

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 10/01/2009 and ending 09/30/2010	
A	This return/report is for: ☐ a multiemployer plan; ☒ a single-employer plan; ☐ a multiple-employer plan; or ☐ 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 ELMERS PENSION PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 10/01/1961
2a	Plan sponsor's name and address (employer, if for a single-employer plan) (Address should include room or suite no.) ELMERS PRODUCTS, INC 460 POLARIS PARKWAY SUITE 500 WESTERVILLE, OH 43082
2b	Employer Identification Number (EIN) 51-0370365
2c	Sponsor's telephone number 614-985-2600
2d	Business code (see instructions) 339900

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.	07/15/2011	CHERYL BOLTZ
	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") ELMERS PRODUCTS, INC 460 POLARIS PARKWAY SUITE 500 WESTERVILLE, OH 43082	3b Administrator's EIN 21-0481254 3c Administrator's telephone number 614-985-2600
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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 ELMERS PRODUCTS, INC	4b EIN 21-0481254 4c PN 001	
5 Total number of participants at the beginning of the plan year	5	1432
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	143
b Retired or separated participants receiving benefits.....	6b	543
c Other retired or separated participants entitled to future benefits.....	6c	675
d Subtotal. Add lines 6a , 6b , and 6c	6d	1361
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....	6e	17
f Total. Add lines 6d and 6e	6f	1378
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	6g	
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	5
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:
 1G 1I 3H

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)	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	(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 10/01/2009 and ending 09/30/2010

▶ **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>ELMERS 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>ELMERS PRODUCTS, INC</u>	D Employer Identification Number (EIN) <u>51-0370365</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>10</u> Day <u>01</u> Year <u>2009</u>
2	Assets:
a	Market value 2a <u>37151579</u>
b	Actuarial value 2b <u>40866736</u>
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a <u>538</u> <u>29233419</u>
b	For terminated vested participants 3b <u>669</u> <u>15947022</u>
c	For active participants:
(1)	Non-vested benefits 3c(1) <u>341096</u>
(2)	Vested benefits 3c(2) <u>5085909</u>
(3)	Total active 3c(3) <u>225</u> <u>5427005</u>
d	Total 3d <u>1432</u> <u>50607446</u>
4	If the plan is at-risk, check the box and complete items (a) and (b) ☐
a	Funding target disregarding prescribed at-risk assumptions 4a
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor 4b
5	Effective interest rate 5 <u>6.70</u> %
6	Target normal cost 6 <u>360000</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>06/24/2011</u>
Signature of actuary	Date
<u>CINDY FRATERIGO</u>	<u>11-06229</u>
Type or print name of actuary	Most recent enrollment number
<u>PRICEWATERHOUSECOOPERS LLP</u>	<u>312-298-2000</u>
Firm name	Telephone number (including area code)
<u>ONE NORTH WACKER</u> <u>CHICAGO, IL 60606</u>	
Address of the firm	

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

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

Schedule SB (Form 5500) 2009
v.092308.1

Part II Beginning of year carryover and prefunding balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	0	0
8 Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	0
9 Amount remaining (Item 7 minus item 8).....	0	0
10 Interest on item 9 using prior year's actual return of <u>-2.85</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Excess contributions (Item 38 from prior year)		0
b Interest on (a) using prior year's effective rate of <u>7.16</u> %		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance.....		0
12 Reduction in balances due to elections or deemed elections.....	0	0
13 Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	0	0

Part III Funding percentages		
14 Funding target attainment percentage.....	14	80.75 %
15 Adjusted funding target attainment percentage.....	15	80.75 %
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	83.43 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV Contributions and liquidity shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/15/2010	437000	0			
04/14/2010	437000	0			
07/15/2010	437000	0			
10/13/2010	437000	0			
06/14/2011	2740000	0			
			Totals ►	18(b)	4488000
				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	4128690
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: 5.21 %	2nd segment: 6.74 %	3rd segment: 6.84 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 3
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

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

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions).....	31	360000
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	9740710	1801592
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	
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33).....	34	2161592
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	0	0
36 Additional cash requirement (item 34 minus item 35).....	36	2161592
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	4128690
38 Interest-adjusted excess contributions for current year (see instructions).....	38	1967098
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 10/01/2009 and ending 09/30/2010		
A Name of plan ELMERS PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ELMERS PRODUCTS, INC	D Employer Identification Number (EIN) 51-0370365	

