

Form 5500-SF Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Short Form Annual Return/Report of Small Employee Benefit Plan This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500-SF.	OMB Nos. 1210-0110 1210-0089 <div style="border: 1px solid black; padding: 5px; text-align: center; font-weight: bold;">2009</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2009 or fiscal plan year beginning <u>11/13/2009</u> and ending <u>12/31/2009</u>	
A This return/report is for:	☒ single-employer plan ☐ multiple-employer plan (not multiemployer) ☐ one-participant plan
B This return/report is for:	☐ first return/report ☐ final return/report ☐ an amended return/report ☒ short plan year return/report (less than 12 months)
C Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information		
1a Name of plan CLYDE UNION COMPANY RETIREMENT PLAN		1b Three-digit plan number (PN) ►	003
		1c Effective date of plan 11/13/2008	
2a Plan sponsor's name and address (employer, if for single-employer plan) CLYDE UNION COMPANY 4600 W. DICKMAN ROAD BATTLE CREEK, MI 49015		2b Employer Identification Number (EIN) <u>38-1118780</u> 2c Plan sponsor's telephone number 269-966-4683 2d Business code (see instructions) 333900	
3a Plan administrator's name and address (if same as Plan sponsor, enter "Same") CLYDE UNION COMPANY		3b Administrator's EIN 38-1118780 3c Administrator's telephone number 269-966-4683	
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN, and the plan number from the last return/report. Sponsor's name		4b EIN 4c PN	
5a Total number of participants at the beginning of the plan year		5a	21
b Total number of participants at the end of the plan year		5b	21
c Total number of participants with account balances as of the end of the plan year (defined benefit plans do not complete this item).....		5c	
6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)		☒ Yes ☐ No	
b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.).....		☒ Yes ☐ No	
If you answered "No" to either 6a or 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.			

Part III	Financial Information		
7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	554727	566440
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a).....	7c	554727	566440
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)	11084	
(2) Participants	8a(2)	0	
(3) Others (including rollovers)	8a(3)	0	
b Other income (loss)	8b	3997	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		15081
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	2284	
e Certain deemed and/or corrective distributions (see instructions)	8e	0	
f Administrative service providers (salaries, fees, commissions)	8f	1084	
g Other expenses	8g	0	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		3368
i Net income (loss) (subtract line 8h from line 8c)	8i		11713
j Transfers to (from) the plan (see instructions)	8j	0	

Part IV Plan Characteristics**9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1B 1G

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:**Part V Compliance Questions**

	Yes	No	Amount
10 During the plan year:			
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)		X	
c Was the plan covered by a fidelity bond?	X		500000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service or other organization that provides some or all of the benefits under the plan? (See instructions.)		X	
f Has the plan failed to provide any benefit when due under the plan?		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year end.)		X	0
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500))..... ☒ Yes ☐ No

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? .. ☐ Yes ☒ No
(If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year.....	12b	
c Enter the amount contributed by the employer to the plan for this plan year.....	12c	
d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	12d	
e Will the minimum funding amount reported on line 12d be met by the funding deadline?..... ☐ Yes ☐ No ☐ N/A		

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted during the plan year or any prior year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year..... **13a** _____

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ☐ Yes ☒ No

c If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

13c(1) Name of plan(s):	13c(2) EIN(s)	13c(3) PN(s)

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/27/2010	ROBERT BRADY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2009 This Form is Open to Public Inspection
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For calendar plan year 2009 or fiscal plan year beginning 11/13/2009 and ending 12/31/2009

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>CLYDE UNION COMPANY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>CLYDE UNION COMPANY</u>	D Employer Identification Number (EIN) <u>38-1118780</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☒ 100 or fewer ☐ 101-500 ☐ More than 500

