

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2009 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 07/01/2009 and ending 06/30/2010			
A This return/report is for:	☐ a multiemployer plan;	☐ a multiple-employer plan; or	
	☒ a single-employer plan;	☐ a DFE (specify) ____	
B This return/report is:	☐ the first return/report;	☐ the final return/report;	
	☐ an amended return/report;	☐ a short plan year return/report (less than 12 months).	
C If the plan is a collectively-bargained plan, check here.	☐		
D Check box if filing under:	☒ Form 5558;	☐ automatic extension;	☐ the DFVC program;
	☐ special extension (enter description)		

Part II	Basic Plan Information —enter all requested information		
1a Name of plan THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN	1b Three-digit plan number (PN) ▶	001	
	1c Effective date of plan	05/01/1968	
2a Plan sponsor's name and address (employer, if for a single-employer plan) (Address should include room or suite no.) PARKER HANNIFIN CORPORATION 6035 PARKLAND BOULEVARD CLEVELAND, OH 44124-4186	2b Employer Identification Number (EIN)	34-0451060	
	2c Sponsor's telephone number	216-896-3000	
	2d Business code (see instructions)	333200	

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 accompanying schedules, statements and attachments, 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.	04/15/2011	CRAIG J. MOCKLER
	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
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")

PARKER HANNIFIN CORPORATION
MICHELLE FOX
6035 PARKLAND BOULEVARD
CLEVELAND, OH 44124-4141

3b Administrator's EIN

34-0451060

3c Administrator's telephone number

216-896-3000

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:**a** Sponsor's name**4b** EIN**4c** PN**5** Total number of participants at the beginning of the plan year**5**

39776

6 Number of participants as of the end of the plan year (welfare plans complete only lines **6a**, **6b**, **6c**, and **6d**).**a** Active participants.....**6a**

14777

b Retired or separated participants receiving benefits.....**6b**

11305

c Other retired or separated participants entitled to future benefits.....**6c**

11051

d Subtotal. Add lines **6a**, **6b**, and **6c**.....**6d**

37133

e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....**6e**

2102

f Total. Add lines **6d** and **6e**.....**6f**

39235

g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....**6g**

0

h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....**6h**

228

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)**7****8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1E 1G

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:**9a** Plan funding arrangement (check all that apply)

- (1) ☒ Insurance
(2) ☒ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)**a Pension Schedules**

- (1) ☒ **R** (Retirement Plan Information)
(2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1) ☒ **H** (Financial Information)
(2) ☐ **I** (Financial Information – Small Plan)
(3) ☐ 0 **A** (Insurance Information)
(4) ☒ **C** (Service Provider Information)
(5) ☒ **D** (DFE/Participating Plan Information)
(6) ☐ **G** (Financial Transaction Schedules)

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 07/01/2009 and ending 06/30/2010

▶ **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>THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>PARKER HANNIFIN CORPORATION</u>	D Employer Identification Number (EIN) <u>34-0451060</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>07</u> Day <u>01</u> Year <u>2009</u>
2	Assets:
a	Market value 2a <u>1335738390</u>
b	Actuarial value 2b <u>1469312229</u>
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a <u>13069</u> <u>790485792</u>
b	For terminated vested participants 3b <u>10254</u> <u>188401722</u>
c	For active participants:
(1)	Non-vested benefits 3c(1) <u>43461657</u>
(2)	Vested benefits 3c(2) <u>646097032</u>
(3)	Total active 3c(3) <u>16453</u> <u>689558689</u>
d	Total 3d <u>39776</u> <u>1668446203</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>7.56</u> %
6	Target normal cost 6 <u>51952474</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>03/21/2011</u>
Signature of actuary	Date
<u>GREGORY H. REYNOLDS</u>	<u>08-06401</u>
Type or print name of actuary	Most recent enrollment number
<u>HEWITT ASSOCIATES</u>	<u>216-573-9700</u>
Firm name	Telephone number (including area code)
<u>5005 ROCKSIDE ROAD</u> <u>INDEPENDENCE, OH 44131</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)	199037707	
8	Portion used to offset prior year's funding requirement (Item 35 from prior year)	31354	
9	Amount remaining (Item 7 minus item 8).....	199006353	0
10	Interest on item 9 using prior year's actual return of <u>-20.02</u> %	-39841072	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Excess contributions (Item 38 from prior year)		31758558
b	Interest on (a) using prior year's effective rate of <u>6.74</u> %		2132137
c	Total available at beginning of current plan year to add to prefunding balance		33890695
d	Portion of (c) to be added to prefunding balance.....		
12	Reduction in balances due to elections or deemed elections.....	24610015	
13	Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	134555266	0

Part III Funding percentages			
14	Funding target attainment percentage.....	14	80.00 %
15	Adjusted funding target attainment percentage.....	15	80.00 %
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	95.66 %
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
08/13/2010	200000000	0			
Totals ►			18(b)	200000000	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 184353114
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
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code)				21b 3
22 Weighted average retirement age				22 63
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	51952474
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	233582468	39874681
b Waiver amortization installment	0	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	0
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33).....	34	91827155
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	55720336	55720336
36 Additional cash requirement (item 34 minus item 35).....	36	36106819
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	184353114
38 Interest-adjusted excess contributions for current year (see instructions).....	38	148246295
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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2009
		This Form is Open to Public Inspection.

For calendar plan year 2009 or fiscal plan year beginning 07/01/2009 and ending 06/30/2010

A Name of plan THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PARKER HANNIFIN CORPORATION	D Employer Identification Number (EIN) 34-0451060

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WATSON WYATT

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
12	PENSION ADMINISTRATION	2238118	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

KEYBANK NA

34-0797057

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	1208342	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ALLIANCE BERNSTEIN

31-4069493

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	907362	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

JP MORGAN

13-4179575

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	545251	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GOLDMAN SACHS

13-4019460

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	536197	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MCGLADREY & PULLEN LLP

42-0714325

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDIT	19500	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PRCEWATERHOUSECOOPERS

13-4008324

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17	CONSULTING	18526	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

STAFFING SOLUTIONS

34-1208971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49	TEMPORARY ASSISTANCE	18100	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MARSICO CAPITAL MANAGEMENT, LLC

84-1434992

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	4569140	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SANDS CAPITAL MANAGEMENT, LLC

20-2830751

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	421626	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SOUTHEASTERN ASSET MANAGEMENT

62-0951781

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	391553	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CAPITAL GUARDIAN

95-2553868

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	340637	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PIMCO

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	307299	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

INTECH

01-0614895

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	299546	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PZENA

13-3860154

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	2987410	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CRAMER ROSENTHAL MCGLYNN

13-3977282

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	237108	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

COLCHESTER

13-4099334

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	233826	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

KEYBANK NA

34-0797057

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 19 99	TRUSTEE	229934	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NEW ENGLAND PENSION CONSULTANTS

26-1429809

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	216244	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WASATCH ADVISORS

87-0319391

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	190514	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

TIMES SQUARE

20-1665304

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	184284	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SHERYL FLESHIN

27-4420606

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17	CONSULTANT	136875	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

TPI INCORPORATED

76-0319443

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17	CONSULTANT	117460	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

BROWN BROTHERS HERRIMAN

13-4973745

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	103181	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

HEWITT ASSOCIATES

36-2265791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACTUARY	96097	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PARKER HANNIFIN CORPORATION

34-0451060

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
30	PENSION ADMINISTRATION	66616	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ABERDEEN

51-0368279

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	661280	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CRA ROGERS CASEY

06-1261666

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	49967	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THOMPSON HINE

34-1208971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	LEGAL COUNSEL	37813	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

KNOX MARKETING

34-1858874

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
36	DUPLICATING	37000	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PARKER HANNIFIN CORPORATION

34-0451060

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	PENSION ADMINISTRATION	31964	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THE MAIL ROOM

34-1665927

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49	ADMINISTRATION - MAIL	25844	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name PARKER HANNIFIN CONSOLIDATED PENSI**b** Name of plan sponsor PARKER HANNIFIN CORPORATION**c** EIN-PN 34-0451060-001**a** Plan name SALARIED EMPLOYEES PENSION PLAN OF**b** Name of plan sponsor PARKER HANNIFIN CORPOARTION**c** EIN-PN 34-0451060-147**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN**a** Plan name**b** Name of plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2009
		This Form is Open to Public Inspection

For calendar plan year 2009 or fiscal plan year beginning 07/01/2009 and ending 06/30/2010		
A Name of plan THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 PARKER HANNIFIN CORPORATION	D Employer Identification Number (EIN) 34-0451060	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other.....	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities.....	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1239455982	1411913642
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	1239455982	1411913642

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	1239455982	1411913642
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income**a Contributions:**

		(a) Amount	(b) Total
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	100000000	
(B) Participants	2a(1)(B)	0	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		100000000

b Earnings on investments:**(1) Interest:**

(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0

(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0

(3) Rents	2b(3)		
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(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		192197610
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		292197610

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	105704418	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		105704418
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)	9364785	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	4670747	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		14035532
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		119739950

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		172457660
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unqualified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)?

☒ Yes ☐ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: MCGLADDERY & PULLEN LLP

(2) EIN: 42-0714325

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

- 4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....		X	
e Was this plan covered by a fidelity bond?.....	X		40000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☒ No Amount:

- 5b** 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.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	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 07/01/2009 and ending 06/30/2010

A Name of plan <u>THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>PARKER HANNIFIN CORPORATION</u>	D Employer Identification Number (EIN) <u>34-0451060</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>105704418</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>36-6505308</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	<u>166</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part)
----------------	--

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 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 ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box(es). If no, check the "No" box.....	☒ Increase	☐ Decrease	☐ Both	☐ No
--	--	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2009
v.092308.1

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	14a	
b The plan year immediately preceding the current plan year	14b	
c The second preceding plan year	14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If item 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

- 19** If the total number of participants is 1,000 or more, complete items (a) through (c)

- a** Enter the percentage of plan assets held as:

Stock: 61.0% Investment-Grade Debt: 25.0% High-Yield Debt: 9.0% Real Estate: _____% Other: 5.0%

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☒ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate item 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☒ Other (specify): BLENDED BASED ON MGR DATA

Parker-Hannifin Consolidated Pension Plan

**Financial Report
June 30, 2010**

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Independent Auditor's Report

To the Board of Directors of
Parker-Hannifin Corporation and Participants of the
Parker-Hannifin Consolidated Pension Plan
Cleveland, Ohio

We were engaged to audit the accompanying statements of net assets available for benefits of the Parker-Hannifin Consolidated Pension Plan as of June 30, 2010 and 2009, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of June 30, 2009 and the statement of changes in accumulated plan benefits for the year then ended. These financial statements are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified or provided by KeyBank National Association, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. As disclosed in Note 8, the plan administrator has obtained certifications from the trustee regarding the completeness and accuracy to the best of their knowledge of the investment information provided to the plan administrator by the trustee as of and for the years ended June 30, 2010 and 2009.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements taken as a whole. The form and content of the information included in the financial statements, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

McGladrey & Pullen, LLP

Cleveland, Ohio
January 13, 2011

Parker-Hannifin Consolidated Pension Plan

Statements of Net Assets Available for Benefits June 30, 2010 and 2009

	<u>2010</u>	<u>2009</u>
<u>Assets</u>		
Plan interest in Parker-Hannifin Collective Trust		
at fair value	\$ 1,411,913,642	\$ 1,239,455,982
<u>Liabilities</u>	<u>-</u>	<u>-</u>
Net Assets Available For Benefits	<u>\$ 1,411,913,642</u>	<u>\$ 1,239,455,982</u>

The accompanying footnotes are an integral part
of the financial statements.

Parker-Hannifin Consolidated Pension Plan

Statements of Changes in Net Assets Available for Benefits Years Ended June 30, 2010 and 2009

	<u>2010</u>	<u>2009</u>
<u>Additions</u>		
Plan interest in Parker-Hannifin Collective Trust		
Net appreciation in the fair value of investments	\$ 158,946,998	\$ -
Interest and dividend income	33,250,612	40,687,655
Employer contributions	<u>100,000,000</u>	<u>-</u>
Total additions	292,197,610	40,687,655
<u>Deductions</u>		
Plan interest in Parker-Hannifin Collective Trust		
Net depreciation in the fair value of investments	-	357,306,158
Benefit payments	105,704,418	97,401,636
Administrative expenses	<u>14,035,532</u>	<u>10,742,500</u>
Total deductions	119,739,950	465,450,294
Net increase (decrease)	172,457,660	(424,762,639)
Net assets available for benefits - beginning of year	<u>1,239,455,982</u>	<u>1,664,218,621</u>
Net assets available for benefits - end of year	<u>\$ 1,411,913,642</u>	<u>\$ 1,239,455,982</u>

The accompanying footnotes are an integral part of the financial statements.

Parker-Hannifin Consolidated Pension Plan

Statement of Accumulated Plan Benefits June 30, 2009

Actuarial present value of accumulated plan benefits

Vested benefits:	
Participants currently receiving payments	\$ 719,481,403
Other vested participants	<u>708,263,460</u>
	1,427,744,863
Nonvested benefits	<u>38,110,414</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 1,465,855,277</u>

Statement of Changes in Accumulated Plan Benefits Year Ended June 30, 2009

Actuarial present value of accumulated plan benefits - beginning of year	\$ 1,385,513,169
Increase (decrease) during the year attributable to:	
Assumption Changes	2,599,586
Benefits accumulated / actuarial losses	61,430,693
Change in discount period	113,713,465
Benefits paid	<u>(97,401,636)</u>
	<u>\$ 1,465,855,277</u>

The accompanying footnotes are an integral part
of the financial statements.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

1. Summary of Significant Accounting Policies

Investment Valuation and Income Recognition The investments of the Parker-Hannifin Consolidated Pension Plan (the Plan) are comprised of an interest in the Parker-Hannifin Collective Trust (the Master Trust) which is stated at fair value. The fair value of the Plan's interest in the Master Trust is based on the beginning of the year value plus allocated investment income less actual distributions and administrative expenses. Quoted market prices, net asset values or other observable inputs are used to value the underlying investments of the Master Trust. Purchases and sales of securities are reflected on a trade date basis. Gain or loss on disposition of securities is based on average cost to the Plan. Dividend income is recorded on the ex-dividend date. Interest is recorded as earned on an accrual basis.

The Plan presents in the statements of changes in net assets available for benefits the net appreciation (depreciation) in the fair value of its interest in the investments of the Master Trust which consist of the realized gains (losses) from the sale of investments and the unrealized appreciation (depreciation) on those investments.

Risk and Uncertainties The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties in the estimation and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Other The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

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

Benefits are recorded when paid.

Subsequent Events The Plan has evaluated subsequent events that have occurred through the date these financial statements were available to be issued. No subsequent events occurred, except as noted in Note 9, that required either adjustment to, or disclosure in, these financial statements.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

2. Description of the Plan

The Plan is a noncontributory, defined benefit pension plan to which Parker-Hannifin Corporation (the Company) contributes such amounts as are necessary on an actuarial basis to provide the Plan with assets sufficient to meet the benefits to be paid to its participants. Normal retirement is at age 65 provided the employee has at least five years of service. The Plan also provides for early retirement upon reaching established age and service levels, certain disability benefits, death benefits and certain termination provisions. Participants should refer to the appropriate summary plan description or the plan document for more complete information. The Plan is subject to the provisions of the Employee Retirement Income Security Act (ERISA) as amended and the Pension Protection Act of 2006 (PPA).

As of April 1, 2004, automatic participation in the Plan by new employees of the Company was restricted to certain employees. Most new employees of the Company are automatically enrolled in a defined contribution plan in lieu of their participation in the Plan. Existing employees as of April 1, 2004 who elected to participate in the defined contribution plan had their pension benefits frozen at June 30, 2004.

The contributions of the Company meet the minimum funding requirements of ERISA and the PPA and are designed to fund the Plan's current service costs on a current basis and to fund over the applicable time period the estimated accrued benefit cost arising from qualifying past service. Cash contributions, primarily discretionary, of \$100,000,000 were made during the year ended June 30, 2010. The income from investments of the Plan serves to reduce future contributions that would otherwise be required to provide for the defined level of benefits under the Plan. The costs of administering the Plan are paid for by the Plan and/or by the Company.

3. Benefits

Accumulated plan benefits were calculated by consulting actuaries at July 1, 2009 and represent those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, disability and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected dates of payments.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

3. Benefits (cont'd)

The significant assumptions for Plan reporting requirements underlying the Plan's actuarial computations at July 1, 2009 are:

Actuarial Cost Method	Projected unit credit cost method
Interest Rate	8.50%
Mortality	RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2009 (previously used RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2008)
Retirement Age	The incidence of retirement ranges from .02 - 1.0 for participants who are 55 or older

The foregoing assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

4. Investments

The Company has established the Master Trust at KeyBank National Association. The only participants in the Master Trust are the various pension plans of the Company. A plan acquires interests and income in the Master Trust based upon the fair value as of the date of acquisition. A plan realizes a gain or loss when withdrawing interests from the Master Trust (i.e., selling interests back to the Master Trust) measured by the difference between the average acquisition cost and the fair value of the Master Trust at the withdrawal date.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

4. Investments (cont'd)

The Plan's interest in the Master Trust at June 30, 2010 and 2009 exceeded five percent of the Plan's net assets.

Investments held by the Master Trust at June 30, 2010 and 2009 are summarized as follows:

	2010		2009	
	Fair Value	Cost	Fair Value	Cost
Cash and cash equivalents	\$ 55,391,905	\$ 55,696,498	\$ 30,589,009	\$ 30,589,009
U.S. Government securities	95,285,817	92,658,502	103,649,242	101,859,283
Corporate bonds	24,802,148	33,474,697	41,205,003	48,917,643
Foreign bonds	2,671,283	2,626,775	4,773,528	4,730,450
Convertible bonds	2,165,588	2,031,194	2,652,852	2,637,549
Common stock				
Parker-Hannifin Corporation	74,000,001	19,393,668	53,716,969	14,578,743
Other	525,456,954	545,257,109	502,681,665	570,487,813
Preferred stock	472,599	519,262	428,588	660,879
General obligations	-	-	224,404	229,479
Equity mutual funds	-	-	996,821	1,058,752
Fixed income mutual funds	120,866,554	116,708,453	116,486,837	130,248,176
Common/collective fixed income funds	88,556,035	77,164,859	52,450,295	32,603,686
Common/collective equity funds	359,843,729	325,904,096	295,117,984	304,571,422
Forward currency contracts/options	7,691,946	7,684,324	574,418	569,475
Limited partnership	68,648,612	72,940,208	42,964,488	55,998,643
Foreign currency	2,596,432	2,622,918	3,122,134	3,094,265
	<u>1,428,449,603</u>	<u>1,354,762,042</u>	<u>1,251,634,237</u>	<u>1,302,835,267</u>
Accrued interest and dividends	2,437,717	2,437,717	2,945,902	2,945,902
Net pending (purchases)	<u>(11,821,949)</u>	<u>(11,821,949)</u>	<u>(7,826,312)</u>	<u>(7,826,312)</u>
Total investments	<u>\$1,419,065,371</u>	<u>\$1,345,377,810</u>	<u>\$1,246,753,827</u>	<u>\$1,297,954,857</u>
Plan's interest in net assets of Master Trust	99.5%		99.4%	

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

4. Investments (cont'd)

Investment income for the Master Trust is as follows:

	<u>2010</u>	<u>2009</u>
Net appreciation (depreciation) in the fair value of		
Cash and cash equivalents	\$ (304,593)	\$ -
U. S. Government securities	3,963,064	(468,352)
Corporate bonds	(1,176,657)	(10,226,318)
Foreign bonds	689,463	(631,537)
Convertible bonds	116,501	73,615
Common stock		
Parker-Hannifin Corporation	15,520,421	(35,784,811)
Other	71,740,090	(220,502,327)
Equity mutual funds	187,752	(160,144)
General obligations	(45,312)	25,307
Fixed income mutual funds	18,170,441	(15,854,316)
Common/collective fixed income funds	3,404,611	3,586,823
Common/collective equity funds	40,041,994	(70,739,331)
Other Investments	8,499,579	(8,740,498)
Interest	13,521,962	19,812,841
Dividends	20,397,466	21,108,640
	<u>\$ 194,726,782</u>	<u>\$ (318,500,408)</u>

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

5. Fair Value Measurements

A summary of the assets that were measured at fair value on a recurring basis at June 30, 2010 follows:

	Total	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Plan interest in Master Trust:				
Cash and cash equivalents	\$ 55,391,905	\$ 55,391,905	\$ -	\$ -
U. S. Government securities	95,285,817	-	95,285,817	-
Corporate bonds	24,802,148	-	24,802,148	-
Foreign bonds	2,671,283	-	2,671,283	-
Convertible bonds	2,165,588	-	2,165,588	-
Common stock				
Parker Hannifin Corporation	74,000,001	74,000,001	-	-
U. S. equities	354,642,925	354,642,925	-	-
Non U. S. equities	170,814,029	170,814,029	-	-
Preferred stock	472,599	472,599	-	-
Fixed income mutual funds	120,866,554	-	120,866,554	-
Common/collective fixed income funds	88,556,035	-	88,556,035	-
Common/collective equity funds	359,843,729	-	359,843,729	-
Forward currency contracts/options	7,691,946	-	7,691,946	-
Limited partnership	68,648,612	-	68,648,612	-
Foreign currency	2,596,432	2,596,432	-	-
	<u>\$ 1,428,449,603</u>	<u>\$ 657,917,891</u>	<u>\$ 770,531,712</u>	<u>\$ -</u>

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

5. Fair Value Measurements (cont'd)

A summary of the assets that were measured at fair value on a recurring basis at June 30, 2009 follows:

	Total	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Plan interest in Master Trust:				
Cash and cash equivalents	\$ 30,589,009	\$ 30,589,009	\$ -	\$ -
U. S. Government securities	103,649,242	-	103,649,242	-
Corporate bonds	41,205,003	-	41,205,003	-
Foreign bonds	4,773,528	-	4,773,528	-
Convertible bonds	2,652,852	-	2,652,852	-
Common stock			-	-
Parker Hannifin Corporation	53,716,969	53,716,969	-	-
Other	502,681,665	502,681,665	-	-
Preferred stock	428,588	428,588	-	-
Equity mutual funds	996,821	996,821	-	-
General obligations	224,404	-	224,404	-
Fixed income mutual funds	116,486,837	-	116,486,837	-
Common/collective fixed income funds	52,450,295	-	52,450,295	-
Common/collective equity funds	295,117,984	-	295,117,984	-
Forward currency contracts/options	574,418	-	574,418	-
Limited partnership	42,964,488	-	42,964,488	-
Foreign currency	3,122,134	3,122,134	-	-
	<u>\$1,251,634,237</u>	<u>\$ 591,535,186</u>	<u>\$ 660,099,051</u>	<u>\$ -</u>

The valuation techniques used to measure the fair values in the tables above are as follows:

Cash Equivalents, Common Stock, Preferred Stock, Equity Mutual Funds and Foreign Currency: Measured at fair value using quoted market prices.

U.S. Government Securities, General Obligations: Valued using market observable inputs for similar assets in active markets, such as live data feeds from inter-dealer brokers and active market makers.

Corporate Bonds: Certain corporate bonds are valued at the closing price reported on the active market in which the bond is traded. Others are valued based on dealer quotes, available trade information, market color, spreads, bids and offers, or U. S. Treasury curves.

Foreign Bonds: Valued using market observable inputs for similar assets in active markets, such as benchmark curves, observed benchmark yields, credit spreads, primary and secondary market spread activity, or broker quotes.

Convertible Bonds: Valued using market observable inputs for similar assets in active markets, such as dealer quotes, underlying stock prices, conversion values, or security specific information.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

5. Fair Value Measurements (cont'd)

Fixed Income Mutual Funds: Valued at the net closing asset values which are based primarily on observable inputs for similar assets in active markets, most notably quoted prices for the underlying assets. The fixed income mutual funds provide exposure to domestic high yield and emerging market debt securities. In the prior year, the classification for the fixed income mutual funds was erroneously classified as Level 1. The classification has been corrected in the June 30, 2009 table presented above. There has been no change in the method used to calculate the fair value of the fixed income mutual funds.

Common/Collective Fixed Income Funds, Common/Collective Equity Funds: Valued at the net closing asset values which are based primarily on observable inputs for similar assets in active markets, most notably quoted prices for the underlying assets. The common/collective fixed income funds provide exposure to domestic, international and emerging market debt securities. The common/collective equity funds consist of equities, fixed income and hedge funds. The equity funds provide exposure to large, mid and small cap U. S. equities, international large and small cap equities and emerging market equities. The fixed income funds provide exposure to domestic, international and emerging market debt securities. The hedge funds provide exposure to multiple hedge strategies including long/short equity, relative value, event driven and global macro.

Limited Partnerships: Valued at the fair value of the proportionate shares of the partnerships fair value. Limited partnerships consist of investments in small cap equity and hedge funds. Small cap equity provides exposure to domestic small cap value equities. Hedge funds provide exposure to multiple hedge strategies including long/short equity, relative value, event driven and global macro.

Forward Currency Contracts / Options: Valued using evaluated price provided by FT Interactive Data pricing service.

The fair value of fixed income mutual funds, common/collective fixed income funds, common/collective equity funds, and limited partnerships are estimated using a net asset value per share which is based on the underlying value of the investments. These investments can be redeemed daily and without any restrictions on the timing of the redemption. Redemption of the entire investment balance generally requires at least a 30-day notice period. At June 30, 2010, the Plan had no unfunded commitments related to these investments.

The primary investment objective of common stock, preferred stock, equity mutual funds, and common/collective equity funds is to obtain capital appreciation in an amount that at least equals various market-based benchmarks. The primary investment objective of U.S. Government securities, corporate, foreign and convertible bonds, general obligations, fixed income mutual funds and common/collective fixed income funds is to provide for a constant stream of income while preserving capital. The primary investment objective of the limited partnership is to achieve capital appreciation through an investment program focused on specialized investment strategies.

Parker-Hannifin Consolidated Pension Plan

Notes to Financial Statements

6. Tax Status

The Plan obtained its latest determination letter on November 14, 2008, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements. The Plan is no longer subject to income tax examinations by the tax authorities for years before 2006.

The Financial Accounting Standards Board issued new guidance on accounting for uncertainty in income taxes. The Plan adopted this new guidance for the year ended June 30, 2010. The Plan's administrator has evaluated the Plan's tax positions and concluded that the Plan has maintained its tax exempt status and had taken no uncertain tax positions that require adjustment to the financial statements.