Part I	Service Provider Information (see instructions)
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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
BANK OF AMERICA
94-1687665

(b) Enter name and EIN or address of person who provided you disclosure on eligible indirect compensation
HARBOR CAPITAL
04-2679462

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
ISHARES
525 WASHINGTON BLVD SUITE 1405 JERSEY CITY, NJ 07310

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
LAZARD ASSET MANAGEMENT
13-5545100

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

NATIXIS GLOBAL ASSOCIATES
399 BOYLSTON STREET
BOSTON, MS 02116

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

PIMCO

33-0629048

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

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

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

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)

BANK OF AMERICA, N.A.

94-1687665

(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?
19	TRUSTEE	123938	Yes ☒ No ☐	Yes ☒ No ☐	29	Yes ☐ No ☒

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

PRICEWATERHOUSECOOPERS

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?
11	NONE	25200	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MONTAG & CALDWELL INC

58-1022504

(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?
51	NONE	20000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WACHOVIA BANK, N.A.

56-1354495

(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?
19	TRUSTEE	18712	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TURNER INVESTMENT PARTNERS, INC

23-2587824

(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?
51	NONE	15276	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LAZARD ASSET MANAGEMENT

13-5545100

(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?
51	NONE	9407	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

SANTA BARBARA ASSET MANAGEMENT,LLC

20-3432117

(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?
51	NONE	7434	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAPSTONE ASSET MANAGEMENT

76-0022831

(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?
51	NONE	6451	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JACOB, HAXTON & BOORD, LLC

20-0754801

(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?
51	NONE	6250	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:

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 10/01/2009 and ending 09/30/2010		
A Name of plan ELMERS PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 ELMERS PRODUCTS, INC	D Employer Identification Number (EIN) 51-0370365	

Part I	Asset and Liability Statement
---------------	--------------------------------------

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)	4126245	3177000
(2) Participant contributions	1b(2)		
(3) Other.....	1b(3)	137110	587032
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1276814	1628409
(2) U.S. Government securities.....	1c(2)	6323897	1348061
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)	3627133	6605295
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	21811886	11347036
(5) Partnership/joint venture interests	1c(5)	33612	0
(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)		
(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)		17460781
(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	37336697	42153614

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	0	346045
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	346045

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	37336697	41807569
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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)	4488000	
(B) Participants	2a(1)(B)		
(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)		4488000

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

(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	345	
(B) U.S. Government securities	2b(1)(B)	154135	
(C) Corporate debt instruments	2b(1)(C)	264380	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	1270	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		420130
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	341993	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	108932	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		450925
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	114099993	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	111797255	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		2302738

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other	2b(5)(B)	1143811	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		1143811
(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)		
(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		8805604

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3932336	
(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)		3932336
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)	25200	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	207468	
(4) Other	2i(4)	-64	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		232604
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		4164940

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		4640664
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		169792

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: ERNST & YOUNG,LLP

(2) EIN: 34-6565596

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		10000000
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)

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.

For calendar plan year 2009 or fiscal plan year beginning 10/01/2009 and ending 09/30/2010

A Name of plan <u>ELMERS 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>ELMERS PRODUCTS, INC</u>	D Employer Identification Number (EIN) <u>51-0370365</u>

Part I	Distributions
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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>0</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>56-1354495</u> <u>94-1687665</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>40</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)
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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
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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: 66.0% Investment-Grade Debt: 30.0% High-Yield Debt: _____% Real Estate: _____% Other: 4.0%

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): _____

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Elmer's Pension Plan
Years Ended September 30, 2010 and 2009
With Report of Independent Auditors

Ernst & Young LLP



Elmer's Pension Plan
Financial Statements and Supplemental Schedules
Years Ended September 30, 2010 and 2009

Contents

Report of Independent Auditors.....	1
Financial Statements	
Statements of Net Assets Available for Benefits.....	2
Statements of Changes in Net Assets Available for Benefits.....	3
Notes to Financial Statements.....	4
Supplemental Schedules	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	15
Schedule H, Line 4j – Schedule of Reportable Transactions.....	33