Part I	Basic Information
1	Enter the valuation date: Month <u>11</u> Day <u>13</u> Year <u>2009</u>
2	Assets:
a	Market value 2a <u>554727</u>
b	Actuarial value 2b <u>554727</u>
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a <u>7</u> <u>303495</u>
b	For terminated vested participants 3b <u>5</u> <u>58215</u>
c	For active participants:
(1)	Non-vested benefits 3c(1) <u>28127</u>
(2)	Vested benefits 3c(2) <u>295528</u>
(3)	Total active 3c(3) <u>9</u> <u>323655</u>
d	Total 3d <u>21</u> <u>685365</u>
4	If the plan is at-risk, check the box and complete items (a) and (b) ☐
a	Funding target disregarding prescribed at-risk assumptions 4a
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor 4b
5	Effective interest rate 5 <u>6.63</u> %
6	Target normal cost 6 <u>412</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	<u>09/21/2010</u>
Signature of actuary	Date
<u>RICHARD J DELANEY</u>	<u>08-03905</u>
Type or print name of actuary	Most recent enrollment number
<u>IBIS ADVISORS</u>	<u>860-657-1093</u>
Firm name	Telephone number (including area code)
<u>703 HEBRON AVNEUE</u> <u>GLASTONBURY, CT 06033</u>	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2009
v.092308.1

Part II Beginning of year carryover and prefunding balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	0	0
8 Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	0
9 Amount remaining (Item 7 minus item 8).....	0	0
10 Interest on item 9 using prior year's actual return of <u>4.78</u> %		
11 Prior year's excess contributions to be added to prefunding balance:		
a Excess contributions (Item 38 from prior year)		13756
b Interest on (a) using prior year's effective rate of <u>8.19</u> %		1127
c Total available at beginning of current plan year to add to prefunding balance		14883
d Portion of (c) to be added to prefunding balance.....		0
12 Reduction in balances due to elections or deemed elections.....	0	0
13 Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	0	0

Part III Funding percentages		
14 Funding target attainment percentage.....	14	80.94 %
15 Adjusted funding target attainment percentage.....	15	80.93 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	101.90 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV Contributions and liquidity shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/07/2010	1084				
04/13/2010	10000				
			Totals ►	18(b)	11084
				18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contribution from prior years.....	19a 0
b Contributions made to avoid restrictions adjusted to valuation date	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c 10811
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☒ No
b If 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No
c If 20a is "Yes," see instructions and complete the following table as applicable:	

Liquidity shortfall as of end of Quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions used to determine funding target and target normal cost

21 Discount rate:				
a Segment rates:	1st segment: 4.81 %	2nd segment: 6.69 %	3rd segment: 6.78 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☒ Prescribed - combined ☐ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
27 If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of unpaid minimum required contributions for prior years

28 Unpaid minimum required contribution for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (item 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (item 28 minus item 29)	30	0

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions).....	31	412
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	130638	2738
b Waiver amortization installment		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33).....	34	3150
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement		0
36 Additional cash requirement (item 34 minus item 35).....	36	3150
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	10811
38 Interest-adjusted excess contributions for current year (see instructions).....	38	7661
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37).....	39	0
40 Unpaid minimum required contribution for all years	40	0

CLYDE UNION RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A. Actuarial Funding Method

The actuarial valuation method used in the funding valuation is that prescribed under IRC Section 430(a). Under this section the minimum required contribution is the sum of the plan's target normal cost and the shortfall and waiver amortization bases. The plan's target normal cost is the present value of all benefits expected to accrue or be earned under the plan during the plan year. The shortfall amortization charge is determined based on the difference between the plan's funding target and the value of plan assets. A plan's funding target for a plan year is the present value of all benefits accrued or earned under the plan as of the beginning of the plan year.

B. Actuarial Assumptions

Funding Valuation

Funding Method: Method Prescribed under IRC Section 430(a)

Interest rate: For 11/13/2009 and subsequent valuations the interest assumption will be the three segment rates prescribed under IRC section 430(h)(2)(c) as published by the IRS, based on the month that includes the valuation date of the plan for the plan year.

Salary Scale: N/A

Mortality rates:

- Healthy lives The mortality assumption for healthy lives is the prescribed mortality assumption under Internal Revenue Code Section 430(h)(3)(A) using static tables with the same mortality tables for annuitants and non-annuitants.

CLYDE UNION RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

- Disabled Lives The mortality assumption for disabled lives is the prescribed mortality assumption under Internal Revenue Code Section 430(h)(3)(A) using static tables with the same mortality tables for annuitants and non-annuitants.