7. Termination Priorities

Should the Plan terminate at some future time, its net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by, and the financial condition of, the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

8. Trustee Certification

The information used as a basis for the financial statements which was certified or provided by the trustee is as follows: Statements of Net Assets Available for Benefits - all assets; Statements of Changes in Net Assets Available for Benefits – all additions except for employer contributions; net appreciation (depreciation) in the fair value of investments; and Note 4.

9. Subsequent Events

Effective July 1, 2010, the trustee and recordkeeper for the Plan was changed to Bank of New York Mellon. In addition, a voluntary cash contribution of \$200,000,000 was approved and made to the Plan in August 2010.

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of July 1, 2009
Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25	62 \$25,932	92 \$35,742	10							
25-29	74 \$37,939	221 \$45,317	179 \$43,306	18						
30-34	70 \$43,131	291 \$55,428	471 \$53,780	274 \$50,480	12					
35-39	90 \$45,002	272 \$53,719	644 \$58,438	529 \$56,156	189 \$59,580	22 \$51,699				
40-44	66 \$42,807	248 \$56,682	601 \$59,425	589 \$64,952	370 \$65,465	349 \$67,477	24 \$60,783			
45-49	58 \$44,847	206 \$50,498	683 \$60,375	619 \$65,251	379 \$68,659	599 \$76,019	302 \$73,640	67 \$68,309	1	
50-54	44 \$45,022	160 \$46,993	644 \$60,455	574 \$66,977	317 \$67,004	638 \$80,901	474 \$79,376	472 \$69,170	52 \$63,460	
55-59	24 \$47,717	80 \$42,499	464 \$57,075	384 \$63,588	231 \$58,525	466 \$75,343	321 \$74,826	322 \$76,429	287 \$71,808	29 \$58,998
60-64	10 \$44,141	40 \$44,141	254 \$59,511	246 \$63,295	107 \$62,209	240 \$74,556	176 \$68,377	180 \$86,487	125 \$78,602	75 \$75,561
65-69	1 \$60,674	8 \$60,674	54 \$60,674	56 \$61,262	17 \$61,262	55 \$68,664	21 \$80,830	21 \$95,950	14 \$95,950	22 \$85,851
70+	4	6	13	11	9	9	3	2	2	8

N-16453

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates

Based on the full Yield Curve with a three month look-back (March 2009 yield curve), with sample rates as follows:

Duration 0.5–4.62%
Duration 5.5–7.05%
Duration 10.5–7.54%
Duration 15.5–7.61%
Duration 20.5–7.70%
Duration 25.5–7.77%
Duration 30.5–7.82%

Salary Increases

Minimum Funding Target Normal Cost and
Maximum Tax Expected Benefit Increase

The merit amount shown in Table 1 plus 0% for fiscal years 2009 and 2010; 3.0% for fiscal year 2011; 3.5% for fiscal year 2012 and 4.0% thereafter.

Social Security Wage Base Increases

Future wage indices are based on a national wage increase of 3.50% per year.

Social Security COLA Increases

3.50%.

Optional Payment Form Election Percentage

100% life annuity, 50% joint survivor for RMA and TPS benefits.

**Optional Payment Form
Conversion Interest Rate**

7.0% for RMA accounts.

6.0% for profit sharing accounts (prior plan balances).

**Optional Payment Form
Conversion Mortality**

The mortality table described in Revenue Ruling 2001-62 for RMA accounts.

The UP-1984 Unisex mortality table for profit sharing accounts (prior plan balances).

Retirement Age

Active Participants

See Tables 2-7.

Terminated Vested Participants

Age 65.

Mortality Rates

Healthy and Disabled

2009 Static Mortality Table for Annuitants and Non-Annuitants Per §1.430(h)(3)-1(e).

Withdrawal Rates

See Table 8.

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Disability Rates	See Tables 9-10.
Surviving Spouse Benefit	It is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	Calendar 2007 earnings increased by assumed salary increases unless the base pay rate as of the valuation date is greater.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$195,000 and the 401(a)(17) compensation limit of \$245,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Trust Expenses Included in Target Normal Cost	\$2,750,000 based on prior year expenses plus expected PBGC premiums, rounded to the nearest \$10,000.
Expected Return on Assets	
2007 Plan Year	6.61%.
2008 Plan Year	6.54%.
Actuarial Method	Standard Unit Credit Cost Method.
Valuation Date	July 1, 2009.

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 1
Salary Merit Increase Rates

Age	Rate	Age	Rate
15	8.00%	45	1.50%
16	8.00%	46	1.50%
17	8.00%	47	1.50%
18	8.00%	48	1.50%
19	8.00%	49	1.50%
20	8.00%	50	1.00%
21	8.00%	51	1.00%
22	8.00%	52	1.00%
23	8.00%	53	1.00%
24	8.00%	54	1.00%
25	5.00%	55	0.50%
26	5.00%	56	0.50%
27	5.00%	57	0.50%
28	5.00%	58	0.50%
29	5.00%	59	0.50%
30	4.00%	60	0.25%
31	4.00%	61	0.25%
32	4.00%	62	0.25%
33	4.00%	63	0.25%
34	4.00%	64	0.25%
35	3.00%	65+	0.00%
36	3.00%		
37	3.00%		
38	3.00%		
39	3.00%		
40	2.00%		
41	2.00%		
42	2.00%		
43	2.00%		
44	2.00%		

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 2

**Retirement Rates—Retirement Plan and Commercial Intertech
Sub-Plans 050 and 138**

Age	Rate
55	2.00%
56	2.00%
57	2.00%
58	3.00%
59	5.00%
60	5.00%
61	10.00%
62	20.00%
63	15.00%
64	25.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 3
Retirement Rates—NWL Retirement Plan
Sub-Plan 129

Age	Years of Service	
	0–29	30+
55	2.00%	5.00%
56	2.00%	5.00%
57	2.00%	10.00%
58	3.00%	10.00%
59	5.00%	10.00%
60	5.00%	15.00%
61	10.00%	20.00%
62	20.00%	40.00%
63	15.00%	40.00%
64	25.00%	40.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 4
Retirement Rates—Greeneville
Sub-Plan 126

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	20.00%
61	20.00%
62	30.00%
63	25.00%
64	30.00%
65	50.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 5
Retirement Rates—Gresen
Sub-Plan 140

Age	Rate
55	0.00%
56	0.00%
57	0.00%
58	0.00%
59	0.00%
60	0.00%
61	0.00%
62	25.00%
63	25.00%
64	25.00%
65	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Table 6

Retirement Rates—Hourly Plans with Age 55 Retirement Eligibility
Sub-Plans 001, 104, 116, 117, 148, 149, 150, 151

Age	Rate
55	2.00%
56	2.00%
57	2.00%
58	3.00%
59	5.00%
60	5.00%
61	10.00%
62	20.00%
63	15.00%
64	25.00%
65	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 7

**Retirement Rates—Hourly Plans with Age 60 Retirement Eligibility
Sub-Plans 011, 139, 158 and 161**

Age	Rate
55	0.00%
56	0.00%
57	0.00%
58	0.00%
59	0.00%
60	5.00%
61	10.00%
62	20.00%
63	15.00%
64	25.00%
65	100.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 8
Termination Rates

Age	Years of Service					
	0	1	2	3	4	5+
20	30.00%	25.00%	20.00%	16.70%	13.30%	10.00%
21	30.00%	25.00%	20.00%	16.70%	13.30%	10.00%
22	30.00%	25.00%	20.00%	16.70%	13.30%	10.00%
23	30.00%	25.00%	20.00%	16.70%	13.30%	10.00%
24	30.00%	25.00%	20.00%	16.70%	13.30%	10.00%
25	26.40%	22.00%	17.60%	14.70%	11.70%	8.80%
26	26.40%	22.00%	17.60%	14.70%	11.70%	8.80%
27	26.40%	22.00%	17.60%	14.70%	11.70%	8.80%
28	26.40%	22.00%	17.60%	14.70%	11.70%	8.80%
29	26.40%	22.00%	17.60%	14.70%	11.70%	8.80%
30	22.50%	18.80%	15.00%	12.50%	10.00%	7.50%
31	22.50%	18.80%	15.00%	12.50%	10.00%	7.50%
32	22.50%	18.80%	15.00%	12.50%	10.00%	7.50%
33	22.50%	18.80%	15.00%	12.50%	10.00%	7.50%
34	22.50%	18.80%	15.00%	12.50%	10.00%	7.50%
35	18.90%	15.80%	12.60%	10.50%	8.40%	6.30%
36	18.90%	15.80%	12.60%	10.50%	8.40%	6.30%
37	18.90%	15.80%	12.60%	10.50%	8.40%	6.30%
38	18.90%	15.80%	12.60%	10.50%	8.40%	6.30%
39	18.90%	15.80%	12.60%	10.50%	8.40%	6.30%
40	15.00%	12.50%	10.00%	8.30%	6.70%	5.00%
41	15.00%	12.50%	10.00%	8.30%	6.70%	5.00%
42	15.00%	12.50%	10.00%	8.30%	6.70%	5.00%
43	15.00%	12.50%	10.00%	8.30%	6.70%	5.00%
44	15.00%	12.50%	10.00%	8.30%	6.70%	5.00%
45	13.50%	11.30%	9.00%	7.50%	6.00%	4.50%
46	13.50%	11.30%	9.00%	7.50%	6.00%	4.50%
47	13.50%	11.30%	9.00%	7.50%	6.00%	4.50%
48	13.50%	11.30%	9.00%	7.50%	6.00%	4.50%
49	13.50%	11.30%	9.00%	7.50%	6.00%	4.50%
50	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
51	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
52	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
53	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
54	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
55	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
56	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
57	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
58	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
59	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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60+	12.00%	10.00%	8.00%	6.70%	5.30%	4.00%
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Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
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Table 9
Disability Rates—Hourly Participants

Age	Male	Female	Age	Male	Female
15	0.04%	0.04%	45	0.51%	0.52%
16	0.05%	0.04%	46	0.56%	0.57%
17	0.05%	0.05%	47	0.62%	0.63%
18	0.06%	0.05%	48	0.68%	0.70%
19	0.06%	0.05%	49	0.75%	0.77%
20	0.06%	0.06%	50	0.83%	0.85%
21	0.07%	0.06%	51	0.92%	0.95%
22	0.07%	0.07%	52	1.03%	1.05%
23	0.08%	0.07%	53	1.17%	1.18%
24	0.09%	0.08%	54	1.33%	1.33%
25	0.09%	0.10%	55	1.50%	1.49%
26	0.10%	0.11%	56	1.67%	1.63%
27	0.11%	0.12%	57	1.84%	1.73%
28	0.12%	0.14%	58	1.98%	1.75%
29	0.13%	0.15%	59	2.13%	1.77%
30	0.13%	0.17%	60	2.27%	1.79%
31	0.15%	0.18%	61	2.41%	1.81%
32	0.16%	0.20%	62	2.56%	1.83%
33	0.17%	0.22%	63	2.71%	1.90%
34	0.18%	0.23%	64	2.87%	1.99%
35	0.20%	0.25%	65	3.03%	2.10%
36	0.22%	0.27%	66	3.20%	2.21%
37	0.24%	0.29%	67	3.38%	2.32%
38	0.26%	0.31%	68	3.58%	2.44%
39	0.29%	0.34%	69+	3.78%	2.57%
40	0.31%	0.36%			
41	0.35%	0.38%			
42	0.38%	0.41%			
43	0.42%	0.45%			
44	0.46%	0.48%			

Schedule SB Attachment (Form 5500)—2009 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Table 10
Disability Rates—Salaried Participants

Age	Male	Female	Age	Male	Female
15	0.02%	0.02%	45	0.20%	0.32%
16	0.02%	0.03%	46	0.23%	0.35%
17	0.02%	0.03%	47	0.26%	0.39%
18	0.03%	0.03%	48	0.29%	0.43%
19	0.03%	0.03%	49	0.32%	0.48%
20	0.03%	0.03%	50	0.36%	0.53%
21	0.03%	0.03%	51	0.41%	0.59%
22	0.03%	0.04%	52	0.47%	0.66%
23	0.03%	0.04%	53	0.54%	0.75%
24	0.04%	0.04%	54	0.63%	0.85%
25	0.04%	0.05%	55	0.72%	0.95%
26	0.04%	0.05%	56	0.82%	1.05%
27	0.04%	0.06%	57	0.92%	1.12%
28	0.04%	0.07%	58	1.03%	1.13%
29	0.05%	0.07%	59	1.14%	1.14%
30	0.05%	0.08%	60	1.26%	1.16%
31	0.05%	0.09%	61	1.37%	1.17%
32	0.05%	0.10%	62	1.48%	1.19%
33	0.06%	0.11%	63	1.57%	1.23%
34	0.06%	0.12%	64	1.66%	1.29%
35	0.07%	0.14%	65	1.75%	1.36%
36	0.08%	0.15%	66	1.85%	1.43%
37	0.09%	0.17%	67	1.95%	1.51%
38	0.10%	0.18%	68	2.06%	1.58%
39	0.11%	0.20%	69+	2.18%	1.66%
40	0.12%	0.21%			
41	0.13%	0.23%			
42	0.15%	0.25%			
43	0.16%	0.27%			
44	0.18%	0.30%			

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 07/01/2009 and ending 06/30/2010

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A Name of plan The Parker-Hannifin Consolidated Pension Plan	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Parker Hannifin Corporation	D Employer Identification Number (EIN) 34-0451060	
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>7</u> Day <u>1</u> Year <u>2009</u>			
2 Assets:			
a Market value.....	2a	1,335,738,390	
b Actuarial value.....	2b	1,469,312,229	
3 Funding target/participant count breakdown			
		(1) Number of participants	(2) Funding Target
a For retired participants and beneficiaries receiving payment	3a	13,069	790,485,792
b For terminated vested participants	3b	10,254	188,401,722
c For active participants:			
(1) Non-vested benefits.....	3c(1)		43,461,657
(2) Vested benefits.....	3c(2)		646,097,032
(3) Total active	3c(3)	16,453	689,558,689
d Total.....	3d	39,776	1,668,446,203
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	7.56 %	
6 Target normal cost.....	6	51,952,474	

Statement by Enrolled Actuary																						
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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)	199,037,707	0
8 Portion used to offset prior year's funding requirement (Item 35 from prior year)	31,354	0
9 Amount remaining (Item 7 minus item 8)	199,006,353	0
10 Interest on item 9 using prior year's actual return of <u>(20.02)</u> %	(39,841,072)	
11 Prior year's excess contributions to be added to prefunding balance:		
a Excess contributions (Item 38 from prior year)		31,758,558
b Interest on (a) using prior year's effective rate of <u>6.74</u> %		2,132,137
c Total available at beginning of current plan year to add to prefunding balance		33,890,695
d Portion of (c) to be added to prefunding balance		0
12 Reduction in balances due to elections or deemed elections	24,610,015	0
13 Balance at beginning of current year (item 9 + item 10 + item 11d - item 12)	134,555,266	0

Part III Funding percentages

14 Funding target attainment percentage	14	80.00 %
15 Adjusted funding target attainment percentage	15	80.00 %
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	95.66 %
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
08/13/2010	200,000,000				
Totals ▶			18(b)	200,000,000	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	184,353,114

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
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code)				21b 3
22 Weighted average retirement age				22 63
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	51,952,474
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	233,582,468	39,874,681
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	0
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b - item 33).....	34	91,827,155
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	55,720,336	0
36 Additional cash requirement (item 34 minus item 35).....	36	36,106,819
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	184,353,114
38 Interest-adjusted excess contributions for current year (see instructions).....	38	148,246,295
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

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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A Name of plan The Parker-Hannifin Consolidated Pension Plan	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Parker Hannifin Corporation	D Employer Identification Number (EIN) 34-0451060	
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d Portion of (c) to be added to prefunding balance		0
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Part III Funding percentages

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(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
08/13/2010	200,000,000				
Totals ▶			18(b)	200,000,000	18(c) 0

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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
0	0	0	0

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

21	Discount rate:				
a	Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b	Applicable month (enter code)				21b 3
22	Weighted average retirement age				22 63
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

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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
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code)				21b 3
22 Weighted average retirement age				22 63
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	51,952,474
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	233,582,468	39,874,681
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	0
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b - item 33).....	34	91,827,155
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	55,720,336	0
36 Additional cash requirement (item 34 minus item 35).....	36	36,106,819
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	184,353,114
38 Interest-adjusted excess contributions for current year (see instructions).....	38	148,246,295
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

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Plan Provisions

Former Hourly Pension Plan (Sub-Plan 001)

Plan Sponsor Parker Hannifin Corporation

EIN/PN 34-0451060/001

Effective Date May 1, 1969, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly, non-bargaining employees at this location will become Plan participants when they are hired.

Service Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment.

(A) Years of Service prior to July 1, 1997

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then one year credit will be granted for each full 170 hours of service.

(B) Years of Service after July 1, 1997

One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

(C) Years of Participation prior to July 1, 1997

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then .1 year credit will be granted for each full 170 hours of service.

(D) Years of Participation after July 1, 1997

One year of participation for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

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Plan Provisions

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Irvine, CA (Jamboree Blvd.) (00201H, 00203H, 00202H, 00205H)	07-01-76	05-01-77	\$ 7.00	35
	05-01-77	05-01-78	8.00	35
	05-01-78	05-01-79	9.00	35
	05-01-79	05-01-80	10.00	35
	05-01-80	05-01-81	11.00	35
	05-01-81	05-01-82	12.00	40
	05-01-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96		23.00	40
■ Huntsville, AL (006H) ■ Huntsville, AL—Plant #2 (349H)	07-01-76	12-01-77	\$ 4.00	25
	12-01-77	12-01-78	4.50	25
	12-01-78	12-01-79	5.00	25
	12-03-79	12-01-80	5.50	25
	12-01-80	12-01-81	6.00	25
	12-01-81	12-06-82	7.00	25
	12-06-82	12-05-83	7.50	25
	12-05-83	12-03-84	8.00	25
	12-03-84	12-01-85	8.50	25
	12-01-85	12-01-86	9.00	25
	12-08-86	12-01-87	10.25	30
	12-01-87	12-01-88	11.00	30
	12-01-88	12-01-89	11.75	30
	12-01-89	12-01-90	12.25	30
	12-01-90	12-01-91	13.00	30
	12-01-91	12-01-92	14.00	35
	12-01-92	12-01-93	15.00	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Huntsville, AL (006H)				
■ Huntsville, AL—Plant #2 (349H) (continued)				
	12-01-93	12-01-94	\$ 16.00	35
	12-01-94	12-01-95	17.00	35
	12-01-95	12-01-96	18.00	35
	12-01-96	12-01-97	19.00	40
	12-01-97	12-01-98	20.00	40
	12-01-98	12-01-99	21.00	40
	12-01-99	12-01-00	22.50	40
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08		34.00	40
■ Lyons, NY (022H, 023H)	07-01-76	12-01-76	\$ 6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30
	12-01-85	12-01-86	11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-93	15.25	35
	12-01-93	12-01-94	16.00	35
	12-01-94	12-01-95	16.75	35
	12-01-95	12-01-96	17.50	35
	12-01-96	12-01-97	18.25	35
	12-01-97	12-01-98	19.00	40
	12-01-98	12-01-99	20.00	40
	12-01-99	12-01-01	21.00	40
	12-01-00	12-01-02	22.00	40
	12-01-02	12-01-04	22.50	40
	12-01-04	12-01-06	23.00	40
	12-01-06		23.50	40

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Clyde, NY (028H)	07-01-76	12-01-76	\$ 6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30
	12-01-85	12-01-86	11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-94	15.25	35
	12-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.50	40
	07-01-96	07-01-97	18.25	40
	07-01-97	07-01-98	19.00	40
	07-01-98	07-01-99	20.00	40
	07-01-99	07-01-01	21.00	40
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02		24.00	40
■ Otsego, MI (017H, 018H, 044H)	07-01-76	04-01-77	\$ 6.00	30
■ Richland, MI (009H)	04-01-77	04-01-78	6.50	30
	04-01-78	04-01-79	7.00	30
	04-01-79	04-01-80	7.50	30
	04-01-80	04-01-81	8.50	35
	04-01-81	04-01-82	9.50	35
	04-01-82	04-01-83	10.25	35
	04-01-83	04-01-84	11.00	35
	04-01-84	04-01-85	11.50	35
	04-01-85	04-01-86	12.00	35
	04-01-86	04-01-87	12.50	35
	04-01-87	04-01-88	13.00	35
	04-01-88	04-01-89	13.50	35
	04-01-89	04-01-90	14.00	35
	04-01-90	04-01-91	14.50	35
	04-01-91	04-01-92	15.00	40
	04-01-92	04-01-93	16.00	40

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Otsego, MI (017H, 018H, 044H)				
■ Richland, MI (009H) (continued)	04-01-93	04-01-94	\$ 17.00	40
	04-01-94	04-01-95	18.00	40
	04-01-95	04-01-96	19.00	40
	04-01-96	04-01-97	20.00	40
	04-01-97	04-01-98	21.00	40
	04-01-98	04-01-99	22.00	40
	04-01-99	04-01-00	23.00	40
	04-01-00	04-01-01	25.00	40
	04-01-01	04-01-02	26.00	40
	04-01-02	04-01-03	27.00	40
	04-01-03	10-01-04	28.00	40
	10-01-04	04-01-05	29.00	40
	04-01-05	04-01-06	30.00	40
	04-01-06	04-01-07	31.00	40
	04-01-07	04-01-08	32.00	40
	04-01-08		32.50	40
■ Lithia Springs, GA (045H)	07-01-76	08-01-76	\$ 3.50	25
	08-01-76	08-01-77	4.50	25
	08-01-77	08-01-78	5.50	25
	08-01-78	08-01-79	6.00	25
	08-01-79	08-01-80	6.50	25
	08-01-80	08-01-81	7.00	25
	08-01-81	08-01-82	7.75	25
	08-01-82	08-01-83	8.50	25
	08-01-83	08-01-84	9.25	25
	08-01-84	08-01-85	9.75	25
	08-01-85	08-01-86	10.50	25
	08-01-86	08-01-87	11.25	25
	08-01-87	08-01-88	12.00	25
	08-01-88	08-01-90	12.75	25
	08-01-90	08-01-91	13.50	25
	08-01-91	08-01-92	14.00	25
	08-01-92	08-01-93	14.50	25
	01-01-93	01-01-94	15.50	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	32
	08-01-96	08-01-97	17.75	32
	08-01-97	08-01-99	18.50	32
	08-01-99	08-01-01	19.50	32
	08-01-01	08-01-02	21.75	35
	08-01-02	08-01-04	23.00	35
	02-01-04	08-01-04	24.25	35
	08-01-04	08-01-05	25.25	35
	08-01-05	08-01-07	26.25	35
	08-01-07	08-01-08	27.00	35
	08-01-08		28.00	35

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	On or After	But Before		
■ Elyria, OH—Valve (060H)	10-01-76	10-01-77	\$ 5.00	35
	10-01-77	10-01-78	5.50	35
	10-01-78	10-01-79	6.25	35
	10-01-79	10-01-81	8.25	35
	10-01-81	10-01-82	9.25	35
	10-01-82	09-30-83	10.25	35
	09-30-83	09-30-84	11.00	36
	09-30-84	10-01-85	11.75	37
	10-01-85	10-01-86	12.50	40
	10-01-86	06-01-87	13.00	40
	06-01-87	10-01-88	13.50	40
	10-01-88	10-01-89	14.00	40
	10-01-89	10-01-90	14.50	Unlimited
	10-01-90	10-01-91	15.00	Unlimited
	10-01-91	10-01-92	15.50	Unlimited
	10-01-92	10-01-93	16.00	Unlimited
	10-01-93	10-01-94	16.50	Unlimited
	10-01-94	10-01-95	17.25	Unlimited
	10-01-95	10-01-96	18.00	Unlimited
	10-01-96	10-01-97	18.50	Unlimited
	10-01-97	10-01-98	19.00	Unlimited
	10-01-98	10-01-99	19.50	Unlimited
	10-01-99	10-01-00	20.00	Unlimited
	10-01-00	10-01-01	20.50	Unlimited
	10-01-01	10-01-02	21.50	Unlimited
	10-01-02	04-01-04	22.50	Unlimited
	04-01-04	10-01-04	23.50	Unlimited
	10-01-04	10-01-05	24.50	Unlimited
	10-01-05	10-01-06	25.50	Unlimited
	10-01-06	10-01-07	26.50	Unlimited
	10-01-07	10-01-08	27.50	Unlimited
	10-01-08		28.50	Unlimited
■ Kent/Ravenna, OH (029H, 063H)	07-01-76	06-01-77	\$ 5.00	25
■ Kent, OH—Parflex Plan 2 (399H—Closed)	06-01-77	06-01-78	5.50	25
	06-01-78	04-01-80	6.00	25
	04-01-80	04-01-81	7.00	30
	04-01-81	04-01-82	8.00	30
	04-01-82	04-01-83	8.75	30
	04-01-83	04-01-84	9.25	30
	04-01-84	04-01-85	9.75	30
	04-01-85	04-01-86	10.25	32
	04-01-86	04-01-87	10.75	32
	04-01-87	07-01-88	11.25	32

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Plan Provisions

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Kent/Ravenna, OH (029H, 063H) (continued)				
■ Kent, OH—Parflex Plan 2 (399H—Closed)				
	07-01-88	07-01-89	\$ 12.00	32
	07-01-89	07-01-90	12.50	32
	07-01-90	07-01-91	13.00	35
	07-01-91	07-01-92	14.00	35
	07-01-92	07-01-93	14.75	35
	07-01-93	07-01-94	15.75	35
	07-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.75	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.50	35
	07-01-98	07-01-99	20.50	35
	07-01-99	07-01-00	21.50	35
	07-01-00	07-01-01	23.50	35
	07-01-01	07-01-02	24.50	35
	07-01-02	01-01-04	25.50	35
	01-01-04	07-01-04	26.50	40
	07-01-04	07-01-05	27.50	40
	07-01-05	07-01-06	28.50	40
	07-01-06	07-01-07	29.50 (029H)	40
	07-01-06	07-01-07	30.00 (063N)	40
	07-01-07	07-01-08	30.00 (029H)	40
	07-01-07	07-01-08	31.00 (063N)	40
	07-01-08		30.50 (029H)	40
■ Cincinnati, OH (062H—Closed)	02-01-80	02-01-81	\$ 7.50	35
	02-01-81	02-01-82	8.00	35
	02-01-82	02-01-83	8.50	35
	02-01-83	02-04-84	9.00	35
	02-04-84	02-04-85	9.50	35
	02-04-85	02-01-86	10.00	35
	02-01-86	02-01-87	10.50	35
	02-01-87	02-01-88	11.00	35
	02-01-88	02-01-89	11.50	35
	02-01-89	02-01-90	12.00	35
	02-01-90	02-04-91	12.50	35
	02-04-91	02-02-92	13.25	35
	02-02-92	02-01-93	13.75	35
	02-01-93	02-03-94	14.25	35
	02-03-94		15.00	35
	Closed)			