Report of Independent Auditors

Plan Administrator
Elmer's Pension Plan

We were engaged to audit the accompanying statements of net assets available for benefits of Elmer's Pension Plan as of September 30, 2010 and 2009, and the related statements of changes in net assets available for benefits for the years then ended, and the supplemental schedules of assets (held at end of year) as of September 30, 2010 and reportable transactions for the year then ended. These financial statements and supplemental schedules are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the 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 investment information summarized in Note 4, which was certified by Bank of America, N.A. and Wells Fargo Bank, N.A. (formerly Wachovia Bank, N.A.), the trustees of the Plan, except for comparing such information with the related information included in the financial statements and supplemental schedules. We have been informed by the plan administrator that Bank of America, N.A. held the Plan's investment assets and executed investment transactions from January 4, 2010 to September 30, 2010, and that Wells Fargo Bank, N.A. (formerly Wachovia Bank, N.A.) held the Plan's investment assets and executed investment transactions as of September 30, 2009, and for the period from October 1, 2009 to February 28, 2010. The plan administrator has obtained certifications from the trustees as of and for the years ended September 30, 2010 and 2009, that the information provided to the plan administrator by the trustees is complete and accurate.

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 and supplemental schedules taken as a whole. The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the investment information certified by the trustees, have been audited by us in accordance with auditing standards generally accepted in the United States and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Ernst & Young LLP

July 15, 2011

Elmer's Pension Plan

Statements of Net Assets Available for Benefits

	September 30	
	2010	2009
Assets		
Investments:		
Short-term investments	\$ 1,628,409	\$ 1,276,814
U.S. government and agencies, and municipal bonds	1,348,061	6,323,897
Mutual funds	17,460,781	—
Corporate bonds – nonconvertible	6,605,295	3,627,133
Common stocks	11,347,036	21,811,886
Other	—	33,612
	38,389,582	33,073,342
Receivables:		
Receivables for securities sold	474,060	—
Accrued interest and dividends	112,972	137,110
Employer contributions	3,177,000	4,126,245
	3,764,032	4,263,355
Total assets	42,153,614	37,336,697
Liabilities		
Payables for securities purchased	346,045	—
Total liabilities	346,045	—
Net assets available for benefits	\$ 41,807,569	\$ 37,336,697

See accompanying notes.

Elmer's Pension Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended September 30	
	2010	2009
Additions		
Interest and dividend income	\$ 871,055	\$ 1,019,001
Employer contributions	4,488,000	4,621,245
Total additions	5,359,055	5,640,246
Deductions		
Benefits paid directly to participants	3,932,336	2,736,172
Administrative expenses	402,396	518,965
Total deductions	4,334,732	3,255,137
Net appreciation (depreciation) in fair value of investments	3,446,549	(2,071,471)
Net increase	4,470,872	313,638
Net assets available for benefits:		
Beginning of year	37,336,697	37,023,059
End of year	\$ 41,807,569	\$ 37,336,697

See accompanying notes.

Elmer's Pension Plan

Notes to Financial Statements

September 30, 2010

1. Description of Plan

The following description of the Elmer's Pension Plan (the Plan) provides only general information. Information about the plan agreement, the vesting, and benefit provisions is contained in the Plan document.

The Plan is a noncontributory defined benefit plan covering all eligible employees of Elmer's Products, Inc. (the Company), as defined by the Plan, and provides retirement and disability benefits. Active participants become fully vested upon completion of five years of service (with 1,000 or more hours of service each year). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

The Administrative Committee is responsible for the general administration of the Plan. Wells Fargo Bank, N.A. (formerly Wachovia Bank, N.A.), was the trustee of the Plan. Effective January 4, 2010, Bank of America, N.A. replaced Wells Fargo Bank, N.A. as trustee of the Plan. Assets of \$33,528,365 were transferred from Wells Fargo Bank, N.A. to Bank of America, N.A. on January 4, 2010, with residual amounts transferred subsequent to January 4, 2010.

Salaried and hourly participants ceased to earn benefits effective September 30, 2004 (2004 Partial Freeze) and December 31, 2007 (2007 Freeze Date), respectively. Hours of service completed after the 2004 Partial Freeze and the 2007 Freeze Date shall continue to accrue for the purpose of determining years of vesting under the Plan. In addition, employees hired after the 2007 Freeze Date are not eligible to participate in the Plan.

The Company has agreed to voluntarily contribute such additional amounts as are necessary to provide assets sufficient to meet the benefits to be paid to Plan participants. The contributions of the Company are designed to provide for normal cost on a current basis and amortization of the unfunded actuarial liability over a period of 30 years. The Plan has met the ERISA minimum funding requirements for 2010 and 2009.