Withdrawal Rates: 2003 SOA Pension Plan Turnover Study for Small Plans. See Table A.

Disability Rates: See Table B

Retirement Age: Retirements are assumed to occur according to the following rates:

Age	Rate
62	1.000

Eligible Spouse: 90% of males and females are assumed to have an eligible spouse at death prior to retirement

Selection of Optional Forms of Benefits: Upon retirement, 90% of Participants are married and choose the 50% Joint and Survivor Annuity. The remaining 10% choose the Life annuity.

Expenses: Expenses are assumed to be paid by the Company

Actuarial Value of Assets: Market Value of Assets

Valuation Date: November 13, 2009

CLYDE UNION RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

TABLE A

Withdrawals per 100 Participants

Age Nearest Birthday Age	Withdrawals per 100 lives	Age Nearest Birthday Age	Withdrawals per 100 lives
20	24.3	40	9.4
21	23.3	41	9.0
22	22.3	42	8.5
23	21.3	43	8.1
24	20.4	44	7.7
25	19.5	45	7.3
26	18.6	46	6.9
27	17.8	47	6.6
28	17.0	48	6.2
29	16.2	49	5.9
30	15.5	50	5.6
31	14.7	51	5.3
32	14.0	52	5.0
33	13.4	53	4.7
34	12.7	54	4.5
35	12.1	55	4.2
36	11.5	56	4.0
37	11.0	57	3.7
38	10.4	58	3.5
39	9.9	59	3.3
		60	3.0
		61	2.8

CLYDE UNION RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

62

0.0

TABLE B

Disabilities per 1,000 Participants

Present Age	Male	Female	Present Age	Male	Female
20	0.3	0.3	45	1.6	2.4
21	0.3	0.3	46	1.8	2.7
22	0.3	0.3	47	2.1	3.0
23	0.3	0.3	48	2.5	3.3
24	0.3	0.3	49	2.8	3.6
25	0.3	0.3	50	3.3	4.0
26	0.3	0.3	51	3.9	4.4
27	0.3	0.3	52	4.6	4.9
28	0.3	0.4	53	5.3	5.4
29	0.3	0.4	54	6.1	5.9
30	0.3		55	6.9	6.4
31	0.3	0.5	56	7.7	6.9
32	0.3	0.5	57	8.6	7.4
33	0.3	0.6	58	9.5	8.0
34	0.3	0.6	59	10.5	8.5
35	0.4	0.7	60	11.5	9.0
36	0.4	0.8	61	12.6	9.6
37	0.5	0.9	62	13.8	10.1
38	0.6	1.0	63	15.1	10.5
39	0.7	1.2	64	16.4	10.9
40	0.8	1.3			
41	0.9	1.5			
42	1.0	1.7			
43	1.2	1.9			
44	1.4	2.2			

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

Plan Effective Date	The plan was effective November 13, 2008.
Status	The plan is currently active with benefits accruing based on service
Eligibility for Participation	Any employee of Clyde Union Company who is employed in a unit of employees represented for collective bargaining purposes by the International Association of Tool Craftsmen, Local No. 6 who completes 1 year of Eligibility Service.
Eligibility for Retirement Benefits	
Normal	The later of Age 65 or the age on the date 5 years after the first day of the Plan Year in which his Entry Date occurred.
Early	Age 55 and 10 years of Vesting Service.
Terminated Vested	3 years of Vesting Service.
Death Benefits	3 years of service and survived by a spouse to whom he was continuously married for the 1 year period ending on the date of his death.
Disability Benefits	Age 50 and completed 15 years of Vesting Service.

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

Retirement Benefits

Normal

An annual benefit payable monthly for life equal to the sum of annual accruals from date of hire to termination. See Table of Benefit Accruals.

Early Retirement

Sum of annual accruals to early retirement date reduced 6 2/3% per year for the first 5 years and 3 1/3% per year for the next 5 years prior to age 65.

Deferred Vested

Sum of annual accruals to date of termination. Benefits are reduced for payment before age 65.