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Plan Provisions

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Portland, OR/PSC (082H)	04-01-81	04-01-82	\$ 6.50	30
	04-01-82	04-01-84	7.00	30
	04-01-84	04-01-86	7.75	30
	04-01-86	04-01-87	8.00	30
	04-01-87	04-01-88	8.25	30
	04-01-88	04-01-89	9.00	30
	04-01-89	04-01-90	10.00	30
	04-01-90	04-01-91	11.00	30
	04-01-91	04-01-92	12.00	30
	04-01-92	04-01-93	12.50	30
	04-01-93	04-01-94	13.00	30
	04-01-94	04-01-95	14.00	30
	04-01-95	04-01-96	15.00	30
	04-01-96	04-01-97	16.00	30
	04-01-97	04-01-98	17.00	30
	04-01-98	04-01-99	17.50	30
	04-01-99	04-01-00	18.50	30
	04-01-00	04-01-01	19.00	30
	04-01-01	04-01-02	20.00	30
	04-01-02	04-01-03	21.00	30
	04-01-03	10-01-04	21.50	30
	10-01-04	04-01-05	22.50	30
	04-01-05	04-01-06	23.50	30
	04-01-06	01-01-07	24.50	30
	01-01-07	04-01-07	24.50	35
	04-01-07	04-01-08	25.50	35
	04-01-08		26.50	35
■ Santa Fe Springs, CA (053H—Closed)	07-01-76	11-01-76	\$ 150	30
■ Corona, CA—Cylinder (337H)	11-01-76	11-01-77	4.50	30
	11-01-77	11-01-78	5.50	30
	11-01-78	11-01-79	6.00	30
	11-01-79	11-01-80	6.50	30
	11-01-80	11-01-81	7.00	30
	11-01-81	11-01-82	7.50	30
	11-01-82	11-01-83	8.25	30
	11-01-83	11-01-84	9.00	30
	11-01-84	11-01-85	9.75	30
	11-01-85	11-01-86	10.50	30
	11-01-86	11-01-87	11.25	30
	11-01-87	11-01-88	11.75	30
	11-01-88	11-01-90	12.25	30
	11-01-90	11-01-91	12.75	30
	11-01-91	11-01-92	13.25	30
	11-01-92	11-01-93	14.00	30
	11-01-93	11-01-94	14.75	30

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Plan Provisions

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Santa Fe Springs, CA (053H—Closed)				
■ Corona, CA—Cylinder (337H) (continued)				
	11-01-94	11-01-95	\$ 15.50	30
	11-01-95	11-01-96	16.25	30
	11-01-96	11-01-97	17.00	30
	11-01-97	11-01-98	17.75	30
	11-01-98	11-01-00	18.50	30
	11-01-00	11-01-01	19.50	30
	11-01-01	11-01-02	20.75	30
	11-01-02	05-01-04	21.75	30
	05-01-04	11-01-04	23.00	30
	11-01-04	11-01-05	24.00	30
	11-01-05	11-01-06	25.00	30
	11-01-06	11-01-07	25.75	30
	11-01-07	11-01-08	27.00	30
	11-01-08		28.00	30
■ Eaton, OH (004H)	07-01-76	02-01-77	\$ 6.00	30
■ Brookville, OH (301H)	02-01-77	02-01-78	7.00	30
■ Lewisburg, OH (007H)	02-01-78	02-01-79	7.75	30
■ Lewisburg West—TFD (345H)	02-01-79	02-01-80	8.50	31
	02-01-80	02-01-81	9.50	31
	02-02-81	02-01-82	10.50	31
	02-01-82	02-01-83	11.25	31
	02-01-83	02-01-84	11.50	31
	02-01-84	02-01-85	11.75	31
	02-01-85	02-01-86	12.00	35
	02-01-86	02-01-87	12.25	35
	02-01-87	02-01-88	12.75	35
	02-01-88	02-01-89	13.50	35
	02-01-89	02-01-90	14.00	35
	02-01-90	02-01-91	14.50	35
	02-01-91	02-01-92	15.00	37
	02-01-92	02-01-93	15.50	38
	02-01-93	02-01-94	16.00	39
	02-01-94	02-01-95	17.50	40
	02-01-95	02-01-96	18.50	40
	02-01-96	07-01-97	19.50	41
	07-01-97	02-01-98	20.50	41
	02-01-98	02-01-99	21.50	42
	02-01-99	02-01-00	22.50	42
	02-01-00	02-01-01	24.00	42
	02-01-01	02-01-02	25.00	42
	02-01-02	02-01-03	26.00	42
	02-01-03	08-01-04	27.00	42
	08-01-04	02-01-05	28.50	42
	02-01-05	02-01-06	29.50	42
	02-01-06	02-01-07	30.50	42
	02-01-07	02-01-08	31.50	45
	02-01-08		32.50	45

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Plan Provisions

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ St. Mary's, OH—Hourly Flex (041H—Closed)	07-01-76	03-04-77	\$ 5.75	30
St. Mary's OH—Cylinder	03-04-77	03-04-78	6.25	30
■ Flex (411H)	03-04-78	03-04-79	7.00	30
■ St. Mary's OH—Cylinder	03-04-79	03-08-80	7.50	30
■ Non-Flex (41101H)	03-08-80	03-09-81	9.00	30
St. Mary's OH—Hourly	03-09-81	03-08-82	10.00	30
■ Non-Flex (04101H—Closed)	03-08-82	03-07-83	10.50	32
	03-07-83	03-10-84	11.00	33
	03-10-84	03-11-85	11.50	34
	03-11-85	03-10-86	12.00	35
	03-10-86	03-09-87	12.50	36
	03-09-87	03-14-88	13.00	37
	03-14-88	03-13-89	13.50	38
	03-13-89	03-12-90	14.00	39
	03-12-90	03-01-91	14.50	40
	03-01-91	03-01-92	15.00	40
	03-01-92	03-01-93	15.50	40
	03-01-93	03-01-94	16.50	40
	03-01-94	03-01-95	17.50	40
	03-01-95	03-01-96	18.50	40
	03-01-96	03-01-97	19.25	40
	03-01-97	03-01-99	20.00	40
	03-01-99	03-01-00	20.75	40
	03-01-00	03-01-01	21.50	40
	03-01-01	03-01-02	22.75	40
	03-01-02	03-01-03	23.75	40
	03-01-03	09-01-04	25.00	40
	09-01-04	03-01-05	26.00	40
	03-01-05	03-01-07	27.00	40
	03-01-07	03-01-08	27.50	40
	03-01-08		28.50	40
■ Plymouth, MI (043H)	07-01-76	03-01-77	\$ 5.00	25
	03-01-77	03-01-78	5.50	25
	03-01-78	03-01-79	6.00	25
	03-01-79	03-01-80	6.75	25
	03-01-80	03-02-81	7.50	25
	03-02-81	03-01-82	8.00	25
	03-01-82	03-01-83	9.00	25
	03-01-83	02-27-84	9.50	25
	02-27-84	03-01-85	10.25	25
	03-01-85	03-01-86	10.75	25
	03-01-86	03-01-87	11.25	25

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	On or After	But Before		
■ Plymouth, MI (043H) (continued)	03-01-87	03-01-88	\$ 12.00	25
	03-01-88	03-01-90	12.75	25
	03-01-90	03-01-91	13.25	30
	03-01-91	03-01-92	13.75	30
	03-01-92	03-01-93	14.25	30
	03-01-93	03-01-94	15.00	30
	03-01-94	03-01-95	16.00	30
	03-01-95	03-01-96	17.00	35
	03-01-96	03-01-97	18.00	35
	03-01-97	03-01-99	18.75	35
	03-01-99	03-01-00	19.25	35
	03-01-00	03-01-01	20.25	35
	03-01-01	03-01-02	21.50	35
	03-01-02	03-01-03	22.50	35
	03-01-03	09-01-04	23.75	35
	09-01-04	03-01-05	24.75	35
	03-01-05	03-01-07	26.00	35
	03-01-07	03-01-08	27.00	35
	03-01-08		28.00	35
■ Lexington, KY (014H)	07-01-76	02-01-77	\$ 4.50	30
	02-01-77	02-01-78	4.75	30
	02-01-78	02-01-81	5.00	30
	02-01-81	02-01-82	5.25	30
	02-01-82	02-01-83	5.75	30
	02-01-83	02-01-84	6.50	30
	02-01-84	02-01-85	6.75	30
	02-01-85	02-01-86	7.00	30
	02-01-86	02-01-87	7.50	30
	02-01-87	02-01-88	8.00	31
	02-01-88	02-01-89	9.00	31
	02-01-89	02-01-90	9.50	31
	02-01-90	02-01-91	10.00	31
	02-01-91	02-01-92	10.50	32
	02-01-92	02-01-93	11.00	33
	02-01-93	02-01-94	11.50	34
	02-01-94	02-01-95	12.00	35
	02-01-95	02-01-96	12.50	36
	02-01-96	02-01-97	13.00	36
	02-01-97	07-01-97	13.50	37
	07-01-97		13.50	40

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Grantsburg, WI (048H)	07-01-76	09-01-77	\$ 3.50	25
■ Chetek, WI—Quick Coupling (361H)	09-01-77	09-01-78	4.50	25
	09-01-78	09-01-79	5.00	25
	09-01-79	09-01-80	5.50	25
	09-01-80	09-01-81	6.50	25
	09-01-81	09-03-82	7.50	25
	09-03-82	09-01-84	8.25	25
	09-01-84	09-01-85	8.75	25
	09-01-85	09-01-86	9.25	25
	09-01-86	09-01-87	10.00	25
	09-01-87	09-01-88	10.50	25
	09-01-88	09-01-89	11.50	30
	09-01-89	09-01-90	12.50	30
	09-01-90	09-01-91	13.50	30
	09-01-91	09-01-92	14.50	30
	09-01-92	09-01-93	15.50	30
	09-01-93	09-01-94	16.50	30
	09-01-94	09-01-95	17.50	30
	09-01-95	09-01-96	18.50	30
	09-01-96	09-01-97	19.50	30
	09-01-97	09-01-98	21.00	30
	09-01-98	09-01-99	22.00	30
	09-01-99	09-01-00	23.00	30
	09-01-00	09-01-01	24.00	35
	09-01-01	09-01-02	25.50	35
	09-01-02	03-01-04	27.00	35
	03-01-04	09-01-04	28.00	35
	09-01-04	09-01-05	29.00	35
	09-01-05	09-01-06	30.00	35
	09-01-06	09-01-07	31.00	35
	09-01-07	09-01-08	32.00	35
	09-01-08		33.00	35
■ Trenton, NJ/PSC (Cherry Hill) (157H)	09-01-80	09-01-81	\$ 5.50	25
	09-01-81	09-01-84	6.50	25
	09-01-84	09-01-85	6.75	25
	09-01-85	09-01-86	7.00	25
	09-01-86	09-01-87	7.25	25
	09-01-87	09-01-90	7.75	25
	09-01-90	09-01-91	10.75	25
	09-01-91	09-01-92	11.75	25
	09-01-92	09-01-93	12.50	25
	09-01-93	09-01-94	13.00	25

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	On or After	But Before		
■ Trenton, NJ/PSC (Cherry Hill) (157H) (continued)	09-01-94	09-01-95	\$ 14.00	26
	09-01-95	09-01-98	15.00	26
	09-01-98	09-01-99	17.50	26
	09-01-99	09-01-00	18.50	26
	09-01-00	09-01-01	19.00	26
	09-01-01	09-01-02	19.50	26
	09-01-02	03-01-04	20.00	30
	03-01-04	09-01-04	20.50	30
	09-01-04	09-01-05	21.50	30
	09-01-05	09-01-06	22.50	30
	09-01-06	01-01-07	23.50	30
	01-01-07	09-01-07	23.50	35
	09-01-07	09-01-08	24.50	35
	09-01-08		25.50	35
■ Chicago, IL/PSC (Addison) (086H—Closed)	01-01-81	01-01-82	\$ 5.00	30
	01-01-82	01-01-84	6.25	30
	01-01-84	01-01-86	6.50	30
	01-01-86	01-01-87	7.00	30
	01-01-87		7.50	30
	Closed			
■ Cincinnati, OH/DSC (070H—Closed)	02-01-82	02-01-83	\$ 5.25	25
	02-01-83	02-01-84	6.00	25
	02-01-84	02-01-85	6.25	25
	02-01-85		6.50	25
	Closed			
■ Cleveland, OH/DSC (Brecksville) (088H—Closed)	07-01-82	07-01-83	\$ 4.75	25
	07-01-83	07-01-84	5.00	25
	07-01-84	07-01-86	5.25	25
	07-01-86	06-01-88	6.00	25
	Closed			
■ Detroit, MI/DSC (Livonia) (047H—Closed)	03-01-81	03-01-82	\$ 4.00	25
	03-01-82	03-01-84	5.00	25
	03-01-84	03-01-85	5.50	25
	03-01-85	03-01-86	6.00	25
	03-01-86		6.50	25
	Closed			
■ Fairfield, NJ/DSC (335H—Closed) Not in System	12-01-81	04-30-83	\$ 7.00	25
	Closed			

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	On or After	But Before		
■ Mason, MI (035H)	07-01-76	07-01-77	\$ 5.00	25
	07-01-77	07-01-78	5.50	25
	07-01-78	07-01-79	6.50	25
	07-01-79	04-01-80	6.50	30
	04-01-80	04-01-81	7.50	30
	04-01-81	04-01-82	U O	30
	04-01-82	04-01-83	9.25	30
	04-01-83	04-01-84	9.75	30
	04-01-84	04-01-85	10.25	30
	04-01-85	04-01-86	10.75	30
	04-01-86	04-01-87	11.25	32
	04-01-87	04-01-88	11.75	32
	04-01-88	04-01-89	12.25	32
	04-01-89	04-01-90	13.00	32
	04-01-90	04-01-91	14.00	32
	04-01-91	04-01-92	15.00	32
	04-01-92	04-01-93	16.00	35
	04-01-93	04-01-94	17.00	35
	04-01-94	04-01-95	18.00	35
	04-01-95	04-01-96	19.00	38
	04-01-96	04-01-97	20.00	38
	04-01-97	04-01-98	21.00	38
	04-01-98	04-01-99	22.00	38
	04-01-99	04-01-00	23.00	38
	04-01-00	04-01-01	24.00	38
	04-01-01	04-01-02	25.00	40
	04-01-02	04-01-03	26.00	40
	04-01-03	10-01-04	27.00	40
	10-01-04	04-01-05	28.00	40
	04-01-05	04-01-06	29.00	40
	04-01-06		30.00	40
■ Salt Lake City, UT (013H)	04-01-76	04-01-77	\$ 2.50	30
	04-01-77	04-01-79	3.00	30
	04-01-79	04-01-80	4.00	30
	04-01-80	04-01-81	5.00	30
	04-01-81	04-01-82	5.50	30
	04-01-82	04-01-84	6.25	30
	04-01-84	04-01-85	6.75	30
	04-01-85	08-01-86	7.00	30
	08-01-86	08-01-87	7.50	30
	08-01-87	08-01-88	8.00	30
	08-01-88	08-01-89	8.75	30

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	On or After	But Before		
■ Salt Lake City, UT (013H) (continued)	08-01-89	08-01-90	\$ 9.50	30
	08-01-90	08-01-91	10.00	30
	08-01-91	08-01-92	10.50	30
	08-01-92	07-01-93	11.00	30
	07-01-93	08-01-94	11.50	30
	08-01-94	07-01-04	12.00	30
	07-01-04	01-01-05	13.00	30
	01-01-05	07-01-06	15.00	30
	07-01-06	07-01-07	17.00	30
	07-01-07		17.50	30
■ Metamora, OH (067H)	04-01-76	04-01-77	\$ 3.00	25
■ Metamora, OH—Arlon (06701H—Closed)	04-01-77	04-01-78	4.00	25
	04-01-78	04-01-80	4.50	25
	04-01-80	04-01-81	5.50	25
	04-01-81	04-01-82	6.50	25
	04-01-82	04-01-83	7.25	25
	04-01-83	04-01-84	8.00	25
	04-01-84	04-01-85	8.75	25
	04-01-85	04-01-86	9.50	25
	04-01-86	04-01-87	10.25	25
	04-01-87	04-01-88	11.00	25
	04-01-88	04-01-89	11.35	25
	04-01-89	04-01-90	12.25	25
	04-01-90	04-01-91	13.00	25
	04-01-91	04-01-92	13.75	25
	04-01-92	04-01-93	14.25	25
	04-01-93	04-01-94	14.75	25
	04-01-94	04-01-95	15.25	25
	04-01-95	04-01-96	15.75	25
	04-01-96	04-01-97	16.00	25
	04-01-97	04-01-98	16.75	25
	04-01-98	04-01-99	17.25	25
	04-01-99	04-01-00	18.00	25
	04-01-00	04-01-01	20.00	25
	04-01-01	04-01-02	22.00	25
	04-01-02	04-01-03	22.50	25
	04-01-03	10-01-04	22.75	30
	10-01-04	04-01-06	23.00	30
	04-01-06	04-01-07	23.50	30
	04-01-07	04-01-08	24.00	30
	04-01-08		25.00	30

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	On or After	But Before		
■ Portland, OR (065H)	08-01-75	08-01-76	\$ 2.75	25
	08-01-76	04-01-77	3.00	25
	04-01-77	02-01-78	4.00	25
	02-01-78	02-01-80	5.00	25
	02-01-80	02-01-81	5.50	25
	02-01-81	02-01-82	6.00	25
	02-01-82	02-01-83	7.00	25
	02-01-83	02-01-84	7.75	25
	02-01-84	02-01-85	8.50	25
	02-01-85	02-01-86	9.25	25
	02-01-86	02-01-87	10.00	25
	02-01-87	02-01-88	10.75	25
	02-01-88	02-01-90	11.50	25
	02-01-90	02-01-91	12.00	25
	02-01-91	02-01-92	12.50	25
	02-01-92	02-01-93	13.00	25
	02-01-93	02-01-94	13.75	25
	02-01-94	02-01-95	14.50	25
	02-01-95	02-01-96	15.25	25
	02-01-96	02-01-97	16.00	25
	02-01-97	02-01-99	16.50	25
	02-01-99	02-01-00	17.00	25
	02-01-00	02-01-01	18.00	25
	02-01-01	02-01-02	19.00	25
	02-01-02	02-01-03	20.00	25
	02-01-03	08-01-04	21.25	25
	08-01-04	02-01-05	22.50	25
	02-01-05	02-01-07	23.75	25
	02-01-07	02-01-08	24.75	25
	02-01-08	02-01-09	25.75	25
	02-01-09		26.00	25
■ Conyers, GA/PSC (078H)	11-01-82	11-01-83	\$ 5.50	25
	11-01-83	11-01-84	6.00	25
	11-01-84	11-01-85	6.25	25
	11-01-85	11-01-86	6.50	25
	11-01-86	11-01-87	6.75	25
	11-01-87	11-01-90	7.25	25
	11-01-90	11-01-91	9.75	25
	11-01-91	11-01-92	10.75	25
	11-01-92	11-01-93	11.75	25
	11-01-93	11-01-94	12.75	25
	11-01-94	11-01-95	13.75	25
	11-01-95	11-01-96	14.75	25

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Plan Provisions

	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Conyers, GA/PSC (078H) (continued)	11-01-96	11-01-97	\$ 15.25	25
	11-01-97	11-01-98	16.00	25
	11-01-98	11-01-99	17.00	25
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.00	30
	11-01-02	05-01-04	20.00	30
	05-01-04	11-01-04	21.00	30
	11-01-04	11-01-05	22.00	30
	11-01-05	11-01-06	23.00	30
	11-01-06	01-01-07	24.00	30
	01-01-07	11-01-07	24.00	35
	11-01-07	11-01-08	25.00	35
	11-01-08		26.00	35
■ Kansas City, MO/DSC (121H—Closed)	01-01-81	01-04-82	\$ 5.00	30
	01-04-82	12-15-82	6.00	30
	Closed			
■ Minneapolis, MN/PSC (085)H	03-01-81	03-01-82	\$ 5.00	25
■ Toledo, OH—OEM KIT (08501H)	03-01-82	03-01-84	6.00	25
	03-01-84	03-01-86	6.25	25
	03-01-86	03-01-88	7.00	25
	03-01-88	03-01-90	8.00	25
	03-01-90	03-01-91	9.75	25
	03-01-91	03-01-92	10.75	25
	03-01-92	03-01-93	11.50	25
	03-01-93	03-01-94	12.50	25
	03-01-94	03-01-95	13.50	25
	03-01-95	03-01-96	14.50	25
	03-01-96	03-01-97	15.50	25
	03-01-97	03-01-98	16.50	25
	03-01-98	03-01-99	17.50	25
	03-01-99	03-01-00	18.50	25
	03-01-00	03-01-01	19.00	30
	03-01-01	03-01-02	20.00	30
	03-01-02	03-01-05	21.00	30
	03-01-05	03-01-06	22.00	30
	03-01-06	01-01-07	22.50	30
	01-01-07	03-01-07	22.50	35
	03-01-07	03-01-08	23.00	35
	03-01-08	03-01-09	23.50	35
	03-01-09		24.00	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Troy, MI (046H, 04601H—Closed)	07-01-76	07-01-77	\$ 3.50	25
	07-01-77	07-01-78	4.00	25
	07-01-78	07-01-80	4.50	25
	07-01-80	07-01-81	5.50	25
	07-01-81	07-01-82	7.00	25
	07-01-82	07-01-83	7.50	25
	07-01-83	07-01-84	8.00	25
	07-01-84	07-01-85	8.50	25
	07-01-85	07-01-86	9.00	25
	07-01-86	07-01-87	9.50	25
	07-01-87	07-01-88	10.25	25
	07-01-88	10-01-89	10.75	25
	10-01-89	07-01-90	11.50	25
	07-01-90		11.75	25
	Closed			
■ Culver City, CA (008H—Closed)	01-01-80	11-01-80	\$ 3.00	25
	11-01-80	11-01-81	4.00	25
	11-01-81	11-01-82	5.00	30
	11-01-82	11-01-83	5.50	30
	11-01-83	11-01-84	6.00	30
	11-01-84	11-01-85	7.00	30
	11-01-85	11-01-86	7.50	30
	11-01-86	11-01-87	8.00	30
	11-01-87	11-01-88	9.00	30
	11-01-88	11-01-89	9.50	30
	11-01-89	11-01-90	10.00	30
	11-01-90	11-01-91	11.00	30
	11-01-91	11-01-92	12.00	30
	11-01-92	11-01-93	13.00	30
	11-01-93	11-01-94	13.50	30
	11-01-94		14.00	30
	Closed			
■ Lakeview, MI—Brass (021H)	07-01-79	07-01-80	\$ 3.00	25
	07-01-80	07-01-81	4.00	25
	07-01-81	07-01-83	5.00	25
	07-01-83	07-01-84	5.75	25
	07-01-84	07-01-85	6.50	25
	07-01-85	07-01-86	7.25	25
	07-01-86	07-01-87	8.00	25
	07-01-87	07-01-88	9.00	25
	07-01-88	07-01-89	10.00	25
	07-01-89	07-01-90	11.00	25

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Lakeview, MI—Brass (021H) (continued)	07-01-90	07-01-91	\$ 12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25
	07-01-97	07-01-98	19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02	01-01-04	24.00	40
	01-01-04	07-01-04	25.00	40
	07-01-04	07-01-05	26.00	40
	07-01-05	07-01-06	27.00	40
	07-01-06	07-01-07	28.00	40
	07-01-07	07-01-08	28.50	40
	07-01-08		29.00	40
■ Jacksonville, AL (051H)	07-01-79	07-01-80	\$ 5.00	25
	07-01-80	07-03-81	5.50	25
	07-03-81	07-02-82	6.00	25
	07-02-82	07-01-83	6.50	25
	07-01-83	08-01-84	7.00	25
	08-01-84	08-01-85	7.50	25
	08-01-85	08-01-86	8A0	25
	08-01-86	08-01-87	8.50	25
	08-01-87	08-01-88	9.00	25
	08-01-88	08-01-89	10.00	25
	08-01-89	08-01-90	11.00	25
	08-01-90	08-01-91	12.00	25
	08-01-91	08-01-92	13.00	25
	08-01-92	08-01-93	14.00	25
	08-01-93	08-01-94	15.00	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	25
	08-01-96	08-01-97	18.00	25
	08-01-97	08-01-98	19.00	25
	08-01-98	08-01-99	20.00	25
	08-01-99	08-01-00	21.00	25
	08-01-00	08-01-01	22.00	25
	08-01-01	08-01-02	23.50	25