Although it has not expressed an intention to do so, the Company reserves the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination, the net assets of the Plan will be allocated for payment to the participants in an order of priority as prescribed by ERISA and its related regulations and the Plan document.

Elmer's Pension Plan

Notes to Financial Statements (continued)

1. Description of Plan (continued)

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 the Pension Benefit Guaranty Corporation (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.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Payment of Benefits

Benefits are recorded when paid.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price) (see Note 5).

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded as earned. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 3) are those estimated future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to services rendered by the employees up to the 2007 Freeze Date (see Note 1). 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.

Elmer's Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

Benefits under the Plan are based on total years of credited service through the 2007 Freeze Date. 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 2007 Freeze Date.

Administrative Expenses

All administrative expenses are paid by the Plan unless the Company, at its discretion, pays for the expenses.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles (GAAP) requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from those estimates.

New Accounting Pronouncements

In January 2010, the FASB issued Accounting Standards Update 2010-06, *Improving Disclosures about Fair Value Measurements* (ASU 2010-06). ASU 2010-06 amended ASC 820 to clarify certain existing fair value disclosures and require a number of additional disclosures. The guidance in ASU 2010-06 clarified that disclosures should be presented separately for each “class” of assets and liabilities measured at fair value and provided guidance on how to determine the appropriate classes of assets and liabilities to be presented. ASU 2010-06 also clarified the requirement for entities to disclose information about both the valuation techniques and inputs used in estimating Level 2 and Level 3 fair value measurements. In addition, ASU 2010-06 introduced new requirements to disclose the amounts (on a gross basis) and reasons for any significant transfers between Levels 1, 2 and 3 of the fair value hierarchy and present information regarding the purchases, sales, issuances, and settlements of Level 3 assets and liabilities on a gross basis. With the exception of the requirement to present changes in Level 3 measurements on a gross basis, which is delayed until 2011, the guidance in ASU 2010-06 becomes effective for reporting periods beginning after December 15, 2009. Plan management is currently evaluating the effect that the provisions of ASU 2010-06 will have on the Plan's financial statements.

Elmer's Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

In May 2011, the FASB issued ASU 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and IFRSs*. ASU 2011-04 amended ASC 820, *Fair Value Measurements and Disclosures*, to converge the fair value measurement guidance in U.S. GAAP and International Financial Reporting Standards. Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures although certain of these new disclosures will not be required for nonpublic entities. The amendments are to be applied prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that the provisions of ASU 2011-04 will have on the Plan's financial statements.

3. Accumulated Plan Benefits

An actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants 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 date of payment.

The accumulated plan benefit information is presented as of the beginning of the plan year and is as follows:

	September 30, 2009
Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving benefits	\$ 26,457,313
Other participants	17,533,419
	<u>43,990,732</u>
Nonvested benefits	345,522
Total actuarial present value of accumulated plan benefits	<u>\$ 44,336,254</u>

Elmer's Pension Plan

Notes to Financial Statements (continued)

3. Accumulated Plan Benefits (continued)

The changes in the accumulated plan benefits for the year ended September 30, 2009, are as follows:

Actuarial present value of accumulated plan benefits, beginning of year	\$ 43,275,740
Increase (decrease) during the year attributable to:	
Benefits accumulated	(1,166,596)
Benefits paid	(2,736,172)
Change in the assumption	1,616,348
Interest due to decrease in discount period	3,346,934
Net increase	<u>1,060,514</u>
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 44,336,254</u>

The change in the mortality table from RP-2000 Mortality Table in 2008 to RP-2000 Fully Generational Blended Mortality Table in 2009 had the effect of increasing the present value of accumulated plan benefits by \$1,616,348.

Significant assumptions underlying the actuarial computations are:

Assumed rate of return on investments	8%
Retirement age	Age graded for active participants and 65 for deferred vested participants
Mortality basis	RP-2000 Fully Generational Blended Mortality Table

These actuarial 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

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held at September 30, 2010 and 2009, and interest and dividend income and net appreciation (depreciation) in fair value of investments for the years ended September 30, 2010 and 2009, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Bank of America, N.A. and Wells Fargo Bank, N.A. , the trustees of the Plan.