Death Benefit

Preretirement: 50% of the participant's accrued vested retirement benefit reduced for early retirement and for the 50% joint and survivor payment form. Commences at age participant would have been first eligible to retire and is paid for the life of the surviving spouse.

Disability

The annual accrued benefit on the day before his disability begins.

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

Vesting Percentage

<u>Vesting Service</u>	<u>Vesting Percentage</u>
Less than 3	0
3	20
4	40
5	60
6	80
7 or more	100

Optional Forms of Benefits

The following optional forms of benefits are available at retirement:

Straight Life Annuity

Single Life Annuity with certain periods of 5, 10, or 15 years

Survivorship life annuities with survivorship percentages of 50, 66 2/3, 75, or 100.

Significant Events Occurring during Plan Year

None

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

Table of Benefit Accruals

1. Prior to April 8, 1999, an Active Participant's monthly Accrued Benefit is equal to the sum of the monthly benefit rates for the hours worked in each period as shown below.

Service Dates	Hours worked			
	less than 600	600 - 1,199	1,200 - 1,599	1,600 or more
7/1/72 - 6/30/89	\$0.00	\$6.00	\$9.00	\$12.00
7/1/89 - 6/30/90	\$0.00	\$10.17	\$13.17	\$16.17
7/1/90 - 6/30/91	\$0.00	\$11.00	\$14.00	\$17.00
7/1/91 - 6/30/92	\$0.00	\$12.00	\$15.00	\$18.00
7/1/92 - 6/30/93	\$0.00	\$15.00	\$18.00	\$21.00
7/1/93 - 6/30/94	\$0.00	\$17.00	\$20.00	\$23.00
7/1/94 - 6/30/95	\$0.00	\$19.00	\$22.00	\$25.00
7/1/95 - 6/30/96	\$0.00	\$21.00	\$24.00	\$27.00
7/1/96 - 6/30/97	\$0.00	\$24.00	\$27.00	\$30.00
7/1/97 - 6/30/98	\$0.00	\$27.00	\$30.00	\$33.00
7/1/98 - 6/30/99	\$0.00	\$30.00	\$33.00	\$36.00

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

2. On and after April 8, 1999, an Active Participant's monthly Accrued Benefit is equal to the sum of the monthly benefit rates for the hours worked in each period as shown below.

Service Dates	Hours worked			
	less than 600	600 - 1,199	1,200 - 1,599	1,600 or more
7/1/72 - 6/30/90	\$0.00	\$10.17	\$13.17	\$16.17
7/1/90 - 6/30/91	\$0.00	\$11.50	\$14.50	\$17.50
7/1/91 - 6/30/92	\$0.00	\$12.50	\$15.50	\$18.50
7/1/92 - 6/30/93	\$0.00	\$15.50	\$18.50	\$21.50
7/1/93 - 6/30/94	\$0.00	\$17.50	\$20.50	\$23.50
7/1/94 - 6/30/95	\$0.00	\$19.50	\$22.50	\$25.50
7/1/95 - 6/30/96	\$0.00	\$21.50	\$24.50	\$27.50
7/1/96 - 6/30/97	\$0.00	\$24.00	\$27.00	\$30.00
7/1/97 - 6/30/98	\$0.00	\$27.00	\$30.00	\$33.00
7/1/98 - 6/30/99	\$0.00	\$30.00	\$33.00	\$36.00
7/1/99 - 6/30/01	\$0.00	\$31.00	\$34.00	\$37.00
7/1/01 - 6/30/03	\$0.00	\$32.00	\$35.00	\$38.00

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

3. On and after July 1, 2003, an Active Participant's monthly Accrued Benefit is equal to the sum of the monthly benefit rates for the hours worked in each period as shown below.