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	On or After	But Before		
■ Jacksonville, AL (051H) (continued)	08-01-02	02-01-04	\$ 25.00	25
	02-01-04	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08		34.00	40
■ Boston, MA/PSC (Framingham) (080H—Closed)	10-01-82	10-01-83	\$ 5.25	25
	10-01-83	10-01-84	5.50	25
	10-01-84	10-01-86	5.75	25
	10-01-86	10-01-87	6.25	25
	10-01-87		6.75	25
	Closed			
■ City of Industry, CA (125H—Closed)	01-01-80	03-02-81	\$ 8.00	35
	03-02-81	05-01-84	9.00	35
	05-01-84	05-01-85	11.00	35
	05-01-85	05-01-86	11.50	35
	05-01-86	05-01-87	12.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-96	19.50	40
	06-01-96		21.50	40
	Closed			
■ Avon, OH (081H)	03-01-80	09-13-82	\$ 8.00	35
	09-13-82	09-13-83	8.50	35
	09-13-83	10-01-84	9.00	35
	10-01-84	10-01-85	10.00	35
	10-01-85	10-01-86	11.00	35
	10-01-86	09-14-87	12.00	35
	09-14-87	09-19-88	13.00	35
	09-19-88	09-18-89	14.00	35
	09-18-89	09-16-91	15.00	35
	09-16-91	09-19-92	16.00	35
	09-19-92	09-06-93	16.50	35
	09-06-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Avon, OH (081H) (continued)	07-01-97	07-01-98	\$ 19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35
	07-01-00	07-01-01	21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02		23.00	40
■ Madison, MS (128H, 12801H—Closed)	01-01-76	09-29-78	\$ 2.50	Unlimited
	09-29-78	09-01-80	3.50	Unlimited
	09-01-80	09-01-81	4.00	35
	09-01-81	09-01-82	4.50	35
	09-01-82	09-01-83	5.00	35
	09-01-83	09-03-84	5.50	35
	09-03-84	09-01-86	6.00	35
	09-01-86	09-01-87	7.00	35
	09-01-87	09-01-88	7.50	35
	09-01-88	09-01-89	8.00	35
	09-01-89	09-01-90	8.50	35
	09-01-90	09-01-91	9.00	35
	09-01-91	09-01-92	9.50	35
	09-01-92	09-01-93	10.00	35
	09-01-93	09-01-94	10.50	35
	09-01-94	09-01-95	11.50	35
	09-01-95	09-01-97	12.00	35
	09-01-97	09-01-98	12.50	35
	09-01-98	09-01-99	13.00	35
	09-01-99	09-01-00	14.00	35
	09-01-00	09-01-01	15.00	35
	09-01-01	09-01-02	16.00	35
	09-01-02	03-01-04	17.00	35
	03-01-04	09-01-04	18.00	35
	09-01-04	09-01-05	19.00	35
	09-01-05	09-01-06	20.00	35
	09-01-06	09-01-07	21.00	35
	09-01-07	09-01-08	22.00	35
	09-01-08		23.00	35
■ Greensboro, NC—PSC (132H)	05-01-82	05-01-83	\$ 4.75	30
	05-01-83	05-01-84	5.00	30
	05-01-84	05-01-85	5.50	30
	05-01-85	05-01-86	5.75	30
	05-01-86	05-01-87	6.00	30
	05-01-87	05-01-88	6.50	30
	05-01-88	05-01-90	7.50	30
	05-01-90	05-01-91	9.50	30

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	On or After	But Before		
■ Greensboro, NC—PSC (132H) (continued)	05-01-91	05-01-92	\$ 10.50	30
	05-01-92	05-01-93	11.50	30
	05-01-93	05-01-94	12.50	30
	05-01-94	05-01-95	13.50	30
	05-01-95	05-01-96	14.50	30
	05-01-96	05-01-98	15.00	30
	05-01-98	05-01-00	16.00	30
	05-01-00	05-01-01	18.00	30
	05-01-01	05-01-02	19.00	30
	05-01-02	05-01-03	20.00	30
	05-01-03	05-01-05	21.00	30
	05-01-05	05-01-06	22.00	30
	05-01-06	05-01-08	23.00	30
	05-01-08		24.00	30
■ Irvine, CA—Logistics (08304H)	07-01-81	05-03-82	\$ 12.00	40
■ Irvine, CA—Cust. Suppl. Military (08305H)	05-03-82	05-01-84	12.50	40
■ Irvine, CA—Control Systems (071H)	05-01-84	05-01-85	13.00	40
■ Irvine, CA—CSD Commercial (07102H)	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96		23.00	40
■ Elyria, OH (Airborne) (129H)	07-01-84	07-01-86	\$ 13.50	30
	07-01-86	07-01-87	13.50	35
	07-01-87	07-01-88	14.00	35
	07-01-88	07-01-89	14.50	35
	07-01-89	07-01-90	15.00	35
	07-01-90	07-01-91	15.50	35
	07-01-91	07-01-92	16.00	35
	07-01-92	07-01-93	16.50	35
	07-01-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Elyria, OH (Airborne) (129H) (continued)	07-01-00	07-01-01	\$ 21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02		23.00	40
■ Andover, OH (126H—Closed)	03-01-80	02-01-81	\$ 7.50	30
	02-01-81	02-01-82	8.00	30
	02-01-82	02-01-83	9.00	30
	02-01-83	02-01-84	9.50	30
	02-01-84	02-01-85	10.00	30
	02-01-85	02-01-89	10.50	30
	02-01-89	02-01-90	11.00	30
	02-01-90	02-01-91	11.50	30
	02-01-91	02-01-92	12.00	30
	02-01-92	02-01-93	12.75	31
	02-01-93	02-01-94	13.50	32
	02-01-94	02-01-95	14.25	32
	02-01-95	02-01-96	15.00	32
	02-01-96	02-01-97	15.75	32
	02-01-97	02-01-98	16.50	32
	02-01-98	02-01-99	17.25	32
	02-01-99	02-01-00	19.00	32
	02-01-00	02-01-01	20.00	32
	02-01-01	01-01-02	21.00	32
	01-01-02		22.00	32
	Closed			
Spartanburg, SC (139H)	07-01-81	07-01-84	\$ 8.00	35
	07-01-84	01-01-95	8.50	35
	01-01-95	01-01-96	9.50	35
	01-01-96	01-01-97	10.00	35
	01-01-97	01-01-98	10.50	35
	01-01-98	01-01-99	11.00	35
	01-01-99	01-01-00	11.50	35
	01-01-00	01-01-01	12.50	35
	01-01-01	01-01-02	13.50	35
	01-01-02	01-01-03	14.50	35
	01-01-03	07-01-05	15.50	35
	07-01-05	01-01-06	16.50	35
	01-01-06	01-01-07	17.50	35
	01-01-07	01-01-08	18.50	35
	01-01-08		19.00	35

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	On or After	But Before		
■ Wadsworth, OH—Rotary Actuator (147H)	07-01-81	02-01-82	\$ 8.00	25
	02-01-82	02-01-83	9.00	25
	02-01-83	02-01-84	9.50	25
	02-01-84	02-01-85	10.25	25
	02-01-85	02-01-86	11.00	25
	02-01-86	02-01-87	11.50	25
	02-01-87	02-01-88	12.25	25
	02-01-88	02-01-89	13.00	25
	02-01-89	02-01-90	13.50	25
	02-01-90	02-01-92	14.00	25
	02-01-92	02-01-93	14.50	25
	02-01-93	02-01-94	15.25	25
	02-01-94	02-01-95	16.00	25
	02-01-95	02-01-96	16.75	25
	02-01-96	02-01-98	17.25	25
	02-01-98	02-01-99	18.00	25
	02-01-99	02-01-00	18.50	25
	02-01-00	02-01-01	19.00	25
	02-01-01	02-01-02	19.50	25
	02-01-02	02-01-03	20.50	25
	02-01-03	08-01-04	21.50	25
	08-01-04	02-01-06	22.50	32
	02-01-06	02-01-07	23.50	32
	02-01-07	02-01-08	24.50	35
	02-01-08	02-01-09	25.50	35
	02-01-09		26.50	35
	Note: the minimum benefit is \$30 per month for employees hired prior to age 60 and under age 65 on the effective date.			
■ Ogden, UT (109H)	07-01-81	05-31-82	\$ 12.00	40
	05-31-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	06-01-95	20.50	40
	06-01-95	07-01-96	21.50	40
	07-01-96		23.00	40

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	On or After	But Before		
■ Buena Park, CA—PSC (117H) ■ Buena Park, CA—Western Metro (11701H—Closed)	11-01-82	11-01-83	\$ 5.25	30
	11-01-83	11-01-84	5.75	30
	11-01-84	11-01-85	6.00	30
	11-01-85	11-01-86	6.25	30
	11-01-86	11-01-87	6.75	30
	11-01-87	11-01-89	7.25	30
	11-01-89	11-01-90	9.00	30
	11-01-90	11-01-91	10.00	30
	11-01-91	11-01-92	11.00	30
	11-01-92	11-01-93	12.00	30
	11-01-93	11-01-94	13.00	30
	11-01-94	11-01-95	14.00	30
	11-01-95	11-01-96	15.00	30
	11-01-96	11-01-98	16.00	30
	11-01-98	11-01-99	17.00	30
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.50	30
	11-01-02	11-01-04	20.50	30
	11-01-04	01-01-05	21.50	30
	11-01-05	11-01-06	22.50	30
	11-01-06	01-01-07	23.50	30
	01-01-07	11-01-07	23.50	35
	11-01-07	11-01-08	24.50	35
	11-01-08		25.50	35
■ Mauston, WI (153H, 15301H—Closed)	07-01-81	07-01-90	\$ 8.50	30
	07-01-90	07-01-92	9.50	30
	07-01-92	07-01-93	10.00	30
	07-01-93	07-01-94	10.50	30
	07-01-94	07-01-97	11.00	30
	07-01-97	01-01-99	12.00	30
	01-01-99	01-01-01	13.00	30
	01-01-01	01-01-03	14.00	30
	01-01-03	07-01-04	15.00	30
	07-01-04	01-01-05	16.00	30
	01-01-05	01-01-06	17.00	30
	01-01-06	01-01-09	18.00	30
	01-01-09		19.00	30

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Batesville, MS (069H)	11-01-81	11-01-85	\$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.00	25
	11-01-95	11-01-98	11.50	25
	11-01-98	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06		20.00	30

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Trumann, AR (057H, 05701H—Closed, 61100H)	11-01-81	11-01-85	\$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25
	11-01-91	11-01-92	8.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.25	25
	11-01-95	11-01-98	11.50	25
	11-01-99	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06		20.00	30
■ Phoenix, AZ—Fuel Products (123H)	07-01-79	07-01-80	\$ 8.00	35
	07-01-80	03-02-81	9.00	35
	03-02-81	03-01-82	10.00	35
	03-01-82	05-01-84	10.50	35
	05-01-84	05-01-85	11.00	35
	05-01-85	05-01-86	11.50	35
	05-01-86	05-01-87	12.00	40
	05-01-87	07-01-88	12.50	40
	07-01-88	05-01-89	13.00	40
	05-01-89	02-01-91	13.50	40
	02-01-91	07-01-93	14.50	40
	07-01-93	06-01-94	15.50	40
	06-01-94	07-01-95	16.50	40
	07-01-95	07-01-96	17.50	40
	07-01-96		18.00	40

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Glendale, AZ (236H)	07-01-81	10-01-81	\$ 8.00	35
■ Glendale, AZ—CSO Commercial (23601H)	10-01-81	10-01-83	8.50	35
	10-01-83	10-01-85	9.00	35
	10-01-85	10-01-86	9.50	35
	10-01-86	10-01-87	10.00	35
	10-01-87	11-03-88	11.00	35
	11-03-88	10-01-89	12.00	35
	10-01-89	10-01-90	12.50	35
	10-01-90	10-01-91	13.00	35
	10-01-91	10-01-92	13.50	35
	10-01-92	10-01-93	14.00	35
	10-01-93	07-01-94	15.00	35
	07-01-94	07-01-95	15.75	35
	07-01-95	07-01-96	16.75	35
	07-01-96	07-01-97	17.50	35
	07-01-97		17.50	40
■ Boaz, AL (155H)	07-01-82	07-01-83	\$ 7.00	25
	07-01-83	07-01-84	7.50	25
	07-01-84	07-01-85	7.75	25
	07-01-85	07-01-86	8.00	25
	07-01-86	07-01-87	8.50	25
	07-01-87	07-01-88	9.50	30
	07-01-88	07-01-89	10.50	30
	07-01-89	07-01-90	11.50	30
	07-01-90	07-01-91	12.00	30
	07-01-91	07-01-92	13.00	30
	07-01-92	07-01-93	14.00	30
	07-01-93	07-01-94	15.00	30
	07-01-94	07-01-95	16.00	30
	07-01-95	07-01-96	17.00	35
	07-01-96	07-01-97	18.00	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	20.00	35
	07-01-99	04-01-00	21.00	35
	04-01-00	12-01-00	22.50	35
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-04-04	28.00	40

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Boaz, AL (155H) (continued)	12-01-04	12-01-05	\$29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08		34.00	40
■ Albion, IN (161H)	07-01-83	07-01-84	\$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-01-88	10.50	25
	07-01-88	07-01-90	11.00	25
	07-01-90	07-01-91	12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25
	07-01-97	07-01-98	19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	25
	07-01-01	07-01-02	23.00	25
	07-01-02	01-01-04	24.00	25
	01-01-04	07-01-04	25.00	25
	07-01-04	07-01-05	26.00	25
	07-01-05	07-01-06	27.00	25
	07-01-06	07-01-07	28.00	25
	07-01-07	07-01-08	28.50	25
	07-01-08		29.00	30
■ Ashley, IN (172H)	07-01-83	07-01-84	\$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-04-88	10.50	25
	07-04-88	07-01-90	11.00	25
	07-01-90	07-01-91	11.50	25
	07-01-91	07-01-92	12.00	25
	07-01-92	07-01-93	12.50	25
	07-01-93	07-01-94	13.25	25
	07-01-94	07-01-95	14.00	25
	07-01-95	07-01-96	14.75	25
	07-01-96	07-01-97	15.50	25
	07-01-97	07-01-99	16.25	25

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	On or After	But Before		
■ Ashley, IN (172H) (continued)	07-01-99	07-01-00	\$17.00	25
	07-01-00	07-01-01	18.00	25
	07-01-01	07-01-02	19.25	25
	07-01-02	01-01-04	20.50	25
	01-01-04	07-01-04	21.75	25
	07-01-04	07-01-05	22.75	25
	07-01-05	07-01-07	24.00	25
	07-01-07	07-01-08	25.00	25
	07-01-08		26.00	25
■ Deerwood, MN (146H)	02-01-84	02-01-85	\$ 3.00	25
	02-01-85	02-01-86	4.00	25
	02-01-86	02-01-87	4.50	25
	02-01-87	02-01-88	5.50	25
	02-01-88	02-01-89	7.00	25
	02-01-89	02-01-90	8.00	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	10.00	25
	02-01-92	02-01-93	11.00	25
	02-01-93	02-01-94	12.00	25
	02-01-94	02-01-95	13.00	25
	02-01-95	02-01-96	14.00	25
	02-01-96	02-01-97	15.50	30
	02-01-97	02-01-98	16.50	30
	02-01-98	02-01-99	18.00	30
	02-01-99	02-01-00	19.00	30
	02-01-00	02-01-01	20.00	30
	02-01-01	02-01-02	21.50	30
	02-01-02	02-01-03	23.00	30
	02-01-03	08-01-04	25.00	30
	08-01-04	02-01-05	26.00	30
	02-01-05	02-01-06	27.00	35
	02-01-06	02-01-07	28.00	35
	02-01-07	02-01-09	29.00	35
	02-01-09		30.00	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Broadview, IL (090H)	01-01-83	07-01-90	\$ 9.00	35
■ Broadview, IL (09001H—Closed)	07-01-90	07-01-92	9.50	35
■ Broadview, IL—Aftermarket (09002H)	07-01-92	07-01-93	10.00	35
	07-01-93	07-01-94	10.50	35
	07-01-94	07-01-97	11.00	35
	07-01-97	01-01-99	12.00	35
	01-01-99	01-01-01	13.00	35
	01-01-01	01-01-03	14.00	35
	01-01-03	07-01-04	15.00	35
	07-01-04	01-01-05	16.00	35
	01-01-05	01-01-06	17.00	35
	01-01-06	01-01-09	18.00	35
	01-01-09		19.00	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Columbus, OH (176H)	07-01-84	05-01-86	\$ 8.00	25
	05-01-86	05-01-88	8.25	25
	05-01-88	05-01-89	9.00	25
	05-01-89	05-01-90	10.00	25
	05-01-90	05-01-91	10.50	25
	05-01-91	05-01-92	11.50	25
	05-01-92	05-01-93	12.00	25
	05-01-93	05-01-94	12.50	25
	05-01-94	05-01-95	13.00	25
	05-01-95	05-01-96	14.00	25
	05-01-96	05-01-97	15.00	25
	05-01-97	05-01-98	16.00	25
	05-01-98	05-01-99	17.00	25
	05-01-99	05-01-00	18.00	25
	05-01-00	05-01-01	19.50	25
	05-01-01	05-01-02	21.00	25
	05-01-02	05-01-03	22.00	25
	05-01-03	11-01-04	23.00	25
	11-01-04	05-01-05	24.50	25
	05-01-05	05-01-06	25.50	25
	05-01-06	05-01-07	26.50	25
	05-01-07	05-01-08	27.50	25
	05-01-08		28.50	25
■ Forest City, NC (188H)	07-01-84	06-01-86	\$ 7.50	35
	06-01-86	06-01-87	8.00	25
	06-01-87	06-01-89	8.50	25
	06-01-89	06-01-90	9.00	25
	06-01-90	06-01-93	9.50	25
	06-01-93	06-01-94	10.25	25
	06-01-94	06-01-96	10.75	25
	06-01-96	06-01-98	11.25	25
	06-01-98	06-01-99	11.75	25
	06-01-99	06-01-00	12.25	25
	06-01-00	06-01-01	12.75	25
	06-01-01	06-01-02	13.75	25
	06-01-02	06-01-03	14.75	25
	06-01-03	12-01-04	16.00	25
	12-01-04	06-01-05	17.50	25
	06-01-05	06-01-06	19.00	25
	06-01-06	06-01-07	20.00	25
	06-01-07		21.00	25

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Hillsborough, NC—Cylinder (190H—Closed)	08-01-84	10-01-85	\$ 7.50	25
■ Hillsborough, NC—CNC (191H—Closed)	10-01-85	10-01-86	8.00	25
	10-01-86	10-01-87	8.50	25
	10-01-87	10-01-88	9.00	25
	10-01-88	10-01-90	9.50	25
	10-01-90	10-01-91	10.00	25
	10-01-91	10-01-92	10.50	25
	10-01-92	10-01-93	11.25	25
	10-01-93	10-01-94	12.00	25
	10-01-94	10-01-95	12.50	25
	10-01-95	10-01-96	13.00	25
	10-01-96	10-01-97	13.75	25
	10-01-97	10-01-99	14.50	25
	10-01-99	10-01-00	15.25	25
	10-01-00	10-01-01	16.25	25
	10-01-01		17.50	25
	Closed			
■ Manhattan, KS (124H)	07-01-85	12-01-85	\$ 5.00	25
	12-01-85	12-01-86	5.50	25
	12-01-86	12-01-87	6.00	25
	12-01-87	12-01-88	7.00	25
	12-01-88	12-01-89	8.00	25
	12-01-89	12-01-90	9.00	30
	12-01-90	12-01-91	10.00	30
	12-01-91	12-01-92	11.00	30
	12-01-92	12-01-93	11.00	30
	12-01-93	12-01-94	13.00	30
	12-01-94	12-01-95	14.00	30
	12-01-95	12-01-96	15.00	30
	12-01-96	12-01-97	16.00	30
	12-01-97	12-01-98	17.00	30
	12-01-98	12-01-99	18.00	30
	12-01-99	12-01-00	19.00	30
	12-01-00	12-01-01	20.00	30
	12-01-01	12-01-02	21.00	30
	12-01-02	06-01-04	22.50	30
	06-01-04	12-01-04	23.50	30
	12-01-04	12-01-05	24.50	30
	12-01-05	12-01-08	25.50	30
	12-01-08		26.00	30

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Enfield, CT (202H)	11-01-85	06-01-87	\$ 7.50	25
	06-01-87	06-06-88	8.00	25
	06-06-88	06-01-90	8.50	25
	06-01-90	06-01-91	9.00	25
	06-01-91	06-01-92	9.50	25
	06-01-92	06-01-93	10.00	25
	06-01-93	06-01-94	10.50	25
	06-01-94	06-01-95	11.00	25
	06-01-95	06-01-96	11.75	25
	06-01-96	06-01-97	12.50	25
	06-01-97	06-01-99	13.25	25
	06-01-99	06-01-00	14.00	25
	06-01-00	06-01-01	15.00	25
	06-01-01	06-01-02	16.25	25
	06-01-02	06-01-03	17.50	25
	06-01-03	12-01-04	18.75	25
	12-01-04	06-01-05	19.75	25
	06-01-05	06-01-07	21.00	25
	06-01-07	06-01-08	22.00	25
	06-01-08		23.00	25
■ Goodland, IN (201H)	07-01-86	05-01-87	\$ 7.50	25
	05-01-87	05-02-88	8.00	25
	05-02-88	05-01-90	8.50	25
	05-01-90	05-01-91	9.00	25
	05-01-91	05-01-92	9.50	25
	05-01-92	05-01-93	10.00	25
	05-01-93	05-01-94	10.50	25
	05-01-94	05-01-96	11.25	25
	05-01-96	05-01-97	11.50	25
	05-01-97	05-01-99	12.25	25
	05-01-99	05-01-00	13.25	25
	05-01-00	05-01-01	14.25	25
	05-01-01	05-01-02	15.50	25
	05-01-02	05-01-03	16.75	25
	05-01-03	11-01-04	18.00	25
	11-01-04	05-01-05	19.25	25
	05-01-05	05-01-07	20.75	25
	05-01-07	05-01-08	21.75	25
	05-01-08		23.00	30

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Mooresville, NC (212H—Closed)	07-01-86	02-01-87	\$ 7.00	25
■ Mooresville, NC—PSC (21201H)	02-01-87	02-01-88	7.50	25
	02-01-88	02-01-89	8.00	25
	02-01-89	02-01-90	8.50	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	9.50	25
	02-01-92	02-01-93	10.00	25
	02-01-93	02-01-94	11.00	25
	02-01-94	02-01-95	11.50	25
	02-01-95	02-01-96	12.50	25
	02-01-96	02-01-97	13.00	25
	02-01-97	02-01-98	14.00	25
	02-01-98	07-01-00	15.00	25
	07-01-00	07-01-01	16.00	30
	07-01-01	09-01-02	17.00	30
	09-01-02	03-01-04	18.00	30
	03-01-04	09-01-04	19.00	30
	09-01-04	09-01-05	20.00	30
	09-01-05	09-01-06	21.00	30
	09-01-06	01-01-07	22.00	30
	01-01-07	09-01-07	22.00	35
	09-01-07	09-01-08	23.00	35
	09-01-08		24.00	35
■ Toledo, OH—DSC (245H)	12-01-86	12-01-87	\$ 3.00	25
	12-01-87	02-01-93	4.00	25
	02-01-93	02-01-94	8.00	25
	02-01-94	02-01-95	9.00	25
	02-01-95	02-01-96	10.50	25
	02-01-96	02-01-97	11.50	25
	02-01-97	02-01-98	12.50	25
	02-01-98	02-01-99	14.00	25
	02-01-99	02-01-00	16.00	25
	02-01-00	02-01-01	17.00	25
	02-01-01	02-01-02	17.50	30
	02-01-02	02-01-03	18.00	30
	02-01-03	08-01-04	18.50	30
	08-01-04	02-01-05	19.50	30
	02-01-05	02-01-06	20.50	30
	02-01-06	01-01-07	21.50	30
	01-01-07	02-01-07	21.50	35
	02-01-07	02-01-08	22.50	35
	02-01-08	02-01-09	23.50	35
	02-01-09		24.50	35

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Oxford, MI (224H)	10-01-86	01-01-88	\$ 10.00	25
	01-01-88	01-01-89	10.50	25
	01-01-89	01-01-90	11.00	25
	01-01-90	01-01-91	11.50	25
	01-01-91	01-01-92	12.00	25
	01-01-92	01-01-94	12.75	25
	01-01-94	01-01-95	13.75	25
	01-01-95	01-01-96	14.25	25
	01-01-96	01-01-97	14.75	25
	01-01-97	01-01-98	15.50	25
	01-01-98	01-01-99	16.00	25
	01-01-99	01-01-00	16.75	25
	01-01-00	01-01-01	17.75	25
	01-01-01	01-01-02	18.75	25
	01-01-02	01-01-03	20.00	25
	01-01-03	01-01-04	21.00	25
	01-01-04	01-01-05	22.00	25
	01-01-05	01-01-06	23.00	25
	01-01-06	01-01-07	24.00	25
	01-01-07	01-01-08	25.00	25
	01-01-08		26.00	30

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- Eugene, OR (249H)
- Decatur, AL (250H—Closed)

The benefit unit below is multiplied by the years after July 1, 1975. For plan years after July 1, 1975 but prior to January 1, 1979, an additional benefit was earned which is determined as 1.4% of any basic monthly earnings in excess of 1/12th of the Social Security wage base for that year's participation.

Date of Retirement	Benefit Unit	Maximum Years of Participation
On or Before 01-01-79	\$ 5.00	Unlimited
After 01-02-79	10.00	Unlimited
After 09-02-89	10.50	Unlimited
After 09-02-91	11.00	Unlimited
After 09-02-92	11.75	Unlimited
After 09-02-93	12.25	Unlimited
After 09-02-95	13.25	Unlimited
After 09-02-96	14.25	Unlimited
After 09-02-97	15.25	Unlimited
After 09-02-00	16.25	Unlimited
After 09-02-01	16.75	Unlimited
After 09-01-02	17.50	Unlimited
After 03-01-04	18.25	Unlimited
After 09-01-04	19.00	Unlimited
After 09-01-05	19.50	Unlimited
After 09-01-07	21.00	Unlimited
After 09-01-08	22.50	Unlimited

Benefit accrued before July 1, 1975 was at the rate of \$5.00 per month per year of service before that date.