Elmer's Pension Plan

Notes to Financial Statements (continued)

4. Investments (continued)

During the years ended September 30, 2010 and 2009, the Plan's investments (including investments bought, sold, as well as held during the year) appreciated (depreciated) in fair value as follows:

	Year Ended September 30	
	2010	2009
U.S. government and agencies, and municipal bonds	\$ 555,988	\$ 259,059
Mortgage-backed pass-throughs	—	(1,911)
Corporate bonds – nonconvertible	674,320	285,057
Mutual funds	725,267	—
Common stocks	1,490,974	(2,622,568)
Real estate	—	8,892
	<u>\$ 3,446,549</u>	<u>\$ (2,071,471)</u>

The fair value of individual investments that represent 5% or more of the Plan's net assets available for benefits, were as follows:

	September 30	
	2010	2009
Columbia Large Cap Index Fund Class Z Shares	\$ 9,809,770	*
Lazard Funds Inc Emerging Markets Portfolio INSTL	\$ 2,132,393	*

* These investments were not held by the Plan at September 30, 2009.

5. Fair Value Measurements

Effective October 1, 2008, the Plan adopted ASC 820, *Fair Value Measurements and Disclosures*. ASC 820 establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements). Adoption of ASC 820 did not have a material impact on the Plan's financial statements.

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

The three levels of the fair value hierarchy under ASC 820 are described below:

- Level 1 – Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.
- Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:
 - quoted prices for similar assets and liabilities in active markets
 - quoted prices for identical or similar assets or liabilities in markets that are not active
 - observable inputs other than quoted prices that are used in the valuation of the assets or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means
- Level 3 – Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value.

Short-term investments that are valued at amortized cost which approximates fair value are categorized as Level 2 of the fair value hierarchy.

Common stocks that are traded on a national securities exchange are valued at the last reported sales price on the last business day of the Plan year and are categorized as Level 1 of the fair value hierarchy. Common stocks that are valued by reference to similar instruments are categorized as Level 2 of the fair value hierarchy.

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

Investments in mutual funds and short-term investments that are valued at quoted market prices which represent the net asset value of shares held by the Plan at year-end are categorized as Level 1 of the fair value hierarchy.

Securities such as municipal bonds and corporate bonds that are valued based on prices received from pricing vendors using observable inputs from similar assets are categorized as Level 2 of the fair value hierarchy.

The following tables set forth by level, within the fair value hierarchy, the Plan's investments carried at fair value.

	Investments at Fair Value as of September 30, 2010			
	Level 1	Level 2	Level 3	Total
Short-term investments – money market	\$ –	\$ 1,628,409	\$ –	\$ 1,628,409
U.S. Government and agencies, and municipal bonds	512,984	835,077	–	1,348,061
Corporate bonds – nonconvertible:				
AA+ rating	–	154,524	–	154,524
AA rating	–	201,273	–	201,273
AA- rating	–	44,934	–	44,934
A+ rating	–	501,327	–	501,327
A rating	–	1,938,070	–	1,938,070
A- rating	–	691,046	–	691,046
BBB+ rating	–	926,917	–	926,917
BBB rating	–	1,363,157	–	1,363,157
BBB- rating	–	784,047	–	784,047
Common stocks:				
Retail and consumer products	2,332,233	–	–	2,332,233
Financial services	1,151,861	–	–	1,151,861
Energy and chemical	1,712,494	–	–	1,712,494
Telecommunications and technology	2,877,301	–	–	2,877,301
Medical and pharmaceutical	1,799,158	–	–	1,799,158
Industrial and other	1,294,935	–	–	1,294,935
Real estate	–	179,054	–	179,054
Mutual funds:				
Large Cap Growth	9,809,770	–	–	9,809,770
International/Emerging Markets	5,154,449	–	–	5,154,449
Real Estate	827,485	–	–	827,485
Commodity	1,669,077	–	–	1,669,077
	<u>\$ 29,141,747</u>	<u>\$ 9,247,835</u>	<u>\$ –</u>	<u>\$ 38,389,582</u>