Service Dates	Hours worked			
	less than 600	600 - 1,199	1,200 - 1,599	1,600 or more
7/1/72 - 6/30/90	\$0.00	\$11.17	\$14.17	\$17.17
7/1/90 - 6/30/91	\$0.00	\$12.50	\$15.50	\$18.50
7/1/91 - 6/30/92	\$0.00	\$13.50	\$13.50	\$19.50
7/1/92 - 6/30/93	\$0.00	\$16.50	\$19.50	\$22.50
7/1/93 - 6/30/94	\$0.00	\$18.50	\$21.50	\$24.50
7/1/94 - 6/30/95	\$0.00	\$19.50	\$22.50	\$25.50
7/1/95 - 6/30/96	\$0.00	\$21.50	\$24.50	\$27.50
7/1/96 - 6/30/97	\$0.00	\$24.00	\$27.00	\$30.00
7/1/97 - 6/30/98	\$0.00	\$27.00	\$30.00	\$33.00
7/1/98 - 6/30/99	\$0.00	\$30.00	\$33.00	\$36.00
7/1/99 - 6/30/01	\$0.00	\$31.00	\$34.00	\$37.00
7/1/01 - 6/30/04	\$0.00	\$32.00	\$35.00	\$38.00
7/1/04 - 6/30/06	\$0.00	\$33.00	\$36.00	\$39.00

CLYDE UNION COMPANY RETIREMENT PLAN

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Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

4. On and after March 17, 2006, an Active Participant's monthly Accrued Benefit is equal to the sum of the monthly benefit rates for the hours worked in each period as shown below.

Service Dates	Hours worked			
	less than 600	600 - 1,199	1,200 - 1,599	1,600 or more
7/1/72 - 6/30/90	\$0.00	\$12.00	\$15.00	\$18.00
7/1/90 - 6/30/91	\$0.00	\$13.00	\$16.00	\$19.00
7/1/91 - 6/30/92	\$0.00	\$14.00	\$17.00	\$20.00
7/1/92 - 6/30/93	\$0.00	\$17.00	\$20.00	\$23.00
7/1/93 - 6/30/94	\$0.00	\$19.00	\$22.00	\$25.00
7/1/94 - 6/30/95	\$0.00	\$20.00	\$23.00	\$26.00
7/1/95 - 6/30/96	\$0.00	\$22.00	\$25.00	\$28.00
7/1/96 - 6/30/97	\$0.00	\$24.00	\$27.00	\$30.00
7/1/97 - 6/30/98	\$0.00	\$27.00	\$30.00	\$33.00
7/1/98 - 6/30/99	\$0.00	\$30.00	\$33.00	\$36.00
7/1/99 - 6/30/01	\$0.00	\$31.00	\$34.00	\$37.00
7/1/01 - 6/30/05	\$0.00	\$32.00	\$35.00	\$38.00
7/1/05 - 6/30/06	\$0.00	\$33.00	\$36.00	\$39.00
7/1/06 - 6/30/08	\$0.00	\$34.00	\$37.00	\$40.00
7/1/08 - 6/30/09	\$0.00	\$35.00	\$38.00	\$41.00

CLYDE UNION COMPANY RETIREMENT PLAN

EIN: 38-1118780

Plan Number: 003

Schedule SB, Part V – Summary of Plan Provisions

5. On and after November 13, 2008, an Active Participant's monthly Accrued Benefit is equal to the sum of the monthly benefit rates for the hours worked in each period as shown below.

Service Dates	Hours worked			
	less than 600	600 - 1,199	1,200 - 1,599	1,600 or more
7/1/72 - 6/30/90	\$0.00	\$15.00	\$18.00	\$21.00
7/1/90 - 6/30/91	\$0.00	\$16.00	\$19.00	\$22.00
7/1/91 - 6/30/92	\$0.00	\$17.00	\$20.00	\$23.00
7/1/92 - 6/30/93	\$0.00	\$20.00	\$23.00	\$26.00
7/1/93 - 6/30/94	\$0.00	\$22.00	\$25.00	\$28.00
7/1/94 - 6/30/95	\$0.00	\$23.00	\$26.00	\$29.00
7/1/95 - 6/30/96	\$0.00	\$25.00	\$28.00	\$31.00
7/1/96 - 6/30/97	\$0.00	\$27.00	\$30.00	\$33.00
7/1/97 - 6/30/98	\$0.00	\$30.00	\$33.00	\$36.00
7/1/98 - 6/30/99	\$0.00	\$33.00	\$36.00	\$39.00
7/1/99 - 6/30/01	\$0.00	\$34.00	\$37.00	\$40.00
7/1/01 - 6/30/05	\$0.00	\$35.00	\$38.00	\$41.00
7/1/05 - 6/30/06	\$0.00	\$36.00	\$39.00	\$42.00
7/1/06 - 6/30/08	\$0.00	\$37.00	\$40.00	\$43.00
7/1/08 - 6/30/12	\$0.00	\$38.00	\$41.00	\$44.00