- Booneville, MS (180H—Closed, 18001H)

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
07-01-88	07-01-89	\$ 5.00	25
07-01-89	07-01-90	6.00	25
07-01-90	07-01-91	6.50	25
07-01-91	07-01-92	7.00	25
07-01-92	07-01-93	8.00	25
07-01-93	07-01-94	9.00	25
07-01-94	07-01-95	10.00	25
07-01-95	07-01-96	11.00	25
07-01-96	07-01-97	11.50	25
07-01-97	07-01-98	12.00	25

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Booneville, MS (180H—Closed, 18001H) (continued)	07-01-98	07-01-99	\$13.00	25
	07-01-99	07-01-00	14.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	07-01-02	16.00	25
	07-01-02	01-01-04	16.50	25
	01-01-04	07-01-07	17.00	25
	07-01-07	07-01-08	18.00	25
	07-01-08		19.00	25
■ Greenfield, TN—RAC Cooper (267H)	07-01-90	07-01-91	\$ 8.50	25
	07-01-91	07-01-93	9.00	25
	07-01-93	07-01-94	10.00	25
	07-01-94	07-01-95	10.50	25
	07-01-95	07-01-96	11.00	25
	07-01-96	07-01-97	11.50	25
	07-01-97	07-01-98	12.00	25
	07-01-98	07-01-00	13.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	01-01-04	16.00	25
	01-01-04	07-01-04	17.00	25
	07-01-04	07-01-05	18.00	25
	07-01-05	07-01-06	19.00	25
	07-01-06		20.00	25
■ Hampshire, IL—GNP (194H)	07-01-93	07-01-95	\$ 6.00	25
	07-01-95	07-01-96	7.00	25
	07-01-96	07-01-00	8.00	25
	07-01-00	07-01-04	9.50	25
	07-01-04	01-01-05	10.50	25
	01-01-05	07-01-06	12.50	25
	07-01-06	07-01-07	14.50	25
	07-01-07	07-01-08	15.00	25
	07-01-08		15.50	25
■ Longwood, FL (160H-Closed)	07-01-91	07-01-02	\$ 9.00	25
	07-01-02	01-01-04	10.00	25
	01-01-04		11.00	25
	Closed			
■ Rockford, IL—Figgie (332H)	04-25-95	04-01-96	\$ 9.00	32
	04-01-96	04-01-97	9.50	32
	04-01-97	04-01-98	10.00	32
	04-01-98	04-01-99	10.50	32
	04-01-99	04-01-00	11.50	32
	04-01-00	04-01-01	12.50	32
	04-01-01	04-01-02	13.75	32
	04-01-02	04-01-03	15.00	32

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Rockford, IL—Figgie (332H) (continued)	04-01-03	10-01-04	\$16.25	32
	10-01-04	04-01-05	17.50	32
	04-01-05	04-01-06	18.75	32
	04-01-06	04-01-07	19.50	32
	04-01-07	04-01-08	20.75	32
	04-01-08		21.50	32
■ Houston, TX—Dynamic Seals (450H-Closed)	01-01-01		\$12.00	30
	Closed			
■ Oshkosh, WI (348H)	09-01-01	09-01-02	\$17.00	25
	09-01-02	03-01-04	18.50	30
	03-01-04	09-01-05	19.50	30
	09-01-05	09-01-06	20.50	30
	09-01-06	01-01-07	21.50	30
	01-01-07	09-01-07	21.50	35
	09-01-07	09-01-08	22.50	35
	09-01-08		23.00	35
■ Dallas, TX—Dayco (503H-Closed)	10-20-01		\$ 8.00	Unlimited
	Closed			
■ Alliance, NE—Dayco (505H)	10-20-01	07-01-02	\$10.50	Unlimited
	07-01-02	06-01-03	12.50	Unlimited
	06-01-04	12-01-04	14.50	Unlimited
	12-01-04	12-01-05	15.50	Unlimited
	12-01-05	12-01-06	17.50	Unlimited
	12-01-06	12-01-07	18.50	Unlimited
	12-01-07	12-01-08	20.50	Unlimited
	12-01-08		21.50	Unlimited
■ Davenport, IA—Dayco (508H)	10-20-01	10-01-02	\$ 6.00	Unlimited
	10-01-02	04-01-04	12.00	Unlimited
	04-01-04	10-01-05	14.00	Unlimited
	10-01-05	10-01-06	16.00	Unlimited
	10-01-06	10-01-07	18.00	Unlimited
	10-01-07	10-01-08	20.00	Unlimited
	10-01-08		21.00	Unlimited
■ Eldora, IA—Dayco (509H-Closed)	10-20-01	04-01-02	\$ 8.00	Unlimited
	04-01-02		10.00	Unlimited
	Closed			

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	Date of Retirement		Benefit Unit	Maximum Years of Participation
	On or After	But Before		
■ Houston, TX—Dayco (510H)	10-20-01	11-01-02	\$ 8.00	Unlimited
	11-01-02	05-01-04	12.00	Unlimited
	05-01-04	11-01-04	13.00	Unlimited
	11-01-04	05-01-05	14.00	Unlimited
	05-01-05	05-01-06	15.00	Unlimited
	05-01-06	05-01-07	15.50	Unlimited
	05-01-07	05-01-08	16.50	Unlimited
	05-01-08		17.50	Unlimited
■ McCook, NE—Dayco (514H)	10-20-01	03-01-02	\$ 9.50	Unlimited
	03-01-02	04-01-04	11.50	Unlimited
	04-01-04	10-01-04	12.50	Unlimited
	10-01-04	10-01-05	13.50	Unlimited
	10-01-05	10-01-06	15.00	Unlimited
	10-01-06	10-01-07	16.50	Unlimited
	10-01-07	10-01-08	17.50	Unlimited
	10-01-08		18.50	Unlimited

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Retiree Medical Account (RMA) Benefit

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or
- (B) Immediate payments equal to (A), but reduced by .5% for each month under age 65 when benefits begin.
- (C) In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.
- (D) If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

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Termination

Eligible upon termination of employment after completing three years of service. (five years prior to July 1, 2008)

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of three years of service providing the participant and spouse have been married at least one year at the death of the participant. (five years prior to July 1, 2008)

- (A) Participant not eligible for early retirement.

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

- (B) Participant eligible for early retirement.

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Pension Increase for Retirees

Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.

Retirement Income Account (RIA)

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the consolidated Pension Plan, or

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Retirement Income Account (RIA)
(continued)

(B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100 Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Former Berteau Employees

Participants who were employed by the Berteau unit on or before June 30, 1981 are entitled to benefits based on the greater of (A) and (B) below:

(A) The benefit unit multiplied by the years of participation.

(B) The sum of (i) and (ii) below:

- (i) The Berteau monthly plan benefit for service prior to July 1, 1989.
- (ii) The benefit unit multiplied by the years of participation earned after June 30, 1989.

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Salary-Related Benefit Formula

The employees at the following locations receive the larger of their benefit based on the benefit units discussed previously or a salary-related formula:

Effective Date	Location
07-01-97	Irvine, CA (002 **H, 071**H, 083**H)
07-01-97	Lexington, KY (014**H)
07-01-97	Ogden, UT (1090014)
07-01-97	Phoenix, AZ (12300H)
07-01-97	Glendale, AZ (2360014, 23601 H)
07-01-02	Elyria, OH (Airborne) (129001-1)
07-01-03	Avon, OH (0810014)
07-01-03	Clyde, NY (02800H)

The salary-related formula is as follows:

The monthly benefit for service earned after the effective date above is equal to 26.25% of average monthly compensation up to Social Security Covered Compensation, plus 47.60% of average monthly compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years (earned after the effective date above) in excess of 35 (maximum five years).

A minimum benefit based on the previous benefit unit table below times base service (maximum 40 years) will be paid. Social Security Covered Compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Average Monthly Compensation

Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC Section 401(a)(17) limit in the year of retirement or termination (\$200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

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Changes in Plan Provisions since the Prior Year

	Location	Old Benefit Unit (\$)	Old Maximum Years of Participation	New Benefit Unit (\$)	New maximum Years of Participation	Effective Date
1.	■ Huntsville, AL (006H) ■ Huntsville, AL—Plant #2 (349H)	33.50	40	34.00	40	12-01-08
2.	■ Elyria, OH—Valve (060H)	27.50	Unlimited	28.50	Unlimited	10-01-08
3.	■ Santa Fe Springs, CA (053H—Closed) ■ Corona, CA Cylinder (337H)	27.00	30	28.00	30	11-01-08
4.	■ Portland, OR (065H)	25.75	25	26.00	25	02-01-09
5.	■ Conyers, GA/PSC (078H)	25.00	35	26.00	35	11-01-08
6.	■ Minneapolis, MN/PSC (085H) ■ Toledo, OH—OEM KIT (08501H)	23.50	35	24.00	35	03-01-09
7.	■ Jacksonville, AL (051H)	33.00	40	34.00	40	12-01-08
8.	■ Wadsworth, OH—Rotary Actuator (147H)	25.50	35	26.50	35	02-01-09
9.	■ Buena Park, CA—DSC (117H) ■ Buena Park, CA—Western Metro (11701H—Closed)	24.50	35	25.50	35	11-01-08
10.	■ Mauston, WI (153H)	18.00	30	19.00	30	01-01-09
11.	■ Boaz, AL (155H)	33.00	40	34.00	40	12-01-08
12.	■ Deerwood, MN (146H)	29.00	35	30.00	35	02-01-09
13.	■ Brondview, IL (090H), 09002H)	18.00	35	19.00	35	01-01-09
14.	■ Manhattan, KS (124H)	25.50	30	26.50	30	12-01-08
15.	■ Toledo, OH—DSC (245H)	23.50	35	24.50	35	02-01-09

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Location		Old Benefit Unit (\$)	Old Maximum Years of Participation	New Benefit Unit (\$)	New maximum Years of Participation	Effective Date
16.	■ Alliance, NE—Dayco (505H)	20.50	Unlimited	21.50	Unlimited	12-01-08
17.	■ Davenport, IA—Dayco (508H)	20.00	Unlimited	21.00	Unlimited	10-01-08
18.	■ McCook, NE—Dayco (514H)	17.50	Unlimited	18.50	Unlimited	10-01-08

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Former Berea, Kentucky Hourly-Wage Employees Pension Plan (Sub Plan 002)

Effective Date August 1, 1968, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly bargaining employees at this location will become Plan participants when they are hired.

Service Years of Service and Participation are used to determine eligibility for benefits and the amount of benefit, respectively. Service is credited from date of hire to retirement.

(A) Years of Service

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 170 hours of service.

(B) Years of Participation

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then .1 year credit will be granted for each full 170 hours of service.

Normal Retirement Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
07-01-76	06-16-77	\$ 6.00 ¹	30
06-16-77	07-01-78	6.75	30
07-01-78	06-16-79	7.25 ¹	30
06-16-79	07-01-80	8.00	30
07-01-80	07-01-81	8.50 ²	30
07-01-81	06-16-82	9.00	30
06-16-82	06-16-83	9.50 ²	31

¹ Benefits will be increased by \$.75 per year of service beginning on June 16 of the year following retirement.

² Benefits will be increased by \$.50 per year of service beginning on June 16 of the year following retirement.

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Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
06-16-83	06-16-84	\$ 10.00	32
06-16-84	06-16-85	10.50 ¹	32
06-16-85	06-16-86	11.00	32
06-16-86	06-16-87	11.50	34
06-16-87	06-16-88	12.00	35
06-16-88	06-16-89	12.50	36
06-16-89	06-16-90	13.00	37
06-16-90	06-15-91	13.50	38
06-15-91	06-15-92	14.00	39
06-15-92	06-15-93	14.50	40
06-15-93	06-16-94	15.00	40
06-16-94	06-16-95	16.25	40
06-16-95	06-16-96	17.00	40
06-16-96	06-16-97	17.50	40
06-16-97	06-16-98	18.25	40
06-16-98	06-16-99	19.00	40
06-16-99	06-17-00	20.50	40
06-17-00	06-16-01	20.50	41
06-16-01	06-16-02	21.50	42
06-16-02		22.50	43
Closed			

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or
- (B) Immediate payments equal to (A), but reduced (by .5% from age 55 to age 60 and .333% from age 60 to age 62, and .25% from age 62 to age 65) for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

¹ Benefits will be increased by \$.75 per year of service beginning on June 16 of the year following retirement.

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Termination

Eligible upon termination of employment after completing five years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced as for early retirement for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

- (A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

- (B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

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Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100 Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year
None.

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Plan Provisions

Former Wickliffe, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 011)

Effective Date May 1, 1966, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly, bargaining employees at this location will become Plan participants when they are hired.

Service Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment.

(A) Years of Service prior to July 1, 2000

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 150 hours of service.

(B) Years of Service after July 1, 2000

One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

(C) Years of Participation prior to July 1, 2000

Credited for each plan year that the participant has earned 1,800 hours. If less than 1,800 hours, then 1/12th year credit will be granted for each 150 hours of service.

(D) Years of Participation after July 1, 2000

One year of participation for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

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Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown.)

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
05-01-76	09-15-76	\$ 8.25	35
09-15-76	09-15-77	8.75	35
09-15-77	09-15-78	9.25	35
09-15-78	09-15-79	10.00	36
09-15-79	09-16-80	10.50	37
09-16-80	09-16-81	11.00	37
09-16-81	09-15-82	12.00	37
09-15-82	09-15-83	12.75	38
09-15-83	09-15-84	13.50	38
09-15-84	09-15-85	14.00	40
09-15-85	09-15-86	14.50	40
09-15-86	09-15-87	15.00	40
09-15-87	09-15-88	15.50	40
09-15-88	09-15-89	16.00	40
09-15-89	09-15-90	16.50	40
09-15-90	09-15-91	17.00	40
09-15-91	09-15-92	17.50	40
09-15-92	09-15-93	18.00	40
09-15-93	09-15-94	18.50	40
09-15-94	09-15-95	19.00	40
09-15-95	09-15-96	19.50	40
09-15-96	09-15-97	20.00	41
09-15-97	09-15-98	20.50	42
09-15-98	09-15-99	21.25	43
09-15-99	09-15-00	22.00	43
09-15-00	09-15-01	23.00	43
09-15-01	09-14-02	24.00	43
09-14-02	09-15-03	27.00	43
09-15-03	09-13-04	30.00	43
09-13-04	09-12-05	31.00	43
09-12-05	09-18-06	34.00	43
09-18-06		35.00	43

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Plan Provisions

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or
- (B) Immediate payments equal to (i), but reduced (by .333% from age 60 to age 62 and .25% per month age 62 to age 65) for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by .333% for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Special benefits for participants eligible to retire or who are age 55 with 25 years of service.

- (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
- (B) Participant eligible for early retirement or age 55 with 25 years of service Immediate payments equal to 65% of the pension payable the date of death assuming the participant retired the day before death and elected immediate early retirement (Actuarial reduction from age 65 for those not eligible for early retirement).

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Parker-Hannifin Consolidated Pension Plan
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Plan Provisions

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Parker-Hannifin Consolidated Pension Plan
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Plan Provisions

Former Minneapolis, MC Hourly-Wage Employees Pension Plan (Sub-Plan 019)

Effective Date	June 1, 1962, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at this location will become Plan participants when they are hired.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of Service prior to July 1, 2001 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 170 hours of service. (B) Years of Service after July 1, 2001 One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year. (C) Years of Participation prior to July 1, 2001 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then .1 year credit will be granted for each full 170 hours of service. (D) Years of Participation after July 1, 2001 One year of participation for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

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Parker-Hannifin Consolidated Pension Plan
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Plan Provisions

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown):

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
07-01-76	01-01-77	\$ 6.00	25
01-01-77	01-01-78	7.00	25
01-01-78	01-01-79	8.00	25
01-01-79	12-15-79	9.00	25
12-15-79	12-15-80	9.50	25
12-15-80	12-15-81	10.00	25
12-15-81	02-01-84	10.50	25
02-01-84	02-01-85	11.00	25
02-01-85	02-01-87	11.50	25
02-01-87	02-01-88	12.00	25
02-01-88	02-01-89	12.50	25
02-01-89	02-01-90	13.00	25
02-01-90	02-01-91	13.50	25
02-01-91	02-01-92	14.00	25
02-01-92	02-01-93	14.50	25
02-01-93	02-01-94	15.00	25
02-01-94	02-01-95	16.00	25
02-01-95	02-01-96	16.50	26
02-01-96	02-01-97	17.25	28
02-01-97	02-01-98	18.00	30
02-01-98	02-01-99	19.00	35
02-01-99	02-01-00	20.00	36
02-01-00	02-01-01	21.00	37
02-01-01	02-01-02	24.00	38
02-01-02	02-01-03	26.00	39
02-01-03		28.00	40
Closed			

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Parker-Hannifin Consolidated Pension Plan
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Plan Provisions

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but reduced by .6% for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or

(B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by .6% for each month under age 65 when benefits begin.

Spouse Pension

Eligibility is upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

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Plan Provisions

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Retirement Plan (Sub-Plan 050)

Effective Date	June 10, 1953, as restated July 1, 2007 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All salaried employees at locations covered by the Plan will become Plan participants on the first day of the month after they have had twelve (12) continuous months of employment (and worked 1,000 hours in a 12-month period).
Vesting Service	Prior to June 30, 1976, vesting service was based on continuous and uninterrupted employment, and after that date a year's credit is given for each 12-month period (beginning on July 1 each year) of employment. Prorated service is granted (to the nearest 1/10 th) for periods less than a full year.
Benefit Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976, plus credit after that date for each 1/10th of a year of employment during which the employee is eligible to receive benefit service credit (Used to determine the amount of the benefit determined under the salary formula).
Basic Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976 plus a full year's credit for each plan year thereafter in which at least 1,700 hours of service are performed. If less than 1,700 hours are worked during a year, then fractional credit to nearest 1/10 th is granted for each 170 hours worked (Used to determine the minimum benefit).
Average Monthly Compensation	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC Section 401(a)(17) limit in the year of retirement or termination (\$200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

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Plan Provisions

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is equal to 26.25% of average monthly compensation up to Social Security Covered Compensation, plus 47.60% of average monthly compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum 5 years). A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid. The portion of benefit payable for service prior to July 1, 1976 cannot be less than the monthly amount actuarially equivalent to the value of the profit sharing balance at age 65. Social Security Covered Compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$ 12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03		21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to either: (i) deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) an immediate pension equal to (i) but reduced .5% for each month that early retirement precedes normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

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Plan Provisions

Early Retirement (continued)	If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Prior Profit-Sharing Plan	All participants in the Profit Sharing Plan, which was converted to this Plan on June 30, 1976, are fully vested in their account balance on that date. Thereafter, the account balance (with interest at 6% per year) will be paid to the employee (or beneficiary) at his retirement, termination or death. Payment of the account balance at retirement or termination (or a withdrawal or transfer of the account balance to the Parker Savings Plan before retirement or termination) will actuarially reduce the pension payable from the Plan. The actuarial reduction for this purpose is determined using the UP-1984 Unisex Mortality Table and a 6% interest rate.
Pre-Retirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken early retirement, and accepted the 50% Joint and Survivor Option.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% Joint and Survivor Option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his 55th birthday under the 50% Joint and Survivor Option.

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Plan Provisions

Pension Increase for Retirees

Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.

Retirement Income Account (RIA)

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,
- (B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis. Other options are available:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Participants on June 30, 1994

Employees who were participants in the Parker Hannifin Corporation Retirement Plan as of June 30, 1994 are entitled to benefits based on the greater of (A) and (B) below:

- (A) The monthly benefit based on the normal retirement formula as outlined above for all years of benefit service.
- (B) The sum of (i) and (ii) below:
 - (i) The monthly benefit accrued as of June 30, 1994 for years of benefit service prior to July 1, 1994.
 - (ii) The monthly benefit based on the normal retirement formula as outlined above for years of benefit service after June 30, 1994.

Changes in Plan Provisions since the Prior Year

Supplemental add-on benefits for Heinz Droxner, Dana Dennis and Tom Piraino were reflected beginning with the July 1, 2009 plan year.

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Plan Provisions

Former Wake Forest, NC Hourly-Wage Employees Pension Plan (Sub-Plan 102)

Effective Date	January 1, 1968, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at the Wake Forest, NC, Los Angeles, CA, or Livonia, MI locations will become plan participants when they are hired.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of Service Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 100 hours of service. (B) Years of Participation Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,700 hours. If less than 1,700 hours, then .1 year credit will be granted for each full 170 hours of service.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation service (to a maximum of the years shown).

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
01-01-68	09-24-82	\$ 4.00	30
09-24-82	09-28-85	6.50 ¹	30
09-28-85	01-01-88	8.00 ¹	30

¹ Participants who retire on or after September 24, 1982 are eligible for the \$8.00 benefit unit beginning January 1, 1986, including retroactive payments from their date of retirement.

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Plan Provisions

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
01-01-88	10-01-88	10.00	30
10-01-88	10-01-89	10.75	30
10-01-89	10-01-90	11.25	30
10-01-90	10-01-91	11.75	30
10-01-91	10-01-92	12.50	30
10-01-92	10-01-93	13.25	30
10-01-93	10-01-94	13.75	30
10-01-94	10-01-95	14.50	30
10-01-95	10-01-96	15.50	31
10-01-96	10-01-97	16.00	32
10-01-97	10-01-98	16.50	33
10-01-98	10-01-99	17.50	34
10-01-99	10-01-00	18.75	34
10-01-00		19.50	35

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

- (A) deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or
- b) immediate payments equal to (A), but reduced by .5% for each month under age 65 when benefits begin,

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

¹ Participants who retire on or after September 28, 1985 are eligible for the \$10.00 benefit unit beginning January 1, 1988, including retroactive payments from their date of retirement.

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Plan Provisions

Termination

Eligible upon termination of employment after completing five years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

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Plan Provisions

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Akron, PH (Morgan Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 103)

Effective Date	April 14, 1965, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at this location will become Plan participants following completion of one year of service.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of Service are credited on an elapsed time basis to the nearest .1 year. (B) Years of Participation are credited on an elapsed time basis to the nearest .1 year.
Normal Retirement	Eligibility is age 65 and five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		Benefit Unit
On or After	But Before	
11-01-76	11-01-78	\$ 7.00
11-01-78	11-01-79	8.00
11-01-79	11-01-80	9.00
11-01-80	11-01-81	9.50
11-01-81	01-01-86	10.00
01-01-86	11-01-87	12.00 ¹
11-01-87	11-06-88	13.00 ²
11-06-88	11-06-89	13.75 ³
11-06-89	11-05-90	14.25 ⁴
11-05-90	11-02-91	14.75
11-02-91	11-01-92	15.00
11-01-92	11-01-93	15.75

¹ Participants retiring on or after November 1, 1981 will be paid the \$12.00 benefit unit beginning January 1, 1986 including retroactive payments from their actual retirement.

² Participants retiring on or after November 4, 1985 will be paid the \$13.00 benefit unit beginning November 1, 1987 including retroactive payments from their actual retirement.

³ Participants retiring on or after November 7, 1988 will be paid the \$14.25 benefit unit beginning November 6, 1989 including retroactive payments from their actual retirement.

⁴ Participants retiring on or after November 6, 1989 will be paid the \$14.75 benefit unit beginning November 5, 1990 including retroactive payments from their actual retirement.

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Date of Retirement		Benefit Unit
On or After	But Before	
11-01-93	11-01-94	16.50
11-01-94	11-01-95	17.25
11-01-95	11-01-96	18.00
11-01-96	11-03-97	18.75
11-03-97	11-03-98	19.75
11-03-98	11-03-99	20.75
11-03-99	11-03-00	21.75
11-03-00	11-03-01	22.75
11-03-01	11-03-02	24.75
11-03-02	11-02-03	26.00
11-02-03	11-07-04	27.25
11-07-04	Closed	28.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but reduced by .5% per month under age 65 for early commencement.

Note: Retroactive benefits will be paid to eligible early retirees.

Disability Retirement

Eligible upon total and permanent disability following completion of age 40 and 10 years of service. (The age 40 requirement is deleted effective November 4, 1985.)

Immediate payments equal to normal pension accrued to date of disability.

Note: Retroactive benefits will be paid to eligible disabled employees.

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Plan Provisions

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

Note: Terminated employees are not eligible for the increased retroactive benefits.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Changes in Plan Provisions since the Prior Year

None.

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EIN: 34-0451060 PN: 001

Plan Provisions

Former Akron, OH (Home Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 104)

Effective Date January 1, 1966, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly, bargaining employees at this location will become Plan participants following completion of one year of service.

Service Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment.

(A) Years of Service

Beginning on the effective date, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours then one year credit will be granted for each full 100 hours of service.

(B) Years of Participation

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours then .1 year credit will be granted for each full 100 hours of service,

Normal Retirement Eligibility is age 65 and five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation.)

Date of Retirement		
On or After	But Before	Benefit Unit
01-01-76	10-01-76	\$ 5.50
10-01-76	10-01-77	6.00
10-01-77	10-01-78	7.00
10-01-78	10-01-79	7.50
10-01-79	10-01-80	8.00
10-01-80	10-01-83	9.00
10-01-83	09-01-87	10.50 ¹

¹ Participants retiring on or after October 1, 1984 are eligible for the \$12.00 benefit unit beginning September 1, 1987, including retroactive payments from their date of retirement.

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Date of Retirement		Benefit Unit
On or After	But Before	
09-01-87	10-01-88	12.00
10-01-88	10-01-89	12.50
10-01-89	10-08-90	13.25
10-08-90	10-06-91	14.00
10-06-91	10-04-92	14.50
10-04-92	10-04-93	15.00
10-04-93	10-03-94	15.75
10-03-94	10-07-96	16.25
10-07-96	10-06-97	17.75
10-06-97	10-05-98	18.50
10-05-98	10-01-99	19.50
10-01-99	10-01-00	20.50
10-01-00	09-30-01	22.50
09-30-01	10-06-02	23.50
10-06-02	10-05-03	24.50
10-05-03	10-04-04	25.50
10-04-04	10-03-05	26.50
10-03-05	10-02-06	27.50
10-02-06	10-01-07	28.50
10-01-07	10-06-08	29.50
10-06-08	10-05-09	30.50
10-05-09	10-04-10	31.50
10-04-10	10-03-11	32.50
10-03-11		33.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) immediate payments equal to (A), but reduced actuarially for commencement prior to age 65 as set forth below:

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Commencement Age	Early Commencement Factor
55	0.4025
56	0.4380
57	0.4771
58	0.5205
59	0.5686
60	0.6220
61	0.6816
62	0.7480
63	0.8225
64	0.9060
65	1.0000

Note: Retroactive benefits will be paid as for
normal retirement

Disability Retirement

Eligible upon total and permanent disability following
completion of 10 years of service.

Immediate payments equal to normal pension accrued to
date of disability.

Note: Retroactive benefits will be paid as for
normal retirement.

Termination

Eligible upon termination of employment after completing
five years of service.

(A) Deferred payments beginning at age 65 equal to the
normal pension accrued to the date of termination, or

(B) Deferred payments beginning as early as age 55 equal
to the normal pension accrued to the date of termination,
but reduced actuarially for commencement prior to
age 65.

Note: Terminated employees are not eligible for the
increased retroactive benefits.

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Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected immediate early retirement with the 50% joint and survivor benefit.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiaries) when the benefits begin.

Changes in Plan Provisions since the Prior Year

Effective October 6, 2008, the union contract was renegotiated to reflect multiplier increases through October 3, 2011.

