrow from the Plan, with certain restrictions, using their vested account balance as collateral. The minimum loan amount is $\$ 1,000$ and the maximum loan amount is the lesser of (i) $\$ 50,000$ reduced by the participant's highest outstanding loan balance during the previous twelve months or (ii) $50 \%$ of the vested value of the participant's account. Interest is fixed for the term of the loan at the prime rate as of the first business day of the month of application as published in the Wall street Journal, plus 1\%. Loan repayments are made through payroll deductions which may be specified for a term of 1 to 5 years or up to 15 years for the purchase of a primary residence.

Payment of Benefits
Participants entitled to final distributions generally will receive payment in the form of a lump sum amount equal to the value of their vested account.

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.
B. Significant Accounting Policies

The accounting records of the Plan are maintained on the accrual basis.
In accordance with the Rules and Regulations of the Department of Labor, investments are included at market value as determined by quoted market prices or at fair value as determined by Chase Manhattan Bank for the applicable Chase investment funds in the accompanying financial statements. Purchases and sales of securities are reflected on a trade date basis. Substantially all administrative expenses are paid by the Company.

## Phillips-Van Heusen Corporation

Associates Investment Plan for Salaried Associates
Notes to Financial Statements (continued)
B. Significant Accounting Policies (continued)

All assets of the Plan are held by the trustee, Chase Manhattan Bank, in the Company's Associates Investment Plan Master Trust ("AIP Master Trust") and are segregated from the assets of the Company. The Plan shares in AIP Master Trust interest and investment income based upon its participants' shares of AIP Master Trust net assets available for plan benefits.

The preparation of the financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from the estimates.
C. Transactions with Parties-in-Interest

During the years ended December 31, 1995 and 1994, the AIP Master Trust purchased 226,108 and 183,321 shares, respectively, of the Company's common stock and received $\$ 298,851$ and $\$ 229,091$, respectively, from the Company as payment of dividends on its common stock. The AIP Master Trust also sold 443,656 and 66,935 shares of the Company's common stock during the years ended December 31, 1995 and 1994, respectively.

Notes to Financial Statements (continued)
D. Changes in AIP Master Trust Net Assets by Fund

Changes in the AIP Master Trust net assets held by fund during the year ended December 31, 1995 were as follows:

Net assets at beginning of year
Interest and investment income
Contributions received: Employer Company, net of forfeitures Employees
Net realized and unrealized
(depreciation)/appreciation
Loans to participants, net of repayments
Payments to participants
Transfers (to) from other accounts
Net assets at end of year

Plan's beneficial interest at 12/31/95


Net assets at beginning of year
Interest and investment income
Contributions received:
Employer Company, net of forfeitures Employees
Net realized and unrealized
(depreciation)/appreciation
Loans to participants, net of repayments
Payments to participants
Transfers (to) from other accounts
Net assets at end of year

Plan's beneficial interest at 12/31/95

| \$ | 152,964 | \$ | 46,381 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | (108) |  | (324) |  |  |
|  | 834,762 |  | 274,684 |  |  |
|  | 520,515 |  | $(34,528)$ |  |  |
|  | $(180,625)$ |  | $(21,769)$ | \$ | 717,488 |
|  | $(46,311)$ |  | $(45,754)$ |  |  |
|  | 4,839,217 |  | 1,222,138 |  |  |
| \$ | 6,120,414 | \$ | 1,440,828 | \$ | 717,488 |
| \$ | 5,357,886 | \$ | 1,306,130 | \$ | 652, 036 |

* Formerly named the General Investment Fund.

Note: Certain funds above include investments in Chase Manhattan Bank Domestic Liquidity Funds.

## Phillips-Van Heusen Corporation

Associates Investment Plan for Salaried Associates
Notes to Financial Statements (continued)
D. Changes in AIP Master Trust Net Assets by Fund (continued)

Changes in the AIP Master Trust net assets held in the stock, investment and index funds during the year ended December 31, 1994 were as follows:

| Phillips- |  |  |
| :---: | :---: | :---: |
| Van Heusen | General | Stock |
| Corp. Common | Investment | Index |
| Stock Fund | Fund | Fund |

Net assets--beginning of year
Interest and investment income
Contributions received:
Employer Company, net of forfeitures
Employees
Net realized and unrealized appreciation
Payments to participants
Transfers from (to) other accounts
Net assets--end of year
Plan's beneficial interest at 12/31/94

| \$ | 56,372,946 | \$ | 6,898,939 | \$ | 6,838,298 |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 244,703 |  | 298,900 |  | 204,310 |
|  | 1,585, 769 |  | 272,080 |  | 329,308 |
|  | 4, 041, 108 |  | 946, 037 |  | 883,455 |
|  | $(34,277,461)$ |  | - |  | $(87,946)$ |
|  | $(3,636,527)$ |  | $(768,847)$ |  | $(470,352)$ |
|  | 558,738 |  | $(465,473)$ |  | $(93,265)$ |
| \$ | 24,889, 276 | \$ | 7,181,636 | \$ | 7,603,808 |
| \$ | 18, 347, 783 | \$ | 5, 023, 047 | \$ | 6,284,137 |

## E. Income Tax Status

The Internal Revenue Service has ruled that the Plan qualifies under Section 401(a) of the Internal Revenue Code ("IRC") and therefore its related trust is tax-exempt under Section $501(\mathrm{a})$ of the IRC. The Plan's most recent determination letter is dated April 27, 1995. The Administrative Committee of the Plan is not aware of any course of action or series of events that have occurred that might adversely affect the qualified status of the Plan.
F. Assets of the Plan

Assets of the Plan are included in the assets of the AIP Master Trust held by The Chase Manhattan Bank, N.A. The assets of the AIP Master Trust are presented in the following table. Investments that represent $5 \%$ or more of the Master Trust's total net assets are identified by an asterisk.