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Schedule SB, Part V – Summary of Plan Provisions

Optional Forms Conversion Factors

1. Below are sample conversion factors for a Single Life Annuity with Periods Certain.

Age	Certain Period		
	5	10	15
55	0.998	0.990	0.977
56	0.997	0.988	0.973
57	0.997	0.986	0.970
58	0.996	0.984	0.965
59	0.996	0.982	0.961
60	0.995	0.979	0.956
61	0.994	0.976	0.950
62	0.993	0.973	0.944
63	0.992	0.969	0.938
64	0.991	0.966	0.931
65	0.989	0.961	0.924

CLYDE UNION COMPANY RETIREMENT PLAN

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Schedule SB, Part V – Summary of Plan Provisions

2. Below are sample conversion factors for Survivorship life annuities with survivorship percentages of 50, 66 2/3, 75, or 100.

EE Age	SP Age	Survivorship Percentages			
		50	66 2/3	75	100
55	50	0.871	0.835	0.819	0.772
55	55	0.894	0.864	0.849	0.809
55	60	0.920	0.896	0.885	0.852
56	51	0.873	0.838	0.821	0.775
56	56	0.897	0.867	0.853	0.813
56	61	0.923	0.900	0.889	0.857
57	52	0.875	0.840	0.823	0.777
57	57	0.899	0.870	0.856	0.817
57	62	0.925	0.903	0.892	0.861
58	53	0.876	0.842	0.825	0.780
58	58	0.901	0.872	0.859	0.820
58	63	0.927	0.906	0.895	0.865
59	54	0.877	0.843	0.827	0.782
59	59	0.903	0.874	0.861	0.823
59	64	0.929	0.908	0.897	0.868
60	55	0.878	0.844	0.828	0.783
60	60	0.904	0.876	0.863	0.825
60	65	0.931	0.910	0.900	0.870
61	56	0.879	0.845	0.829	0.784
61	61	0.905	0.878	0.864	0.827
61	66	0.932	0.911	0.901	0.872
62	57	0.879	0.845	0.829	0.785
62	62	0.906	0.879	0.866	0.828
62	67	0.933	0.912	0.902	0.874
63	58	0.879	0.845	0.829	0.785
63	63	0.907	0.879	0.866	0.829
63	68	0.935	0.915	0.905	0.877

CLYDE UNION COMPANY RETIREMENT PLAN

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Schedule SB, Part V – Summary of Plan Provisions

64	59	0.880	0.846	0.830	0.786
64	64	0.908	0.881	0.869	0.832
64	69	0.936	0.917	0.908	0.880
65	60	0.881	0.848	0.832	0.788
65	65	0.910	0.883	0.871	0.835
65	70	0.938	0.919	0.909	0.883

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2009**This Form is Open to Public Inspection**For calendar plan year 2009 or fiscal plan year beginning 11/13/2009 and ending 12/31/2009▶ **Round off amounts to nearest dollar.**▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.**A Name of plan**

Clyde Union Company Retirement Plan

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF

Clyde Union Company

B Three-digit plan number (PN)

003

D Employer Identification Number (EIN)

38-1118780

E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B**F Prior year plan size:** ☒ 100 or fewer ☐ 101-500 ☐ More than 500**Part I Basic Information****1** Enter the valuation date: Month 11 Day 13 Year 2009**2 Assets:**

	2a	2b
a Market value.....		
b Actuarial value.....	554,727	554,727

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Funding Target
a For retired participants and beneficiaries receiving payment.....	7	303,495
b For terminated vested participants.....	5	58,215
c For active participants:		
(1) Non-vested benefits.....		28,127
(2) Vested benefits.....		295,528
(3) Total active.....	9	323,655
d Total.....	21	685,365

4 If the plan is at-risk, check the box and complete items (a) and (b) ☐

	4a	4b
a Funding target disregarding prescribed at-risk assumptions.....		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor.....		