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

	Investments at Fair Value as of September 30, 2009			
	Level 1	Level 2	Level 3	Total
Short-term investments – money market	\$ 1,276,814	\$ –	\$ –	\$ 1,276,814
U.S. Government and agencies	–	6,323,897	–	6,323,897
Corporate bonds – nonconvertible:				
A+ rating	–	1,073,412	–	1,073,412
A rating	–	1,242,136	–	1,242,136
A- rating	–	892,933	–	892,933
BBB- rating	–	418,652	–	418,652
Common stocks:				
Retail and consumer products	4,307,687	–	–	4,307,687
Financial services	4,169,937	–	–	4,169,937
Energy and chemical	3,813,294	–	–	3,813,294
Telecommunications and technology	3,321,862	–	–	3,321,862
Medical and pharmaceutical	3,228,794	–	–	3,228,794
Industrial and other	2,561,088	–	–	2,561,088
Real estate	409,224	–	–	409,224
Other	–	33,612	–	33,612
	<u>\$ 23,088,700</u>	<u>\$ 9,984,642</u>	<u>\$ –</u>	<u>\$ 33,073,342</u>

6. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market volatility, 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 changes 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 is reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

Elmer's Pension Plan

Notes to Financial Statements (continued)

7. Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated July 22, 2003, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2010, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2007.

8. Related Party Transactions

Certain of the Plan's assets are invested in funds managed by the trustee of the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

9. Subsequent Events

Management evaluated subsequent events for the Plan through July 15, 2011, the date the financial statements were available to be issued.

Elmer's Pension Plan

Notes to Financial Statements (continued)

9. Subsequent Events (continued)

In June 2011, the Company was notified by the PBGC that the closure of one of the Company's warehouse facilities, which resulted in a 28% involuntary termination of plan participants, created a plan termination liability under Section 4062(e) of ERISA. According to the statute, the Company has several options for settlement of the liability, including: (1) agreeing to fund additional cash into the Plan over a period of up to five years, (2) providing a bond or letter of credit for a period of five years, (3) creating a cash escrow for a period of five years, or (4) a combination of the above or as otherwise agreed by the PBGC. The PBGC estimated a plan termination liability of \$9.6 million. In addition, the Company made contributions of \$4,904,977 to the Plan through June 14, 2011, which the PBGC may consider these contributions as a reduction of the estimated plan termination liability. These amounts are reflected in the statement of net assets available for benefits at September 30, 2010. The Company is currently in negotiations with the PBGC regarding the liability and does not expect the settlement to have an adverse financial impact on the Company or the Company's ability to fund the Plan.

Supplemental Schedules

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Short-term investments			
* BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	1,628,409 shares	\$ 1,628,409	\$ 1,628,409
U.S. government and agencies, and municipal bonds			
RESOLUTION FDG CORP CPN STRIPS GENERIC INT PMT DTD 09/26/94 ZR CPN DUE 04/15/29	\$295,000 principal amount	136,281	139,706
UNITED STATES TREAS BD STRIPPED PRIN PMT 4.250% DTD 08/17/09 ZR CPN DUE 08/15/39	\$615,000 principal amount	147,698	194,789
UNITED STATES TREAS BD STRIPPED PRIN PMT 4.375% DTD 02/15/08 ZR CPN DUE 02/15/38	\$400,000 principal amount	132,364	137,260
UNITED STATES TREAS BD STRIPPED PRIN PMT 4.625% DTD 02/16/10 ZR CPN DUE 02/15/40	\$405,000 principal amount	129,738	125,890
UNITED STATES TREAS SEC STRIPPED INT PMT DTD 02/15/01 ZR CPN DUE 02/15/30	\$520,000 principal amount	248,423	249,834
CALIFORNIA ST GO BDS-TAXBL DTD 04/28/09 07.550 DUE 04/01/39	\$135,000 principal amount	129,612	146,814
DALLAS TEX AREA RAPID TRAN SAL SALES TAX REV BDS-TAXBL DTD 10/07/10 05.022 DUE 12/01/48	\$100,000 principal amount	100,700	101,088
MARYLAND ST GO BDS-TAXBL DTD 03/09/10 04.200 DUE 03/01/21	\$45,000 principal amount	46,343	47,400
METROPOLITAN GOVT NASHVILLE & GO IMPT BDS- TAXBL DTD 06/10/10 05.707 DUE 07/01/34	\$90,000 principal amount	90,342	101,378
NEW YORK N Y CITY MUN WTR FIN REV BDS-TAXBL DTD 09/23/10 05.440 DUE 06/15/43	\$35,000 principal amount	35,000	36,559
OHIO ST WTR DEV AUTH WTR POLLU WTR POLLUTION CONTROL LN F-TAXBL DTD 08/24/10 04.879 DUE 12/01/34	\$65,000 principal amount	65,000	67,343
		1,261,501	1,348,061
Mutual funds			
COLUMBIA ACORN INTERNATIONAL FUND CLASS Z SHARES	Shares of mutual funds	880,217	949,620
COLUMBIA LARGE CAP INDEX FUND CLASS Z SHARES	Shares of mutual funds	9,565,208	9,809,770
HARBOR INTERNATIONAL FUND INSTL CL	Shares of mutual funds	2,025,271	2,072,436
LAZARD FUNDS INC EMERGING MKTS PORTFOLIO INSTL	Shares of mutual funds	1,877,374	2,132,393
NATIXIS AEW REAL ESTATE FUND CL Y	Shares of mutual funds	680,494	827,485
PIMCO COMMODITY REAL RETURN STRATEGY FUND	Shares of mutual funds	1,703,592	1,669,077
		16,732,156	17,460,781