Investments at Fair Value as Determined by Quoted Market Price-

Shares of registered investment companies:
Fidelity Growth \& Income Portfolio, 226,232 shares*
Fidelity Intermediate Bond Fund, 159, 268 shares
Fidelity Puritan Fund, 252,964 shares* Templeton Foreign Fund, 156,952 shares Phillips-Van Heusen Corp. Common Stock, $1,401,647$ and $1,619,195$ shares, respectively*
December 31,
1995
F. Assets of the Plan (continued)

During 1995 and 1994, the AIP Master Trust's investments depreciated in fair value by $\$ 6,239,803$, net, and $\$ 34,365,407$, as follows:
$\left.\begin{array}{ccc} & \begin{array}{c}\text { Net Appreciation } \\ \text { (Depreciation) in } \\ \text { Fair Value During }\end{array} \\ \text { Year Ended December } \\ \text { Fair, }\end{array}\right\}$
G. Differences Between Plan Financial Statements and Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:
December 31,
Net assets available for plan benefits per the financial statements
Amounts allocated to withdrawn participants at December 31,1995

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
Notes to Financial Statements (continued)
G. Differences Between Plan Financial Statements and Form 5500 (continued)

The following is a reconciliation of benefits paid to participants per the financial statements to the Form 5500:

| Year Ended |
| :---: |
| $\begin{gathered} \text { December 31, } \\ 1995 \end{gathered}$ |


| \$ | 2,049, 064 |
| :---: | :---: |
|  | 1, 063, 868 |
|  | $(463,025)$ |
| \$ | 2,649,907 |

Amounts allocated to withdrawn participants on the Form 5500 represent benefit claims that have been processed and approved for payment prior to year-end but not yet paid.

Phillips-Van Heusen Corporation
Associates Investment Plan for Salaried Associates
AIP Master Trust Assets Held for Investment
December 31, 1995

Fidelity Growth \& Income Portfolio Fidelity Intermediate Bond Fund Fidelity Puritan Fund Templeton Foreign Fund
Chase Manhattan Bank--Domestic Liquidity Fund Phillips-Van Heusen Corporation Common Stock--1,401,647 shares* Promissory Notes

| Cost | Market Value |
| :---: | :---: |
| \$ 5, 659,975 | \$ 6,119,575 |
| 1,639, 092 | 1,657,981 |
| 4, 205,644 | 4,302,912 |
| 1,516,431 | 1,440,819 |
| 9,283,104 | 9,283,104 |
| 17,565,607 | 13,841, 264 |
| 717,488 | 717,488 |
| \$40, 587, 341 | \$37, 363, 143 |

* Party-in-interest investment (Note C).
Party Involved $\quad$ Description $\quad$ Purchase $\quad$ Selling $\quad$ Price $\quad$ Asset Sold

Category (i) - Individual Transactions in Excess of 5\% of Plan Assets:
Chase Manhattan Bank, N.A. CMB - S\&P 500 Index Fund \$ 9,097,274 \$ $\$$

Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
CMB - Domestic Liquidity Fund \$ 9,097,274
$\$ \quad 9,128,548 \quad \$ \quad 9,128,548$

Category (iii) - Series of Transactions in Excess of 5\% of Plan Assets:

Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.
Chase Manhattan Bank, N.A.

Party Involved
CMB - S\&P 500 Index Fund
CMB - Domestic Liquidity Fund
Fidelity Growth \& Income Portfolio
Fidelity Puritan Fund
Phillips-Van Heusen Corp. Common Stock

| $\$$ | 200,472 | $\$$ | $9,168,420$ | \$ | $6,095,288$ |
| ---: | ---: | ---: | ---: | ---: | ---: |
| $\$$ | $21,444,628$ | $\$$ | $19,826,360$ | $\$$ | $19,826,360$ |
| $\$$ | $5,696,130$ | $\$$ | 97,070 | $\$$ | 36,156 |
| $\$$ | $4,234,866$ | $\$$ | 84,915 | $\$$ | 29,233 |
| $\$$ | $3,376,204$ | $\$$ | $5,921,871$ | $\$$ | $5,308,840$ |

Category (i) - Individual Transactions in Excess of 5\% of Plan Assets:


There were no category (ii) or (iv) reportable transactions for the year ended December 31, 1995.

## Consent of Independent Accountants

We consent to the incorporation by reference in the Registration Statement
(Form S-8) pertaining to the Associates Investment Plan for Salaried Associates and the Associates Investment Plan for Hourly Associates, of the Phillips-Van Heusen Corporation, of our reports dated June 21, 1996, with respect to the financial statements and supplemental schedules of the above mentioned plans included in this Annual Report (Form 11K) for the year ended December 31, 1995.