5 Effective interest rate..... **5** 6.63 %**6** Target normal cost..... **6** 412**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

**SIGN
HERE**Richard J. Delaney

Signature of actuary

Richard J Delaney

Type or print name of actuary

09/21/2010

Date

08-03905

Most recent enrollment number

(860) 657-1093

Telephone number (including area code)

IBIS Advisors

Firm name

703 Hebron AVneue

Glastonbury

CT 06033

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2009
v.092308.1

Part II Beginning of year carryover and prefunding balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	0	0
8 Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	0
9 Amount remaining (Item 7 minus item 8)	0	0
10 Interest on item 9 using prior year's actual return of <u>4.78</u> %		
11 Prior year's excess contributions to be added to prefunding balance:		
a Excess contributions (Item 38 from prior year)		13,756
b Interest on (a) using prior year's effective rate of <u>8.19</u> %		1,127
c Total available at beginning of current plan year to add to prefunding balance		14,883
d Portion of (c) to be added to prefunding balance		0
12 Reduction in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (item 9 + item 10 + item 11d - item 12)	0	0

Part III Funding percentages

14 Funding target attainment percentage	14	80.94 %
15 Adjusted funding target attainment percentage	15	80.93 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	101.90 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and liquidity shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/07/2010	1,084				
04/13/2010	10,000				
Totals ▶			18(b)	11,084	18(c) 0

19 Discounted employer contributions - see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contribution from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	10,811

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of Quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions used to determine funding target and target normal cost**21** Discount rate:**a** Segment rates:1st segment:
4.81 %2nd segment:
6.69 %3rd segment:
6.78 %☐ N/A, full yield curve used**b** Applicable month (enter code)**22** Weighted average retirement age**21b**

0

23 Mortality table(s) (see instructions) ☒ Prescribed - combined☐ Prescribed - separate☐ Substitute**22**

62

Part VI Miscellaneous items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....☐ Yes ☒ No**27** If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachment.....**27****Part VII Reconciliation of unpaid minimum required contributions for prior years****28** Unpaid minimum required contribution for all prior years**28**

0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (item 19a).....**29**

0

30 Remaining amount of unpaid minimum required contributions (item 28 minus item 29).....**30**

0

Part VIII Minimum required contribution for current year**31** Target normal cost, adjusted, if applicable (see instructions).....**31**

412

32 Amortization installments:**a** Net shortfall amortization installment

Outstanding Balance

Installment

b Waiver amortization installment

130,638

2,738

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33**

0

34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b - item 33).....**34**

3,150

35 Balances used to offset funding requirement

Carryover balance

Prefunding balance

Total balance

36 Additional cash requirement (item 34 minus item 35).....**36**

0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....**37**

3,150

38 Interest-adjusted excess contributions for current year (see instructions).....**38**

10,811

39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37).....**39**

7,661

40 Unpaid minimum required contribution for all years**40**

0

Attachment to 2009 Form 5500
Schedule SB, line 22 - Description of Weighted Average Retirement Age

Plan Name Clyde Union Company Retirement Plan **EIN:** 38-1118780
Plan Sponsor's Name Clyde Union Company **PN:** 003

The weighted average retirement age is equal to the normal retirement age of 62.

List the rate of retirement at each age and describe the methodology used to compute the weighted average retirement age, including a description of the weight applied at each potential retirement age.

AGE	Rate of Retirement
61 and younger	0.0000
62 and older	1.0000

Age	Count	Assumed Retire Age	Weights	Weighted Assumed Retire Age
40	1	62	1	62
50	1	62	1	62
52	1	62	1	62
53	1	62	1	62
56	1	62	1	62
57	1	62	1	62
58	1	62	1	62
63	2	63	2	126
Total	9		9	560

Average Weighted Retirement Age: 62 (560/9)

PN: 003

[illegible]

Schedule SB, line 32 - Schedule of Amortization Bases

PN: 003

[illegible]