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Plan Provisions

Former Forest, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 112)

Effective Date	May 16, 1969, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at this location will become Plan participants when they are hired. Effective May 30, 2003, the Forest, OH plant closed. All current active participants were terminated and future plan participation was frozen.
Service	Years of Service and Participation are used to determine the eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of Service prior to July 1, 2000 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 100 hours of service. (B) Years of Service after July 1, 2000 One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year. (C) Years of Participation prior to July 1, 2000 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,615 hours. If less than 1,615 hours, then .1 year credit will be granted for each full 170 hours of service. (D) Years of Participation after July 1, 2000 One year of participation for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

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Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		Benefit Unit
On or After	But Before	
05-16-1969	07-01-1981	\$10.75
07-01-1981	07-01-1982	14.00
07-01-1982	07-01-1983	14.75
07-01-1983	07-01-1985	15.50
07-01-1985	07-01-1986	16.00
07-01-1986	07-01-1987	16.50
07-01-1987	07-01-1988	17.00
07-01-1988	07-01-1989	17.50
07-01-1989	11-15-1993	18.00
11-15-1993	05-15-1995	19.00
05-15-1995	05-15-1996	19.50
05-15-1996	11-25-1996	20.00
11-25-1996	05-17-1998	21.00
05-17-1998	05-16-1999	22.00
05-16-1999	05-15-2000	22.75
05-15-2000	05-15-2001	24.00
05-15-2001	05-13-2002	25.00
05-13-2002		25.75
Closed		

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but reduced by .5% for each month under age 62 when benefits begin.

Disability Retirement

No disability benefit applies

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Termination

Eligible upon termination of employment after completing five years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Participants who fail to meet these eligibility requirements will receive a lump sum death benefit payable to the estate of \$250 multiplied by the years of participation.

- (A) Participant not eligible for early retirement.

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A). The benefits are reduced 1/2% per month from age 62 for early commencement if the employee was between the ages of 60 and 62 at date of death. If the employee was less than age 60 at date of death, the benefits are reduced 12% for early commencement.

- (B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A).

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a 55% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

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Forms of Payment (continued)

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 55% or 100% Joint and Survivor
- 5 or 10 year Certain and Life

Any form of payment other than a Life Annuity and Joint and Survivor options will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1983 Group Annuity Mortality Table (adjusted for 50% male and 50% female content) and a 7% interest rate.

Special Medicare Reimbursement Benefit

To compensate for Medicare Part B premiums, the benefit payable to any retiree or surviving spouse is increased by \$20 per month upon attainment of age 65.

Special Termination Benefits

Active employees at the time of the May 30, 2003 plant closing became eligible for the following additional benefits:

- unreduced retirement at age 60 for participants age 60 and over with 10 or more years of service;
- an additional five years of service for participants hired after October 8, 1989 with five or more years of service;
- additional years of service to get to five years of total service for participants with less than five years of service.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Lebanon, IN Hourly-Wage Employees Pension Plan (Sub-Plan 115)

Effective Date	January 1, 1964, as restated July 1, 2007 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at this location will become Plan participants when they have completed one year of service.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment. (A) Years of Service are credited on an elapsed time basis to the nearest 1/12th of a year. (B) Years of Participation are credited on an elapsed time basis to the nearest 1/12th of a year (based on continuous service).
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-64	04-01-67	\$ 2.00
04-01-67	11-01-84	13.00 ¹
11-01-84	11-01-86	13.50 ¹
11-01-86	11-01-87	14.50 ¹
11-01-87	11-01-88	15.00 ¹
11-01-88	11-01-89	15.25 ¹
11-01-89	10-20-90	15.50 ¹
10-20-90	10-19-91	16.25
10-19-91	10-24-92	16.75 ²
10-24-92	11-01-93	17.25 ²
11-01-93	11-02-94	18.25 ²
11-02-94	11-01-95	19.00 ²
11-01-95	11-01-96	19.5 ²
11-01-96	11-01-97	20.25 ²
11-01-97	11-01-98	21.00 ²
11-01-98	11-01-99	21.75 ²
11-01-99		22.50
Closed		

¹ \$2.00 benefit unit for service before April 1, 1967.

² Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

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Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin.

Age	Reduction Factor
55	0.411
56	0.445
57	0.483
58	0.525
59	0.571
60	0.623
61	0.681
62	0.747
63	0.821
64	0.905
65	1.000

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced as set forth in the “Early Retirement” section for each month under age 65 when benefits begin.

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Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement.

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

(B) Participant eligible for early retirement is eligible for the following alternatives:

- (i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit option.
- (ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death.
- (iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary. (Other forms, including a Life Annuity, are available if the spouse consents to the election.)

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

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Forms of Payment (continued)

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Tell City, IN Hourly-Wage Employees Pension Plan (Sub-Plan 116)

Effective Date	January 1, 1964, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly, bargaining employees at this location will become Plan participants when they have completed one year of service.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment. (A) Years of Service are credited on an elapsed time basis to the nearest .1 year. (B) Years of Participation are credited on an elapsed time basis to the nearest .1 year.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-64	05-01-82	
05-01-82	05-01-85	\$ 8.00
05-01-85	05-01-86	9.50
05-01-86	05-01-87	9.85
05-01-87	05-01-88	10.15
05-01-88	04-16-89	10.50
04-16-89	04-16-90	11.00
04-16-90	05-01-91	11.50
05-01-91	05-01-92	12.00 ¹
05-01-92	05-01-93	12.75 ¹
05-01-93	05-01-94	13.50 ¹
05-01-94	05-01-95	14.25 ¹
05-01-95	05-01-96	15.00
05-01-96	05-01-97	15.50
05-01-97	05-01-98	16.25

¹ Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

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Date of Retirement		Benefit Unit
On or After	But Before	
05-01-98	05-01-99	17.00
05-01-99	05-01-00	17.50
05-01-00	05-01-01	18.00
05-01-01	05-01-02	19.00
05-01-02	05-01-03	19.75
05-01-03	05-01-04	20.50
05-01-04	05-01-05	21.25
05-01-05	05-01-06	22.25
05-01-06	04-30-07	22.75
04-30-07	04-28-08	23.25
04-28-08	04-29-09	23.75
04-29-09		24.25

Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin as set forth below:

Commencement Age	Early Commencement Factor
55	0.4110
56	0.4450
57	0.4830
58	0.5250
59	0.5710
60	0.6230
61	0.6810
62	0.7470
63	0.8210
64	0.9050
65	1.0000

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Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to the normal retirement pension based on service accrued to date of disability plus future service from date of disability to age 65, reduced actuarially for commencement prior to age 65.

Termination

Eligible upon termination of employment after completing five years of service.

- (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or
- (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

- (A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

- (B) Participant eligible for early retirement is eligible for the following alternatives:

- (i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.
- (ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death.
- (iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

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Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 25%, 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Canton, PA Hourly-Wage Employees Pension Plan (Sub-Plan 117)

Effective Date July 1, 1987, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly, bargaining employees at this location will become Plan participants when they are hired.

Service Years of Service and Participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment.

(A) Years of Service

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then .1 year credit will be granted for each full 170 hours of service.

Effective July 1, 2005, the Plan was amended to calculate Years of Service based on elapsed time.

(B) Years of Participation

Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then .1 year credit will be granted for each full 170 hours of service.

Effective July 1, 2005, the Plan was amended to calculate Years of Participation based on elapsed time.

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Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown.)

Date of Retirement		Benefit Unit	Maximum Years of Participation
On or After	But Before		
07-01-87	07-01-88	\$ 13.00	35
07-01-88	07-01-89	13.50	35
07-01-89	07-01-90	14.00	35
07-01-90	07-01-91	14.50	36
07-01-91	07-01-92	15.00	37
07-01-92	07-01-93	15.50	38
07-01-93	07-01-94	16.00	39
07-01-94	07-01-95	16.50	40
07-01-95	07-01-96	17.00	40
07-01-96	07-01-97	18.00	41
07-01-97	07-01-98	18.50	42
07-01-98	07-01-99	19.00	43
07-01-99	07-01-00	20.50	43
07-01-00	07-01-01	21.50	43
07-01-01	07-01-02	22.50	43
07-01-02	07-01-03	25.50	43
07-01-03	07-01-04	26.50	43
07-01-04	05-02-05	27.50	43
05-02-05	05-02-06	28.50	45
05-02-06	05-07-07	29.50	45
05-07-07	04-21-08	31.50	45
04-21-08	04-20-09	35.00	50
04-20-09	04-19-10	35.50	50
04-19-10		36.00	50

Note: Benefit for service prior to the effective date is offset by the vested benefit earned from IAM Plan A.

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Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(B) Immediate payments equal to (A), but reduced by .5% for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination, or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

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Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including a Life Annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Green Camp, OH Hourly-Wage Employees Pension Plan (Sub-Plan 123)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly bargaining employees at this location will become Plan participants when they are hired.
Service	Years of Service and Participation are used to determine eligibility for benefits and the amount of benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of Service prior to July 1, 1998 Beginning on July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,000 hours. (B) Years of Service after July 1, 1998 One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year. (C) Years of Participation prior to July 1, 1998 Beginning July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,600 hours. If less than 1,600 hours, then .1 year credit will be granted for each full 1.60 hours of service. (D) Years of Participation after July 1, 1998 One year of participation for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.

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Normal Retirement

Eligible at age 65.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-85	08-03-89	\$10.00
08-03-89	08-06-90	10.75
08-06-90	08-05-91	11.25
08-05-91	08-03-92	12.00
08-03-92	08-01-93	13.00
08-01-93	08-01-94	13.75
08-01-94	08-01-95	14.50
08-01-95	08-01-96	15.50
08-01-96	08-01-97	16.50
08-01-97	08-01-98	17.00
08-01-98	08-01-99	20.00
08-01-99	08-01-00	20.50
08-01-00	06-25-01	21.00
06-25-01	08-03-02	23.00
08-03-02	08-02-03	24.00
08-02-03		25.00
Closed		

Early Retirement

Eligible upon completion of 30 years of service or attainment of age 55 and completion of 10 years of service, with at least five years of service earned while an employee of Stratoflex, Inc. or Parker Hannifin Corporation.

(A) Benefits payable for retirement under age 62 and 10 years of service or any age and 30 years of service eligibility.

Immediate unreduced payments beginning at retirement equal to normal pension accrued to the date of retirement.

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Plan Provisions

Early Retirement (continued)

(B) Benefits payable for retirement under age 55 and 10 years eligibility.

(i) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement, or

(ii) Immediate payments equal to (i), but reduced by .5% for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension: accrued to the date of termination, or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by .5% for each month under age 65 when benefits begin.

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Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

(B) Participant eligible for early retirement

Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% Joint and Survivor benefit.

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Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary. (Other forms, including a Life Annuity, are available if the spouse consents to the election.)

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 66-2/3%, 75%, or 100% Joint and Survivor
- 10 year Certain and Life

Any form of payment other than a Life Annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Greenville, Tennessee Retirement Plan (Sub-Plan 126)

Effective Date	April 5, 1993, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All salaried, hourly and sales employees became participants on the day they were hired. This plan covers only those employees who were participants on the effective date
Years of Vesting Service	Before April 5, 1993, Years of Vesting Service are credited according to the TRW Salaried Pension Plan. After April 4, 1993, Years of Vesting Service are credited for each year and partial month of employment with the Employer.
Years of Benefit Service	Accrued in the same manner as Years of Vesting Service.
Normal Retirement Date	The date on which an Employee attains age 65.
Earnings	The average monthly compensation during the five consecutive calendar years which produces the highest average.
Covered Compensation	Covered Compensation is the 35-year monthly average of an employee's taxable wages under Social Security assuming maximum earnings each year during his career.
Normal Retirement	Eligibility is age 65 (normal retirement). The monthly benefit is the greater of (A) and (B): (A) The amount is determined as follows: (i) 1.5% of Earnings times Years of Benefit Service (to a maximum of 35 years); plus (ii) 1.33% of Earnings times Years of Benefit Service in excess of 35 years; minus (iii) .4% of Earnings (to a maximum of Covered Compensation) times Years of Benefit Service (to a maximum of 35 years). (B) \$20 times Years of Benefit Service.

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In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is age 55 with at least 10 years of Benefit Service.

The early retirement benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by 1/3% per month for each month the benefit commencement date precedes the date of the participant's 60th birthday.

The early retirement benefit payable over age 62 up to age 65 is the accrued normal retirement benefit with no reduction.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination

Eligibility is three or more Years of Vesting Service.
(five years prior to July 1, 2008)

The deferred vested benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by 5/9% per month between ages 60 and 65 and reduced actuarially between ages 55 and 60 for each month the benefit commencement date precedes the participant's normal retirement date.

The deferred vested benefit payable at age 62 is the accrued normal retirement benefit, reduced by 5/9% per month between ages 62 and 65 for each month the benefit commencement date precedes the participant's normal retirement date.

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Plan Provisions

Immediate Lump Sum Payment Option

Eligibility is normal or early retirement or termination after age 55 with at least five years of vesting service.

In lieu of the normal, early or vested benefit otherwise payable, a participant may elect to receive an immediate lump sum payment. The lump sum payment is determined using the 30-year Treasury interest rate for the third calendar month preceding the beginning of the plan year in which the payment is made.

Pre-Retirement Spouse's Benefit

Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death.

The benefit payable to the surviving spouse is determined as though the employee had retired the day before death, taken immediate early retirement, and accepted the 50% Joint and Survivor Option.

If the active employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% Joint and Survivor Option.

Post-Termination Spouse's Benefit

Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his/her date of death,

If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before death and accepted the 50% Joint and Survivor Option.

If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% Joint and Survivor Option.

Pension Increase for Retirees

Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.

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Plan Provisions

Retirement Income Account (RIA)

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,
- (B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan.

Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% Joint and Survivor Annuity with his spouse as beneficiary (Other forms, including Life Annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a Life Annuity.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Lump sum

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former NWL Retirement Income Plan (Sub-Plan 129)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	
Non-Union	All full time employees become Plan participants on their date of hire;
Union (Kalamazoo Hourly)	All hourly union employees at Kalamazoo become Plan participants on their date of hire.
Vesting Service	
Non-Union	Prior to January 1, 1989, vesting service was based on the Plan provisions then in effect. After December 31, 1988, vesting service is based on elapsed time.
Union (Kalamazoo Hourly)	Vesting service is based on elapsed time, but no service is given prior to June 1, 1941.
Credited Service	
Non-Union	Equivalent to Vesting Service, but rounded up to the nearest month.
Union (Kalamazoo Hourly)	Equivalent to Vesting Service, but rounded up to the nearest month.
Average Monthly Compensation	Average of the highest consecutive 60 months.
Social Security Covered Compensation	Social Security Covered Compensation is one twelfth of the Social Security taxable Wage Bases in effect for the 35 years ending with the year the participant would attain Social Security Normal Retirement Age (SSNRA), assuming, in the case of a participant who retires or terminates before SSNRA, that the Wage Base then in effect continues unchanged until SSNRA.

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Plan Provisions

Normal Retirement

Eligibility is the first day of the month after the attainment of age 65.

Non-Union

Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: a *Past Service Benefit* and a *Future Service Benefit*.

The *Past Service Benefit* is the accrued monthly benefit as of December 31, 1988 based on the Plan provisions then in effect.

The *Future Service Benefit* is the monthly benefit equal to 0.9% of Average Monthly Compensation up to Social Security Covered Compensation, plus 1.3% of Average Monthly Compensation in excess of Social Security Covered Compensation multiplied by years of Credited Service (earned after December 31, 1988) at Normal Retirement up to 35 years (35 years is reduced by years of Credited Service earned prior to January 1, 1989); plus 1.3% of Average Monthly Compensation multiplied by years of Credited Service (earned after December 31, 1988) at Normal Retirement in excess of 35 years.

After December 31, 1996, the normal retirement benefit is the greater of (A) and (B) below:

- (A) The monthly benefit equal to the accrued monthly benefit at December 31, 1996 as calculated above plus the *Future Parker Benefit* piece equaling 0.75% of Average Monthly Compensation up to Social Security Covered Compensation, plus 1.36% of Average Monthly Compensation in excess of Social Security Covered Compensation multiplied by years of Credited Service (earned after December 31, 1996) at Normal Retirement up to 35 years (35 years is reduced by years of Credited Service earned prior to January 1, 1997); plus 0.5% of Average Monthly Compensation multiplied by years of Credited Service (earned after December 31, 1996) at Normal Retirement in excess of 35 years (35 years is reduced by years of Credited Service earned prior to January 1, 1997, with the excess held to a maximum of five years).

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(B) The Parker Formula monthly benefit equal to 0.75% of Average Monthly Compensation up to Social Security Covered Compensation, plus 1.36% of Average Monthly Compensation in excess of Social Security Covered Compensation multiplied by years of Credited Service at Normal Retirement up to 35 years; plus 0.5% of Average Monthly Compensation multiplied by years of Credited Service at Normal Retirement in excess of 35 years (maximum of 5 years).

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is also payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Union (Kalamazoo Hourly)

The monthly retirement benefit is equal to years of Credited Service times Benefit Rate.

Date of Retirement	Benefit
	Rate
08-01-90 to 07-31-94	\$ 22.00
08-01-94 to 07-31-95	23.00
08-01-95 to 07-31-96	23.75
08-01-96 to 07-31-97	24.50
08-01-97 to 07-31-98	25.50
08-01-98 to 07-31-99	26.25
08-01-99 to 07-31-00	27.00
08-01-00 to 07-31-01	33.75
08-01-01 to 07-31-02	34.75
08-01-02 to 08-03-03	35.50
08-04-03 to 07-30-06	39.50
07-31-06 to 08-05-07	40.50
08-06-07 and beyond	43.50

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Plan Provisions

Early Retirement Non-Union

Eligibility for the Past Service Benefit piece varies depending on formula used in determining benefit on December 31, 1988. Eligibility for all other pieces is attainment of age 55 and completion of 10 years of Vesting Service.

Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: an **Early Retirement Past Service Benefit** and an **Early Retirement Future Service Benefit**.

- The **Early Retirement Past Service Benefit** is the early retirement monthly benefit as of December 31, 1988 (including appropriate early retirement reduction factors) based on the Plan provisions then in effect.
- The **Early Retirement Future Service Benefit** is the normal retirement Future Service Benefit multiplied by the ratio of Credited Service (earned after December 31, 1988) over Credited Service (earned after December 31, 1988) at Normal Retirement and further reduced by an Early Retirement Factor described below.

After December 31, 1996, the early retirement benefit is the greater of (A) and (B) below:

- (A) The monthly benefit equal to the early retirement benefit at December 31, 1996 as calculated above plus the normal retirement **Future Parker Benefit** as calculated above with the exception of Average Monthly Compensation and Credited Service calculated at the time of retirement multiplied by an Early Retirement Factor described below.
- (B) The monthly benefit equal to the normal retirement **Parker Formula** as calculated above with the exception of Average Monthly Compensation and Credited Service calculated at the time of retirement multiplied by an Early Retirement Factor described below.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

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If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Union (Kalamazoo Hourly)

Eligibility is attainment of age 60 and 10 years of Credited Service.

The monthly benefit is equal to the Normal Retirement benefit multiplied by an Early Retirement Factor described below.

Early Retirement Factors

The following early retirement reductions are applicable when calculating various Early Retirement benefits:

Non-Union Future Service Benefit

Age 55 and 10 years of Vesting Service: reduced 4% for each year retirement precedes age 65.

Age 55 and 30 years of Vesting Service: reduced 4% for each year retirement precedes age 62.

Non-Union Future Parker Benefit and Parker Formula

Age 55 and 10 years of Vesting Service: reduced 6% for each year retirement precedes age 65.

Union (Kalamazoo Hourly)

Less than 30 years of Credited Service: reduced 7.2% for each year retirement precedes age 62.

At least 30 years of Credited Service: no reduction

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Termination	Eligible after three or more years of Vesting Service for non-union (five years prior to July 1, 2008) or five or more years of Vesting Service for union.
Non-union	Deferred vested benefit equal to the Early Retirement benefit payable at age 65, or payable as early as age 55 with at least 10 years of Vesting Service, reduced 6% for each year commencement of benefits precede age 65.
Union (Kalamazoo Hourly)	Deferred vested benefit equal to the Early Retirement benefit payable at age 65, or payable as early as age 60 with at least 10 years of Vesting Service, reduced 7.2% for each year commencement of benefits precede age 65.
Disability Retirement Non-Union	Eligible upon total and permanent disability. The disability benefit is equal to the monthly Normal Retirement benefit assuming that the participant had worked to Normal Retirement at the rate of pay in effect at date of disability. Payment of such benefit is deferred until age 65.
Union (Kalamazoo Hourly)	Eligible upon total and permanent disability and 10 years of Credited Service. The disability benefit is equal to the monthly Normal Retirement benefit payable on date of disability. At Normal Retirement, disability benefit ceases and Normal Retirement benefit begins. Payment of optional forms is not provided for disability retirement. If disabled retiree dies prior to Normal Retirement Date, surviving spouse is entitled to Pre-Retirement Spouse Benefit.
Pre-Retirement Spouse's Benefit	Eligible upon the death of an active or former employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died (or termination date, if earlier), lived to his earliest retirement date, taken early retirement, and accepted a Joint and Survivor Option (50% for Non-Union and 55% for Union).

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Plan Provisions

Supplemental Benefit

Union (Kalamazoo Hourly Only)

Eligibility is attainment of age 60 and prior to age 62 with at least 25 years of Credited Service.

The monthly supplemental retirement benefit is equal to years of Credited Service times Supplemental Benefit Rate, payable until age 62.

Date of Retirement	Supplemental Benefit Rate
08-01-90 to 07-31-94	\$ 21.50
08-01-94 to 07-31-95	22.50
08-01-95 to 07-31-96	23.25
08-01-96 to 07-31-97	24.00
08-01-97 to 07-31-98	25.00
08-01-98 to 07-31-99	25.75
08-01-99 to 07-25-00	26.50
07-26-00 to 07-31-01	33.25
08-01-01 to 07-31-02	34.25
08-01-02 to 08-03-03	35.00
08-04-03 to 07-30-06	39.00
07-31-06 to 08-05-07	40.00
08-06-07 and beyond	43.00

Special Medicare Benefits

Union (Kalamazoo Hourly)

Eligible to all retirees and their spouses (except deferred vested retirees) who are age 65 or older or under age 65 and enrolled in voluntary "Medicare" coverage.

The special Medicare benefit is equal to the prevailing full Medicare amount in effect on August 1. Effective August 4, 2003, there is a cap for all future retirees at \$65.00. The cap increases to \$70.00 for retirements on or after July 31, 2006.

Pension Increase for Retirees

Non-Union Only

Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.

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Plan Provisions

Retirement Income Account (RIA)
Non-Union Only

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,
- (B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis (Non-Union) or a 55% Joint and Survivor reduced by 5% (Union) unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis. Other options are available.

The optional forms available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Joint and Survivor with level freeze option

Changes in Plan Provisions since the Prior Year
None.

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Plan Provisions

Former Gresen Hourly Pension Plan (Sub-Plan 136)

Effective Date	January 1, 1986, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	Each employee who was a Participant in the Teamsters Union Local No. 970, 1976 Revised Pension Plan is automatically eligible. Other employees become eligible after completion of one Year of Service.
Years of Service	Plan year in which an employee is credited with 1,000 or more Hours of Service.
Pension Accrued Service	(A) All full and fractional Years of Service since January 1, 1976 while employed on an hourly basis by Gresen Manufacturing Division of Dana Corporation, plus (B) All full and fractional years of past service ending on December 31, 1975. (C) Employee shall not be given Pension Accrual Service for Hours of Service during which an employee is not eligible or is employed by an affiliate of the Employer; that is, Pension Accrual Service under one plan may not be transferred to another plan. (D) Any paid absence for which the Employer keeps records, such as vacation, incapacity, or layoffs shall be included as Pension Accrual Service as long as a single period of absence is not in excess of 500 hours. (E) Credit will be given after one year for the first year of service accrued following a break in service. (F) Pension Accrual Service shall not include years of service prior to a break in service if the number of consecutive one-year breaks in service equals or exceeds the aggregate number of Years of Service prior to the break.

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Accrued Benefit

The Accrued Benefit is the Basic Benefit Level below times years of Pension Accrual Service payable monthly.

Date of Retirement		Basic Benefit Level
On or After	But Before	
04-01-00	05-01-01	\$ 27.00
05-01-01	05-01-02	30.00
05-01-02	05-01-03	32.00
05-01-03		34.00
Closed		

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is the Accrued Benefit determined at Normal Retirement Date.

Early Retirement

Eligibility is attainment of age 62 and 10 or more Years of Service.

The monthly benefit is the Accrued Benefit determined at early retirement, reduced by an actuarially equivalent percentage as set forth below

Commencement Age	Early Commencement Factor
62	.8000
63	.8667
64	.9333
65	1.0000

Postponed Retirement

Eligibility at the request of the employee.

The monthly benefit is the Accrued Benefit determined at date of postponed retirement.

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Disability Retirement

All employees who become disabled after attaining age 50 and 10 or more Years or Service are eligible.

The monthly benefit is the Accrued Benefit at the onset of disability, reduced by an actuarial equivalent percentage if prior to Normal Retirement Date. Benefits shall begin on the later of the 7th month of disability or the first day of the month following employment termination.

Termination

Eligible upon completion of five or more Years of Service

(A) Deferred payments beginning at age 65 equal to the Accrued Benefit determined at the date of termination.

(B) Deferred payments beginning as early as age 62 (if 10 Years of Service) equal to the benefit payable at Normal Retirement Date actuarially reduced for early commencement.

Surviving Spouse

One year marriage requirement imposed.

Surviving Benefit

Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year are eligible.

For Active Vested and Terminated Vested Employees eligible for Early or Normal Retirement. Monthly Survivor Benefit shall be equal to 50% of the Accrued benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

For Retirement Employees: Monthly Survivor Benefit shall be equal to 50% of benefit for which retiree was eligible if the retiree did not decline the Survivor's Benefit. Benefit payment begins on the first day of the month following the date of death.

For Active Vested and Terminated Vested Employees not eligible for Normal or Early Retirement: Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payments begins on early retirement date.

Reduction: Pension Benefit of retiree is reduced actuarially for Survivor Benefit Option.

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Plan Provisions

Forms of Benefit

Optional forms of payment are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10 or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Commercial Intertech Corp. Pension Plan for Salaried Employees (Sub-Plan 138)

Effective Date	October 28, 1948, as restated July 1, 2008 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All non-union salaried employees of Commercial Intertech Corp. are eligible after attainment of age 21 and completion of one year of Service.
Benefit Service	Elapsed Service from date of hire.
Average Compensation (Commercial Intertech)	The average base pay compensation (limited by IRC Section 401(a)(17)) during the highest five consecutive years of compensation out of the last 10 years immediately preceding retirement.
Average Monthly Compensation (Parker)	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC Section 401(a)(17) limit in the year of retirement or termination (\$200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.
Social Security Benefit	Estimated Social Security primary insurance amount at Normal Retirement Date under the provision of the Social Security Act at the time of separation from employment assuming that the participant continues at current earnings level as of December 31, 2001.
Social Security Covered Compensation	Social Security Covered Compensation is one twelfth of the Social Security taxable Wage Bases in effect for the 35 years ending with the year the participant would attain Social Security Normal Retirement Age (SSNRA), assuming in the case of a participant who retires or terminates before SSNRA, that the Wage Base then in effect continues unchanged until SSNRA.

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Normal Retirement

Eligibility is the later of age 65 or the fifth anniversary of participation.

The monthly benefit is the benefit as summarized below but not to exceed the maximum benefit permitted under IRC Section 415.

(A) For retirements after December 31, 2001, the benefit is the greater of (i) or (ii) below:

- (i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

26.25% of average monthly compensation (Parker) up to Social Security Covered Compensation, plus 47.60% of Average Monthly Compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$ 12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03		21.00

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Normal Retirement (continued)

- (ii) 26.25% of average monthly compensation (Parker) up to Social Security Covered Compensation, plus 47.60% of average monthly compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum 5 years) for all benefit service.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$ 12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03	21.00	

- (B) For retirements after December 31, 2001 for the grandfathered group (participants attaining at least age 50 with 15 years of service or age 60 with five years of service as of December 31, 2001), the benefit is the greater of (i), (ii) or (iii) below:

- (i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

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Normal Retirement (continued)

26.25% of average monthly compensation (Parker) up to Social Security Covered Compensation, plus 47.60% of Average Monthly Compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum 5 years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$ 12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03		21.00

- (ii) 26.25% of average monthly compensation (Parker) up to Social Security Covered Compensation, plus 47.60% of average monthly compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for all benefit service.

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Normal Retirement

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03		21.00

- (iii) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for all benefit service.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech retiree medical plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Accrued Benefit (Commercial Intertech)

The Normal Retirement Benefit above under the prior Commercial Intertech formula only computed using benefit service projected to age 65, and then multiplying by benefit service at accrued benefit determination divided by benefit service projected to age 65.

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Early Retirement

Eligibility is age 55 with 10 years of Service, or a participant on December 31, 2001 who would not have five years of service by age 62.

The monthly benefit is the benefit under the prior Commercial intertech formula reduced by three-tenths of one percent (3/10 of 1%) for each month early commencement precedes age 65.

Plus/or

The benefit earned under the Parker formula reduced by five-tenths of one percent (5/10 of 1%) for each month early commencement precedes age 65.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech retiree medical plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech retiree medical plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination

Eligible upon completion of three Years of Service (five years prior to July 1, 2008)

The benefit payable at Normal Retirement Date, based on average compensation at termination. If the participant has 10 years of service, early commencement is available after age 55.

The benefit under the prior Commercial Intertech formula reduced by three-tenths of one percent (3/10 of 1%) for each month early commencement precedes age 65.

Plus/or

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Termination (continued)	The benefit earned under the Parker formula reduced by five-tenths of one percent (5/10 of 1%) for each month early commencement precedes age 65.
Pre Retirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken immediate early retirement, and accepted the 50% Joint and Survivor Option.
Post-Retirement Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% Joint and Survivor Option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his 55th birthday under the 50% Joint and Survivor Option.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,

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Retirement Income Account (RIA)
(continued)

(B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

Optional forms of payment are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Coordination with other Plans

Transfers into the Salaried plan will be computed as if the employee was always in this Plan. Any benefits from other plans will offset the portion payable from the Plan.

Early Retirement Window

Eligibility applies to certain non-highly compensated employees retiring between October 1, 1996 and November 14, 1996 and between November 15, 1998 and December 31, 1998.

The benefit payable is computed without a reduction to service or early commencement reduction using current compensation as the five-year average. An additional \$800/month supplement to age 65 was provided and offered as a lump sum.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Commercial Intertech Corp. Pension Plan for Hourly Paid Employees (Sub-Plan 139)

Effective Date	April 1, 1950, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly-paid employees of Commercial Intertech Corp. represented by the United Steelworkers of America are eligible after attainment of age 21 and completion of one year of Continuous Service.
Continuous Service	All full and fractional years of service to the nearest month from last date of hire to termination of employment, including any service required to be credited as a result of break in service rules. For part-time employees, all dollar amount minimum benefits (i.e., unrelated to Final Average Earnings) shall be based on Continuous Service which is proportionately reduced for less than full-time employment.
Average Monthly Earnings	The monthly average earnings of the 60 highest consecutive calendar months of total earnings in last 120 months prior to termination of employment or retirement. Earnings will exclude certain Cost of Living Adjustments in base rates since September 30, 1974. Effective January 1, 1997, the Cost of Living Adjustment was \$3.50 per base hour.
Normal Retirement	Eligibility is age 65 or the fifth anniversary of participation, if later. The monthly benefit is equal to the greater of (A) and (B) below: (A) Percent Pension: 1.1% of Average Monthly Earnings for Percent Pension times years of Continuous Service not in excess of 30, plus 1.2% of Average Monthly Earnings times years of Continuous Service in excess of 30 years. This benefit is increased by 12.6% for retirements on or after November 1, 1995. (B) Minimum pension: \$26.50 per month times years of Continuous Service with a minimum benefit (for Continuous Service over 30 years) of \$1,060 per month. The benefit units will be increased for retirements on or after the effective dates below:

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Effective Date	Benefit Unit (Per Year of Service)	Minimum Benefit (for Continuous Service over 30 Years)
11-01-00	\$ 27.00	\$1,080
11-01-01	27.50	1,100
02-01-02	30.00	1,100
02-01-03	32.00	1,100
02-01-04	33.00	1,100
02-01-05	34.00	1,100
02-06-06	35.50	1,100
02-11-07	37.00	1,100
02-10-08	38.00	1,100
02-03-09	39.00	1,100

Accrued Benefit

The Normal Retirement Benefit above computed using Average Monthly Earnings and Continuous Service at termination or date of determination.

Early Retirement (Unreduced)

Eligibility is at any age with 30 years of Continuous Service or age 62 with 15 years of Continuous Service.

The monthly benefit is the Accrued Benefit without actuarial reduction for early commencement.

Early Retirement (Reduced)

Eligibility is at age 60 with 15 years of Continuous Service.

The monthly benefit is the Accrued Benefit reduced to the actuarial equivalent of the benefit payable at age 62.

Termination

Eligible upon completion of 5 years of Continuous Service.

The monthly benefit is the Accrued Benefit payable at normal retirement date. The Accrued Benefit can be payable as early as age 60 on an actuarially reduced basis. If the participant terminated after age 40 with 15 years of Continuous Service, then the actuarial reduction is from age 62 instead of age 65.

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70/80 or Rule of 65 Retirement Benefit

Eligible upon completion of 15 years of Continuous Service, attainment of age 55, and sum of age and Continuous Service total 70 or more; or, completion of 15 years of Continuous Service and the sum of age and Continuous Service total 80 or more; or, completion of 20 years of Continuous Service and the sum of age and Continuous Service total 65 or more. Retirement must be due to plant shutdown or layoff.

A monthly benefit equal to (A) plus (B) below is payable immediately:

(A) The Accrued Benefit determined at date of retirement.

plus

(B) A temporary supplement of \$300 per month is payable until eligible for Social Security.

Disability Benefit

Eligible when physically or mentally incapacitated with 15 years of Continuous Service.

An immediate benefit equal to (A) plus (B) below will commence after six months:

(A) The Accrued Benefit at date of Disability Retirement.

Plus

(B) A temporary supplement of \$300 per month payable until eligible for Social Security.

Surviving Spouse's Benefit

Surviving spouses of married participants who die with 1.5 years of Continuous Service either pre or post retirement are eligible.

The benefit payable to the Surviving Spouse equals 50% of the Accrued Benefit at date of participant's death (minimum \$140 per month) reduced when the spouse attains age 60 by the Social Security Benefit that the spouse is eligible to receive (minimum: \$125 per month). Retirements prior to November 1, 1996 may have different minimums.

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React Pre-Retirement Spouse's Benefit

Surviving spouses of married participants who die after having completed five years of Continuous Service prior to benefit commencement are eligible.

The benefit payable to the Surviving Spouse equals the Accrued Benefit at date of participant's death commencing at the earliest retirement age reduced for early retirement and the 50% Joint and Survivor Option. This amount will be a minimum for a preretirement death but will not be paid in addition to the Surviving Spouse benefit.

Forms of Payment

Optional forms of payment are:

- Straight Life Annuity
- Actuarially reduced 50%, 75%, or 100% Joint and Survivor Annuity
- 5 or 10 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Special Initial Payment

Payable for all retirements, except deferred vested retirements and disability retirements

In lieu of the first three months' pension payments, a lump sum payment equal to 13 weeks of vacation pay, reduced by actual vacation pay received in year of retirement is payable.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Intertech Corp. Pension Plan for Hourly Paid Employees, Hicksville Plan (Sub-Plan 140)

Effective Date May 6, 1973, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Eligibility All hourly employees of Commercial Intertech Corp., Hicksville, Ohio Plant are eligible after attainment of age 21 and completion of one year of service.

Service ■ **Vesting**—All continuous service with Commercial Intertech Corp. computed to the nearest 1/12th year.

■ **Pension**—All continuous service with Commercial Intertech Corp. Hicksville, Ohio Plant as an hourly employee computed to the nearest 1/12th year.

Normal Retirement Eligible at the later of age 65 and fifth anniversary of participation.

The monthly benefit is the benefit unit below multiplied by pension service.

Date of Retirement		
On or After	But Before	Benefit Unit
11-01-89	07-08-93	\$13.00
07-08-93	07-01-97	15.75
07-01-97	07-01-98	17.50
07-01-98	07-01-99	19.00
07-01-99	07-01-00	20.00
07-01-00	07-01-01	21.00
07-01-01	07-01-02	23.50
07-01-02	07-01-03	24.50
07-01-03	07-01-04	25.50
07-01-04	07-01-05	26.50
07-01-05	07-02-06	27.50
07-02-06	07-01-07	28.50
07-01-07	07-06-08	29.50
07-06-08	07-27-08	30.50
07-27-09	07-25-10	31.00
07-25-10	07-24-11	31.50
07-24-11		32.00

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Early Retirement

Eligible at age 62 with 15 years of Vesting Service.

The monthly benefit is the Accrued Benefit (as determined under Normal Retirement above) based on Pension Service at Termination reduced based on the chart below for early commencement:

Age	Reduction Factor
62	.7528
63	.7253
64	.9072

Termination

Eligible at any age with five years of Vesting Service.

The accrued pension is payable at normal retirement date as determined in **Normal Retirement** above based on Pension Service at Termination. A participant with 15 years of vesting service may elect to commence the benefit at age 62 reduced as for Early Retirement.

Disability Retirement

Eligible at any age with 10 years of Vesting Service.

A benefit is payable after six months of disability computed as in **Termination** above based on Pension Service at Date of Disability. The benefit is payable without reduction for early commencement.

Pre-Retirement Spouse's Benefit

Surviving spouses of married participants who die after having completed five years of Vesting Service are eligible.

The benefit payable to the Surviving Spouse equals the Accrued Benefit (as determined in Normal Retirement above) at date of participant's death based on Pension Service at date of death. This benefit is then reduced to the actuarial equivalent of this benefit had the participant lived to Early Retirement (or age of death, if death occurs after Early Retirement), retired with a qualified 50% Joint and Survivor Annuity and then died.

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Forms of Payment

Optional forms of payment are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

Effective July 27, 2009, the union contract was renegotiated to reflect multiplier increases through July 24, 2011.

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Plan Provisions

Former Wynn's International, Inc. Retirement Plan (Sub-Plan 146)

Effective Date	January 1, 1978, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	Attainment of age 21 and completion of 1,000 hours of service in a plan year, providing that the employee is not covered by a collective bargaining agreement.
Vesting Service	One year for each Plan Year in which a participant has been credited with 1,000 or more hours of service.
Benefit Service	One year for each Plan Year in which a participant has been credited with 1,000 or more hours of service.
Compensation	The base rate of compensation paid by an employer to an employee as of the January 1 of the Plan Year of determination, expressed as an annual rate.
Normal Retirement	Eligibility is attainment of age 65. The normal retirement benefit is the greater of (A) and (B), plus (C): (A) For service prior to January 1, 1978 the benefit is equal to the sum of 3/4% of the December 31, 1977 base salary up to \$16,500 and 1-1/4% of the December 31, 1977 base salary in excess of \$16,500 multiplied by credited service prior to December 31, 1977 (from date of acquisition or, if later, attainment of age 25 with one year of service). For service between January 1, 1978 and December 31, 1988, the benefit is equal to the sum of 1% of the January 1 base salary for that year up to the Social Security Wage base, plus 2% of the January 1 base salary for that year in excess of the Social Security Wage base. For service during each Plan Year between January 1, 1989 and December 31, 1998 (until a participant has 35 total years of service); the benefit is equal to the sum of 1.15% of the January 1 base salary for that year up to \$10,000 plus 1.80% of the January 1 base salary in excess of \$10,000.

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Normal Retirement (continued)

For service during each Plan Year between January 1, 1989 and December 31, 1998 (after the participant has 35 total years of service), the benefit is equal to 1.8% of the January 1 base salary for each year after 35 years

(B,) For service prior to January 1, 1999, the benefit is equal to 1.5% of average compensation (using January 1, 1997, January 1, 1998 and January 1, 1999 compensation) times years of vesting service earned as of January 1, 1999.

(C) For each Plan Year of service beginning on or after January 1, 1999, the benefit is equal to 1.9% of the January 1 base salary.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the normal retirement benefit but using compensation at the time of early retirement and using service only to the early retirement date but reduced for early retirement by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months preceding normal retirement.

Termination

Eligible after five or more years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Pre-Retirement Spouse's Benefit

Eligible upon the death of a married participant while eligible for a vested retirement benefit.

The benefit payable to the surviving spouse is determined as though the participant had retired the day before he died, or at age 55, if later, and accepted the 50% Joint and Survivor Option.

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Retirement Income Account (RIA)

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,
- (B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

A married participant shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single participant shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Hourly Employees' Pension Plan for Wynn's Precision, Inc. (Sub-Plan 148)

Effective Date	June 14, 1959, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Participation	Each participant who was a participant as of January 1, 2001 shall continue as a participant in the 2001 Plan and his Participation Date shall be the date as of which he became a participant in the prior plan. Each employee who was not a participant in the prior plan of the Employer shall become a participant in the 2001 Plan on the January 1st coinciding with or next following the date of which the Employee first performs an Hour of Service for the Employer.
Continuous Service	The period during which an Employee shall have been continuously employed by the Employer or by the Employer's division in Lebanon, Tennessee from his most recent date of employment to the date of his retirement under the Plan or his Normal Retirement Date, whichever occurs first. Continuous Service shall not accumulate in excess of two years during any one period of layoff, Leave of Absence, Disability or other specified purpose.
Credited Service	Prior to January 1, 1976 credited service was based on continuous service, and after that date, credited service is computed on the basis of full years and completed months.
Normal Retirement	Eligibility is attainment of age 65 and five years of credited service. (A) Determinations made prior to June 30, 1999: The monthly benefit is \$14.00 multiplied by credited service. If a participant was formerly employed with Wheaton, Inc., the benefit unit below is multiplied by Credited Service accrued after the date of acquisition of the Springfield, Kentucky plant.

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Date of Retirement		
On or After	But Before	Benefit Unit
09-30-96	01-01-97	\$10.00
01-01-97	07-01-99	\$10.00, plus \$1.00 multiplied by credited service under the Wheaton Consolidated Service Retirement Plan as of the acquisition.

(B) Determinations made after June 30, 1999:

The monthly benefit is \$14.00 multiplied by credited service; then increased as shown below.

For employees formerly covered under the Wheaton Consolidated Service Retirement Plan, \$4.00 times credited service earned under that plan at date of acquisition plus \$14.00 times credited service thereafter; then increased as shown below

Effective As of:	Kentucky Employees	Lebanon Union Employees
April 2001	\$5/\$15	\$15
May 2001	—	—
April 2002	\$6/\$16	\$16
May 2002	—	—
April 2003	\$7/\$17	\$17
May 2003	—	—
April 2004	\$8/18	\$18
May 2004	—	—
April 2005	Closed	\$19
April 2006		\$20
April 2007		\$21
April 2008		\$23

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Early Retirement

Eligibility is attainment of age 55 and completion of five years of credited service.

Benefit is equal to either: (i) deferred benefit payable at his normal retirement date equal to accrued benefit determined as of his early retirement date, or (ii) an immediate pension equal to his accrued benefit determined as of his early retirement date but reduced 0.4% for each month that early retirement precedes normal retirement date.

Disability Benefit

Eligible after five or more years of credited service and deemed disabled by the Administrative Committee.

Benefit is equal to:

- (A) Prior to the participant's Normal Retirement Date, \$19.00 multiplied by credited service, and
- (B) At the participant's Normal Retirement Date, accrued retirement benefit determined as of his disability retirement date.

Termination

Eligible after three or more years of credited service (five years prior to July 1, 2008)

The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Pre-Retirement Spouse's Benefit

Eligible upon the death of an active employee while eligible for a vested retirement benefit.

A Survivor Annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or

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Pre-Retirement Spouse's Benefit (continued)

- (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post-Termination Spouse's Benefit

Eligible upon the death of a former employee while eligible for a vested benefit.

A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or
- (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a survivor annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Hourly Employees' Pension Plan for Dynamic Seals, inc. (Sub-Plan 149)

Effective Date	March 1, 1982, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All hourly employees who are members of a designated class of employees for which a separate benefit schedule is adopted by the Employer shall participate as of the date of hire.
Vesting Service	Continuous service as determined prior to March 1, 1982 under The Richardson Company 1966 Divisional Pension Plan for Hourly-Rated Employees plus the exact number of years and days of an individual's employment with the employer.
Benefit Service	No service prior to March 1, 1982. Thereafter, the exact number of years and days of an individual's employment with the employer.
Normal Retirement	Eligibility is attainment of age 65 and completion of five years of vesting service. The amount of the monthly benefit is as follows:
Employees of Dynamic Seals, inc. Houston, Texas Plant	\$5.00 multiplied by credited service (as an employee under this Plan) from March 1, 1982 (or date of hire, if later) to December 31, 1992 plus \$7.50 multiplied by credited service on or after January 1, 1993 to January 1, 2001.
Employees of Dynamic Seals, Inc. Lynchburg, Virginia Plan	The benefit unit below is multiplied by all years of credited service (as an employee under this Plan) after February 26, 1982 (or date of hire, if later)

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-00	01-01-01	\$ 9.50
01-01-01	01-01-02	11.00
01-01-02	01-01-03	13.00
01-01-03	01-01-04	14.00
01-01-04	01-01-05	15.00
01-01-05	01-01-06	17.00
01-01-06	01-01-07	18.00
01-01-07	01-01-08	19.00
01-01-08	01-01-09	20.00
01-01-09		22.00

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Plan Provisions

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

Benefit is equal to either: (A) deferred benefit payable at normal retirement date equal to the accrued benefit at early retirement date, or (B) an immediate pension reduced 0.4% for each month that early retirement precedes normal retirement date.

Disability

Eligible after 15 years of vesting service and total and permanent disability.

The disability benefit is equal to the accrued retirement benefit determined at disability retirement date. The unreduced accrued retirement benefit will be doubled for the period between the date of disability benefits begin and the earlier of normal retirement date or the date the employee becomes eligible for Social Security primary old age or disability benefits.

Termination

Eligible after five or more years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Pre-Retirement Spouse's Benefit

Eligible upon the death of an active married employee while eligible for a vested retirement benefit.

A Survivor Annuity for the lifetime of the participant's spouse in an amount equal to and payable as:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or
- (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

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Plan Provisions

Post-Termination Spouse's Benefit

Eligible upon the death of a former married employee while eligible for a vested benefit.

A Survivor Annuity for the lifetime of the participant's spouse in an amount equal to and payable as:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or
- (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Special Termination Benefit

Eligible if attained five years of uninterrupted employment after March 1, 1982 and not eligible for a pension benefit other than severance under this plan and either terminated because no longer meets the requirements of the job and is not qualified for transfer to another job, or terminated because operations at a plant or department are permanently discontinued. This does not apply if the employee is temporarily disabled and under age 65 and leaves the service of the employer while still considered employable by the employer.

The benefit is computed on the following basis:

Length of Most Recent Uninterrupted Employment(After March 1, 1982)	Percent of Total Earnings (After March 1, 1982)
5 years but fewer than 10	2.0%
10 years but fewer than 15	2.5%
15 or more years	3.0%

Earnings means the entire amount of compensation paid to the employee by the employer, including piecework earnings and bonuses, overtime pay, shift premiums, vacation pay, reporting for work pay and holiday pay.

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Plan Provisions

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Lump sum payout

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

**Former Goshen Rubber Company, Inc. Pension Plan —Goshen Plan Union Employees
(Sub-Plan 150)**

Effective Date	June 2, 1961, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Participation	Each employee who is covered under the collective bargaining agreement between the employer and Local 650, United Rubber, Cork Linoleum and Plastic Workers of America shall become a participant on the date next following the date as of which he has completed six months of employment without regard to hours of service. Note that employees on June 2, 1989 that were participants in the 1985 Plan will continue to be participants in the 1989 Plan, with their participation date equal to the participation date in the 1985 Plan.
Credited Service	Continuous service from the employee's employment commencement date to his severance from service date computed on the basis of completed one-twelfths of a year.
Vesting Service	Continuous service from the employee's Employment Commencement Date to his Severance from Service Date computed on the basis of completed one-twelfths of a year.
Normal Retirement	Eligibility is attainment of age 65, The monthly benefit is equal to the sum of the following: (A) Credited service earned prior to August 1, 1988 multiplied by \$10.50; plus (B) Credited service earned after August 1, 1988, but before January 1, 1995 multiplied \$15.50 plus (C) Credited service earned after January 1, 1995 but before June 2, 1998 multiplied by \$18.00; plus (D) Credited service earned after June 2, 1998 but before July 1, 2002 multiplied by \$ 21.00; plus

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Plan Provisions

Normal Retirement (continued)

(e) Credited serviced earned after July 1, 2002 multiplied by the benefit unit shown below:

Date of Retirement		
On or After	But Before	Benefit Unit
07-01-02	07-01-03	\$ 22.00
07-01-03	07-01-04	22.75
07-01-04	07-01-05	23.50
07-01-05	07-01-06	24.25
07-01-06	07-01-07	26.25
07-01-07	07-01-08	28.25
07-01-08		30.25

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to an immediate pension equal to the accrued benefit determined as of the early retirement date reduced 0.4% for each month that early retirement precedes the first day of the month coinciding with or otherwise next following the participant's 62nd birthday.

Disability Retirement

Eligible after 10 years of vesting service.

The disability benefit is equal to the accrued benefit determined as of the disability retirement date. This benefit will be increased by one hundred percent if the participant is not entitled to Social Security disability payments. This increased benefit will be reduced to the regular disability benefit on his normal retirement date or when he begins to receive any Social Security payments, whichever comes first.

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Plan Provisions

Termination

Eligible after five or more years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

In lieu of receiving a benefit as described above, a participant may elect to receive a single lump sum severance benefit in the amount of \$195.00 multiplied by his years of credited service. The participant's benefit payable as a monthly amount starting on his normal retirement date is then reduced by this lump sum.

Pre-Retirement Spouse's Benefit

Eligible upon the death of an active married employee while eligible for a vested retirement benefit.

A Survivor Annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or
- (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a Survivor Annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post-Termination Spouse's Benefit

Eligible upon the death of a former married employee while eligible for a vested benefit.

A Survivor Annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows:

- (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the Qualified Joint and Survivor Annuity payable as if the participant had retired on the day before his date of death; or

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Plan Provisions

Post-Termination Spouse's Benefit
(continued)

(B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the Qualified Joint and Survivor Annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis,

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, 15, or 20 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Level income option

Changes in Plan Provisions since the Prior Year
None.

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Plan Provisions

Former Watts FluidAir Pension Plan —Hourly Participants (Sub-Plan 151-H)

Effective Date	March 18, 1978, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.										
Eligibility	All production and maintenance employees of the company compensated on an hourly basis will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained at least age 21. Note: An employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12-month period following his date of hire or during any following Plan Year.										
Vesting Service	One year of vesting service shall be credited for each plan year that the participant has earned 1,000 hours. If the participant has earned less than 1,000 hours, but has not experienced a break in service, vesting service credit will be granted according to the following schedule: <table><tr><th>Hours of Service During One Plan Year</th><th>Vesting Service Credit</th></tr><tr><td>500–727</td><td>0.3</td></tr><tr><td>728K935</td><td>0.4</td></tr><tr><td>936–999</td><td>0.5</td></tr><tr><td>1,000 or more</td><td>1.0</td></tr></table>	Hours of Service During One Plan Year	Vesting Service Credit	500–727	0.3	728K935	0.4	936–999	0.5	1,000 or more	1.0
Hours of Service During One Plan Year	Vesting Service Credit										
500–727	0.3										
728K935	0.4										
936–999	0.5										
1,000 or more	1.0										
Benefit Service	One full year of benefit service will be credited for every Plan Year that the member completes 2,080 hours of service; for less than 2,080 hours of service in a Plan Year, a fraction of a year equal to the number of hours of service divided by 2,080 (rounded to the nearest 1/10th) will be credited.										

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Plan Provisions

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is equal to the benefit amount in the table below multiplied by benefit service.

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-1989	01-01-2003	\$11.00 ¹
01-01-2003	07-01-2004	12.50
07-01-2004	01-01-2005	13.50
01-01-2005	01-01-2006	14.50
01-01-2006	01-01-207	16.00
01-01-2007	01-01-2008	16.50
01-01-2008	01-01-2009	17.50
01-01-2009		18.50

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the normal retirement benefit based on benefit service as of the early retirement date. Payments that begin prior to the normal retirement date will be reduced by 5/9 of 1% for each of the first 60 months by which commencement precedes the normal retirement date, and by 5/18 of 1% for each month thereafter, if any, by which commencement of benefits precedes the normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

¹ Includes retirees receiving benefits as of January 1, 1989.

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Plan Provisions

Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Pre-Retirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% Joint and Survivor Annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement (late at spouse's election) or date of death.
Post-Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% Joint and Survivor Annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date at spouse's election) or date of death.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Forms of Payment	A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis. Other options are available.

Changes in Plan Provisions since the Prior Year

Effective July 1, 2009, the benefit unit changed from \$17.50 to \$18.50.

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Plan Provisions

Former Watts FluidAir Pension Plan—Salaried Participants (Sub-Plan 151-S)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	All clerical and salaried employees of the company will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained age 21. Note: an employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12-month period following his date of hire or during any following Plan Year.
Vesting Service	A year of vesting service is granted for each Plan Year that the employee completes 1,000 or more hours of service.
Benefit Service	A year of benefit service is granted for each year that an employee completes 1,000 or more hours of service, excluding years of service prior to the participant's 18 th birthday.
Final Average Earnings	The average of the highest 60 consecutive months of earnings within the last 120 months ending on the date of termination. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit will be equal to the greater of (A) and (B): (A) the frozen benefit as of December 31, 2000 calculated under the former Watts FluidAir Pension Plan for Salaried Employees formula, plus the benefit for future service calculated under the former Parker Hannifin Corporation Retirement Plan formula, or (B) the benefit for all service calculated under the former Parker Hannifin Corporation Retirement Plan formula. (Same as Sub-Plan 050 formula)

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Plan Provisions

Normal Retirement (continued)

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the benefit calculated at normal retirement but based on final average earnings as of the early retirement date. Payments may begin before normal retirement date, but will be reduced in accordance with the following schedule:

Years Before Normal Retirement Date	Reduction Factor
0	1.000
1	0.923
2	0.846
3	0.769
4	0.731
5	0.692
6	0.654
7	0.615
8	0.577
9	0.529
10	0.486

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Plan Provisions

Early Retirement (continued)

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination

Eligible after three or more years of vesting service (five years prior to July 1, 2008).

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Spouse's Benefit

Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death.

The benefit payable to the surviving spouse is equal to the spouse's portion of the 50% Joint and Survivor benefit calculated at the time of death but payable at the later of the participant's Normal Retirement Date (or early retirement date if the spouse elects) and date of death.

Pension Increase for Retirees

Retired participants as of June 1, 2001 received a one-time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.

Retirement Income Account (RIA)

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

- (A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,
- (B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

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Plan Provisions

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Miller Fluid Power Defined Benefit Plan (Sub-Plan 153)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Participation	Employees are eligible to participate at the later of the first of the month coinciding with or next following the date at which he reaches age 21 or one year of benefit service.
Vesting Service Salaried Participants	One year of service for each 12-month period of employment with prorated service (to the nearest 1/10 th) for periods less than a full year.
Hourly Participants	An employee receives one year of vesting service for each Plan Year after January 1, 1989 in which 1,000 hours of service are performed.
Years of Benefit Service Salaried Participants	(A) Year of Benefit Service prior to January 1, 2002 A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65. (B) Year of Benefit Service after January 1, 2002 One year of service for each 12-month period of employment with prorated service (to the nearest 1/10th) for periods less than a full year.
Hourly Participants	A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65.
Average Monthly Compensation	Average of the highest five calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC Section 401(a)(17) limit in the year of retirement or termination (\$200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

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Plan Provisions

Normal Retirement

Eligibility is attainment of age 65.

Salaried Participants

The monthly benefit is equal to (A) plus (B):

(A) the frozen benefit as of December 31, 2001 calculated under the former Miller Fluid Power Pension Plan.

(B) the monthly benefit equal to 26.25% of average monthly compensation up to Social Security Covered Compensation, plus 47.60% of average monthly compensation in excess of the Social Security Benefit Base, reduced proportionately if benefit service is under 35 years, plus .5% of average monthly compensation multiplied by the number of benefit service years earned after December 31, 2001 in excess of 35 (maximum five years). A minimum benefit based on the benefit unit table below times basic service earned after December 31, 2001 (maximum 40 years) will be paid. Social Security Covered Compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		Minimum Benefit Unit
On or After	But Before	
07-01-89	01-01-01	\$ 12.50
01-01-01	01-01-02	15.00
01-01-02	01-01-03	18.00
01-01-03		21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

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Plan Provisions

Hourly Participants

- (A) \$5 multiplied by years of benefit service completed prior to January 1, 1989, and
- (B) the benefit unit below multiplied by years of benefit service after December 31, 1988.

Date of Retirement		Benefit Unit
On or After	But Before	
01-01-89	04-01-02	\$ 15.00
04-01-02	04-01-03	16.00
04-01-03	04-01-05	17.25
04-01-05		18.50
Closed		

Early Retirement Salaried Participants

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to either: (i) deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) an immediate pension equal to (i) but reduced .5% for each month that early retirement precedes normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Hourly Participants

Age 55 and 10 years, reduced .5% per month preceding normal retirement date.

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Plan Provisions

Disability Retirement
Salaried Participants

No provision is provided applicable to the salary-related formula.

Hourly Participants

Eligible upon termination of employment on account of total and permanent disability. The disability benefit is equal to the 100% vested accrued benefit at the date of disability and is payable at the normal retirement date.

Termination
Salaried Participants

Eligible after three or more years of vesting service (five years prior to July 1, 2008)

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Hourly Participants

Employees are vested in their benefits based on the following schedule:

Years of Vesting Service	Vesting Percent
0-1	0%
2	20
3	40
4	60
5	80
6+	100

Participants become 100% vested on their normal retirement date regardless of their years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65.

Pre-Retirement Spouse's Benefit
Salaried Participants

Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding the date of death.

The benefit payable to the surviving spouse is determined as though the employee had retired the day before the date of death, taken immediate early retirement, and accepted the 50% Joint and Survivor Option.

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Plan Provisions

Hourly Participants

Eligible upon the death of an active married employee.

The Surviving Spouse will receive 50% of the amount of the benefit that the employee would have received had the employee been 100% vested, terminated on the day of death, survived to normal retirement date, elected the 50% Joint and Survivor form then died the day after retirement. The surviving spouse will begin to receive this benefit at the later of the employee's date of death or normal retirement date.

Post-Termination Spouse's Benefit Salaried Participants

Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death.

If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before the date of death and accepted the 50% Joint and Survivor Option.

If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% Joint and Survivor Option.

Hourly Participants

Eligible upon the death of a former employee while eligible for a vested benefit.

The surviving spouse will receive 50% of the employee's vested benefit calculated as if the 50% Joint and Survivor form was elected, payable the later of the employee's date of death or normal retirement date.

Retirement Income Account (IRA) Salaried Participants

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

(A) continued participation and full benefit accrual under the Consolidated Pension Plan; or,

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(B) frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 Choice date.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, or 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life

Changes in Plan Provisions since the Prior Year

None.

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**Former Denison Hydraulics Inc. Hourly Pension for Former Delaware and Marysville Employees
(Sub-Plan 157)**

Effective Date January 1, 1987 as the Hagglunds Denison Hourly Pension Plan, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.

Participation All inactive and retired participants of the Hagglunds Denison Hourly Pension Plan as of May 31, 1993 became participants of the Denison Hydraulics, Inc. Hourly Pension Plan for Former Delaware and Marysville Employees.

Future eligibility to participate under the Plan was frozen effective June 30, 1993.

Vesting Service One year of Vesting Service is credited for each twelve consecutive month period during which the participant completes at least 1,000 hours of service.

Benefit Service One year of Benefit Service is credited for each twelve consecutive month period beginning on the date the employee first performs an hour of service. Each fraction of a calendar month period greater than 14 days shall equal 1/12th of a year of benefit service.

Benefit Service accrual under the Plan was frozen effective June 30, 1993.

Normal Retirement Eligibility is attainment of age 65.

Marysville The monthly benefit is the applicable benefit unit below multiplied by the years of Credited Service.

Date of Retirement	Benefit Unit
01/01/1987 to 06/27/1987	\$ 13.00
06/28/1987 to 06/25/1988	13.50
06/26/1988 to 06/24/1989	14.00
06/25/1.989 to 06/30/1990	14.50
07/01/1990 to 06/30/1991	15.00
07/01/1991 to 06/30/1992	16.00
07/01/1992 and After	17.00

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Delaware

The monthly benefit is the applicable benefit unit below multiplied by the years of Credited Service.

Date of Retirement	Benefit Unit
01/01/1987 to 04/26/1987	\$ 14.50
04/27/1987 to 04/24/1989	15.50
04/25/1989 and After	16.00

For both Marysville and Delaware participants, this amount will be reduced by the benefit earned as of December 12, 1986 under the Non-Contributory Retirement and Disability Pension Plan of Abex Corporation.

Early Retirement

Eligibility is attainment of age 60 and completion of ten years of service.

The early retirement benefit is equal to the normal retirement benefit reduced by 5/9 of one percent for each month the benefit commences before the participant's normal retirement date. Unreduced benefit available if certain age/service requirements are met.

Disability Retirement

Eligibility is ten years of service for a Marysville participant (fifteen years of service for a Delaware participant) who is deemed to be permanently disabled.

The disability retirement benefit is a monthly benefit payable until Normal Retirement equal to the normal retirement benefit (calculated using benefit service at disability) unreduced by the benefit due from Abex (increased by 50% if the individual is not receiving Social Security Disability) but not less than \$100.00. At Normal Retirement the normal retirement benefit is payable.

Termination

Eligible after five or more years of vesting service.

The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 60 with ten years of service, reduced as for early retirement.

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Pre-Retirement Spouse's Benefit

The eligible surviving spouse of a vested participant will receive a pension payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the date before death and elected a 50% Joint and Survivor Annuity at the first eligible age.

Post-Retirement Death Benefit

A death benefit of \$1,550 is payable to a named beneficiary of a participant who is retired (not a vested separation) if such participant was insured for life insurance under the company's group insurance plan immediately prior to retirement.

Normal Forms of Payment

An employee will normally receive his benefit on a straight-life basis or, if married, a reduced monthly benefits payable for life with 50% of the reduced benefit continuing to the participant's spouse upon death.

Other optional forms available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Lump sum payout.

Changes in Plan Provisions since the Prior Year

None.

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Plan Provisions

Former Denison Hydraulics Inc. Salaried Pension Plan (Sub-Plan 158)

Effective Date	January 1, 1987 as the Hagglunds Denison Salaried Pension Plan, as restated July 1, 2001 and amended through the Valuation Date, most recently by Amendment 12.
Eligibility	Each non-union salaried employee as of the effective date became a participant as of that date. Any other non-union salaried employee became a participant on his employment date or transfer date. All participants of the Hagglunds Denison Hourly Pension Plan as of June 15, 1993 became participants of the Denison Hydraulics, Inc. Salaried Pension Plan on that date. Future eligibility to participate under the Plan was frozen effective December 31, 1994.
Vesting Service	A year of vesting service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked.
Benefit Service	A year of benefit service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked. Benefit Service accrual under the Plan was frozen effective December 31, 1994.
Final Average Earnings	The average of the highest 36 consecutive months of earnings prior to December 31, 1994, or, if earlier, on the date of termination or retirement. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is attainment of age 65. The benefit payable for life of the participant will be equal to (A) + (B) + (C) but not less than (D): (A) 0.8% of Average Annual Compensation times Years of Credited Service not in excess of 35 years.

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(B) 0.4% of Average Annual Compensation in excess of Covered Compensation times years of Credited Service to a maximum of 35 years.

(C) 1.5% of Average Annual Compensation times Years of Credited Service in excess of 35 years.

Participants who are due benefits from a former "Recognized Employer" (including Abex Corporation, ASEA Hagglands, Inc. or ABB Power Generation, Inc.) will have the above benefit offset by benefits accrued under Plans sponsored by the former "Recognized Employers."

(D) The participant's accrued benefit under the prior plan in effect December 31, 1989.

Regular Early Retirement

Eligible at age 60 with a minimum of 10 years of service or if hired prior to age 35, and combined age and service total at least 75.

The early retirement benefit is the accrued portion of the normal retirement benefit reduced as follows.

(A) for participants who were hired prior to age 35, have completed more than 30 years of service and retire with combined age and service totaling at least 75, the monthly pension is reduced by $\frac{1}{2}$ of 1% for each month the benefit commencement date precedes age 60,

(B) for participants who were hired prior to age 35, have completed less than 30 years of service and retire with combined age and service totaling at least 75, the Monthly pension is reduced by $\frac{1}{2}$ of 1% for each month the benefit commencement date precedes the date the participant would have attained age 60 or 30 years of service, whichever is later.

(C) for all other participants, the monthly pension is reduced by $\frac{1}{2}$ of 1% for each month the benefit commencement date precedes Normal Retirement.

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Participants entitled to benefits payable under Items (A) and (B) above, are also entitled to an annual supplement equal to \$33.00 times years of credited service, appropriately reduced, as noted above, payable until age 65. In no event should combined annual benefits (regular plus supplemental) payable to such participants prior to age 65 be less than \$189.00 times years of credited service.

Termination

Eligible after three or more years of vesting service (five years prior to July 1, 2008).

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Pre-Retirement Spouse's Benefit

The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the day before death and elected a 50% Joint & Survivorship at the first eligible age.

Disability Benefit

A participant who is disabled prior to Normal Retirement or Early Retirement shall receive a benefit at Normal Retirement or Early Retirement assuming the participant continued to earn Credited Service and compensation at the rate of compensation in effect on the date of disability through that period. However, service and compensation earned after December 31, 1994 will not be considered.

Forms of Payment

A married employee shall receive his benefit on a 50% Joint and Survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a Life Annuity. A single employee shall receive the benefit on a Life Annuity basis.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Level income option

Changes in Plan Provisions since the Prior Year

None.

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Former Pension Plan for Hourly Paid Employees of Sporlan Valve Company and Jefferson Products Company (Sub-Plan 161)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the Valuation Date, most recently Amendment 12. This Plan was merged with the Parker Hannifin Corporation Pension Plan, effective December 31, 2004.
Eligibility	Hourly paid employees in Covered Service working at least 667 hours per year participate after one year of employment; provided however there shall be no new Participants hired on or after January 1, 2002.
Covered Service	The period during which a person is an hourly paid employee excluding anyone covered by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining and anyone working for the division of Jefferson Products Company doing business as Cline or the business operation known as I-Line Manufacturing.
Benefit Service	(A) Employment periods prior to January 1, 1959 For each calendar year prior to January 1, 1959: (i.) One year, if paid for 2,000 or more hours of Covered Service, or (ii.) $1/12^{\text{th}}$ year for each 167 paid hours of Covered Service. Provided that total Benefit Service for all periods prior to January 1, 1959 shall not exceed 20 years. (B) Employment periods after January 1, 1959 For each calendar year after December 31, 1958: (i.) One year of service for each 12-month period of employment with prorated service (to the nearest $1/10^{\text{th}}$) for periods less than a full year. (ii.) $3/4$ year for 1,000 to 1,333 Hours of Service, or (iii.) $1/2$ year for 667 to 999 Hours of Service. (iv.) $1/12^{\text{th}}$ year for each 167 Hours of Service for total Hours of Service from 167 to 666.

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Effective January 1, 2002, an employee who returns to service on or after January 1, 2002, following a lay-off of more than 18 months or termination of service for fourteen (14) or more calendar days shall not earn any fractional or full years of Benefit Service for periods beginning on or after such return to service.

Vesting Service

Continuous employment prior to January 1, 1976 plus each calendar year after December 31, 1975 in which a person has 1,000 Hours of Service or more.

Normal Retirement

(A) Eligible at age 65 with five years of Benefit Service (but not later than the later of age 65 or the fifth anniversary of plan participation).

(B) For participants leaving covered employment after December 31, 1992:

\$6.00 times years of Benefit Service from January 1, 1939 to December 31, 1948, plus
\$13.00 times years of Benefit Service from January 1, 1949 to December 31, 1988, plus
\$17.00 times years of Benefit Service from January 1, 1989 to December 31, 1992, plus
\$19.00 times years of Benefit Service after December 31, 1992.

Future benefit accruals under this Plan ceased effective with the December 31, 2004 Plan merger.

Early Retirement

(A) Eligible at age 60 with ten years of Benefit Service.

(B) Accrued Benefit reduced by 3/9% for each month that Early Retirement precedes Normal Retirement Date.

For participants who left covered employment before January 1, 1992, the reduction is 5/9% for each month that Early Retirement precedes Normal Retirement Date.

Future benefit accruals under this Plan ceased effective with the December 31, 2004 Plan merger.

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Early Retirement (continued)

Sporlan Plan participants actively employed and under age 50 on the December 31, 2004 plan merger date are eligible for the Temporary Pension Supplement (TPS) upon retirement after attaining age 60 with at least 10 years of vesting service (but not age 55 with 20 years of vesting service), provided the participants are not eligible for Medicare. The main provisions of the TPS are summarized in the Appendix.

Late Retirement

(A) Eligible after Normal Retirement.

(B) Greater of Accrued Benefit at Late Retirement or actuarial equivalent of Normal Retirement Benefit at Late Retirement.

Future benefit accruals under this Plan ceased effective with the December 31, 2004 Plan merger.

Disability Retirement

(A) Eligible after Fifteen years of Benefit Service and termination due to covered total and permanent disability lasting at least six months.

(B) Accrued Benefit.

Future benefit accruals under this Plan ceased effective with the December 31, 2004 Plan merger.

Termination

Eligible after three years of Vesting Service. (five years prior to July 1, 2008)

Full Accrued Benefit payable beginning at Normal Retirement or, with ten years of Benefit Service, reduced Early Retirement Benefit beginning from age 60 to 65.

Future benefit accruals under this Plan ceased effective with the December 31, 2004 Plan merger.

Form of Benefit

Five years Certain and Life normal form.

Other options available are:

- 50%, 75%, or 100% Joint and Survivor
- 5, 10, 15 year Certain and Life
- 50% Joint and Survivor with 10 year Certain and Life
- Lump sum payout

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Preretirement Death Benefit

Eligible if married and age 60 with ten years of Benefit Service, married with five years of Vesting Service or unmarried and active with five years of Vesting Service.

- (A) If participant had been married and eligible for Early Retirement

Monthly benefit to spouse for life.

For deaths occurring before January 1, 1990, Accrued Benefit reduced for 50% Joint and Survivor payment form. For deaths occurring on or after January 1, 1990, Accrued Benefit of participant.

- (B) If participant had been married and vested but not eligible for Early Retirement

Monthly benefit to spouse for life commencing at first date participant would have been able to commence Vested Deferred Termination benefit.

For deaths occurring before January 1, 1990, one-half of Accrued Benefit reduced for 50% Joint and Survivor payment form. For deaths occurring on or after January 1, 1990, Accrued Benefit of participant.

- (C) If participant had been active, unmarried and vested

Monthly for 60 months.

For deaths occurring after December 31, 1991, Accrued Benefit discounted by 6% per annum for the period between actual commencement and the month following the month containing the employee's 65th birthday.

Changes in Plan Provisions since the Prior Year

None.

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Changes in Plan Provisions Since the Prior Year—Effecting All Sub-Plans

The July 1, 2009 funding valuation reflects the following plan changes:

- An increase in the annual pay limit under IRC Section 401(a)(17) from \$230,000 in 2008 to \$245,000 in 2009.
- An increase in the annual maximum benefit limit under IRC Section 415 from \$185,000 in 2008 to \$195,000 in 2009.
- An early retirement window program was offered to eligible participants in Sub-Plan 001 and 050 during the 2009 fiscal year. 76 active employees elected to retire under this program with enhanced benefits.
- Supplemental add-on benefits for three participants were reflected beginning with the July 1, 2009 plan year.
- Many locations had an increase in the multiplier used in the benefit formula. See the Plan Provisions section for details.
 - Any multiplier changes adopted on or before 9/1/2009 were reflected in the valuation as allowed through an optional election under the Pension Protection Act of 2006. The multiplier becoming effective during the current plan year was used in the benefit formula and was considered effective as of the beginning of the plan year, in accordance with the Pension Protection Act of 2006.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

The target liability was calculated using the full yield curve based on corporate bond rates for March. As such, “3” was entered on line 21b as the applicable look-back month.

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Appendix—RMA and TPS Benefits

RMA Benefits (Active Participants)

A Retiree Medical Account (RMA) opening balance was established on the opening balance date for all active participating employees as of the effective date at RMA eligible locations. This opening balance was calculated as follows:

- An annual RMA credit is assumed to be granted to each RMA eligible participant on each December 31st from the RMA accrual date to the opening balance date.
- Each annual RMA credit is accumulated using a 6% annual interest rate from the December 31st date. It is credited to the opening balance date.

After the establishment of the opening balance, interest will be credited to the RMA at the end of each month based on a 6% annual interest rate. These monthly interest credits will continue until the date of benefit commencement.

Each eligible participant will also receive an annual RMA credit on each December 31st as long as the participant remains an employee. The annual RMA credit, which is based on the age of the participant at the RMA accrual date, will be the same annual RMA credit that was used to determine the opening balance. The RMA accrual date is generally the participant's original date of hire or the credited service date for some acquisitions.

The table below shows the annual RMA credit based on several sample participant ages on their accrual dates:

Age on RMA Accrual Date	Annual RMA Credit
25	\$185
30	230
35	295
40	380
45	510
50	500
55	850
60	850

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RMA Benefits
(Active Participants, continued)

Upon benefit commencement, the accumulated RMA balance is converted to a monthly annuity as follows:

- For unmarried participants, the benefit will be paid as a Life Annuity.
- For married participants, the benefit will be paid as a 50% Qualified Joint and Survivor Annuity (without any actuarial reduction).

The basis upon which the RMA balance is converted to a monthly annuity is the 1994 Group Annuity Reserving Table, a 6% annual rate of interest, plus a 10% increase in the resulting annuity conversion factor. The conversion factors are based on the participant's age at benefit commencement.

A pre-retirement survivor benefit is available if the participant is not eligible for early retirement at the time of death, but has completed five or more years of vesting service. This RMA pre-retirement survivor benefit is payable as early as the date the participant would have attained age 55 in an amount equal to 50% of the benefit that would have been payable had the participant survived until the earliest possible retirement age under the Plan. If the participant is eligible for early retirement at the time of death, the RMA pre-retirement survivor benefit is payable immediately and is equal to 50% of the benefit that would have been payable had the participant retired the day before death.

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RMA Benefits (Retired Participants on June 1, 2001)

The RMA benefit for this group is an additional monthly pension paid effective June 1, 2001. Retirees in payment status (or deferred retirees) on June 1, 2001 who were eligible for retiree medical now receive an RMA benefit based on their years of service at termination. The amount of the monthly RMA benefit is determined by the table below:

Years of Service	RMA Benefit
10–19	\$ 120
20–29	160
30 and over	200

Surviving Spouses in payment status on June 1, 2001 receive one-half of the RMA that the participant would have received based the participant's service.

TPS Benefits (Active Participants)

A participant may also be eligible to receive a Temporary Pension Supplement (TPS) at benefit commencement if retiring from active service prior to normal retirement and meeting certain eligibility conditions. Participants retiring under normal, early or disability retirement, will receive the TPS payable until age 65 if the participant retires at age 60 with 10 or more years of service, or at age 55 with 20 or more years of service. Participants retiring under normal, early or disability retirement who were at least age 50 with five or more years of service on July 1, 2001 will be eligible for the supplement if the participant retires on or after age 55 with 10 or more years of service. For this latter group of participants, the supplement will continue to be paid through the later of the month prior to the participant's 65th birthday or the spouse's 65th birthday. The TPS is payable as a Life Annuity for participants who are not married at the time of commencement and as a 50% Qualified Joint and Survivor Annuity (without any actuarial reduction) for participants who are married at the time of commencement.

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The amount of the monthly TPS is determined by the table below:

Years of Service	Monthly TPS to Age 65
10–14	\$ 180
15–19	230
20–24	300
25–29	370
30–34	450
35–39	500
40+	550

A pre-retirement survivor benefit is available if the participant is eligible for the TPS at the time of death; the surviving spouse will receive a benefit equal to 50% of the TPS amount that the participant would have been entitled to had the participant retired the day before death. This pre-retirement survivor TPS benefit is payable until the month prior to the former participant's 65th birthday. If the employee was age 50 or older with five or more years of service on July 1, 2001 and died after attaining age 55 with at least 10 years of service, the pre-retirement survivor TPS benefit payable to the surviving spouse continues until the later of the month prior to the participant's 65th birthday or the surviving spouse's 65th birthday.

TPS Benefits (Retired Participants on June 1, 2001

Retirees who were under age 65 or retirees who have spouses who were under age 65 as of June 1, 2001 receive the TPS to the later of the month before the retiree or spouse turns age 65. The amount of the TPS is determined by the table below:

Years of Service	TPS Benefit
10-19	\$ 210
20-29	330
30 and over	450

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Retirees at the Stratoflex locations (HRIS codes 27400, 27800, 28400 and now receive a TPS benefit, which is payable only until the later of the month before the retiree or spouse turns age 65. The amount of the TPS is based on the table below:

Years of Service	Stratoflex TPS Benefit
10–19	\$ 270
20–29	410
30 and over	550

If a retiree in pay status as of June 1, 2001 subsequently dies, the surviving spouse will continue to receive one half of the RMA plus one-half of the TPS, if applicable. Surviving Spouses in pay status on June 1, 2001 receive one-half of the TPS that the participant would have received based on his or her age and service.

Millennium Increase(Retired Participants on June 1, 2001)

The “Millennium Increase” is a one-time pension increase for all normal, early and disabled retirees, plus surviving spouses, who had attained age 65 as of June 1, 2001 and in who were payment status on that date. The pension increase was 2% for each year the participant was over age 65 (or retirement date, if later), with a maximum increase of 10%. The minimum benefit increase was \$5.00 per month for each year the participant was over age 65 (or retirement date, if later), or at least \$25.00 per month.

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Schedule SB, line 32—Schedule of Amortization Bases

Type Of Base	Present Value of Installments	Valuation Date Established	Remaining Years in Amortization Period	Amortization Amount
Shortfall	\$233,582,468	July 1, 2009	7	\$39,874,681

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Schedule SB, line 25—Change in Funding Method

The funding valuation reflects the following changes:

- A change in the asset valuation method from a market value method to the 2-year smoothed value method as of July 1, 2009.
- A change in the interest rate assumption from the full yield curve rates as of June 2008 (no lookback) to the full yield curve with a three month lookback (March 2009 yield curve).
- An addition to the Target Normal Cost of assumed expenses payable from the trust, as required by WRERA.

These changes have automatic approval under final regulations, Notice 2009-22 or other IRS guidance.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following changes:

- A change in the salary increase assumption from a fixed rate of 3.50% plus the merit amount shown in Table 1 of the Appendix to a variable rate of 0% for fiscal years 2009 and 2010, 3.0% for fiscal year 2011, 3.5% for fiscal year 2012 and 4.0% per year thereafter, plus the merit amount shown in Table 1 of the Appendix.

This change was made to better reflect the anticipated plan experience. This assumption change did not reduce the funding shortfall, as such approval of the Commissioner is not required.