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks			
ABBOTT LABS COM	Shares of common stock	\$ 46,213	\$ 51,091
ABERCROMBIE & FITCH CO CLA	Shares of common stock	5,629	6,488
ACCENTURE PLC CL A COM IRELAND	Shares of common stock	15,841	15,424
ACME PACKET INC COM	Shares of common stock	31,948	60,704
ACORDA THERAPEUTICS INC COM	Shares of common stock	45,085	47,186
ACTUANT CORP COM CL A NEW	Shares of common stock	9,869	11,733
ADIDAS AG SPONSORED ADR GERMANY	Shares of common stock	23,722	27,191
ADTRAN INC COM	Shares of common stock	29,842	30,888
AECOM TECHNOLOGY CORP DELAWARE COM	Shares of common stock	7,489	6,138
AEROPOSTALE COM	Shares of common stock	21,590	21,460
AGA MED HLDGS INC COM	Shares of common stock	3,892	3,965
AGL RES INC COM	Shares of common stock	11,499	11,930
AIR PRODS & CHEMS INC COM	Shares of common stock	14,691	20,788
AIRTRAN HLDGS INC COM	Shares of common stock	5,887	8,379
ALEXION PHARMACEUTICALS INC COM	Shares of common stock	35,843	48,270
ALLERGAN INC COM	Shares of common stock	104,453	115,762
ALLIANT TECHSYSTEMS INC COM	Shares of common stock	8,957	8,068
AMAZON COM INC COM	Shares of common stock	92,438	113,869
AMERICA MOVIL S A B DE C V SPONSORED ADR REPSTG SER L SHS MEXICO	Shares of common stock	37,514	40,531
AMERICAN ELEC PWR INC COM	Shares of common stock	35,521	46,882
AMERICAN EXPRESS CO COM	Shares of common stock	27,052	32,027
AMERICAN PUB ED INC COM	Shares of common stock	7,599	6,769
AMERIGROUP CORP COM	Shares of common stock	7,589	10,108
AMERISOURCEBERGEN CORP COM	Shares of common stock	24,184	27,318
AMGEN INC COM	Shares of common stock	35,646	37,365
AMPHENOL CORP NEW CL A	Shares of common stock	11,999	13,470
AMSURG CORP COM	Shares of common stock	8,424	6,887
ANNALY CAP MGMT INC REIT	Shares of common stock	26,856	26,453
ANNTAYLOR STORES CORP COM	Shares of common stock	17,196	21,596
ANSYS INC COM	Shares of common stock	23,400	23,238
AON CORP COM	Shares of common stock	10,858	10,824
APACHE CORP COM	Shares of common stock	55,775	64,815
APPLE INC COM	Shares of common stock	138,163	182,168
APPLIED MICRO CIRCUITS CORP COM	Shares of common stock	7,348	6,560
APTARGROUP INC COM	Shares of common stock	4,801	5,937
ARCH CAP GROUP LTD COM NEW BERMUDA	Shares of common stock	12,020	14,162

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
ARM HLDGS PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	\$ 45,464	\$ 88,078
ARTHROCARE CORP COM	Shares of common stock	5,149	5,028
ARUBA NETWORKS INC COM	Shares of common stock	5,814	10,777
AT&T INC COM	Shares of common stock	34,391	31,946
ATHEROS COMMUNICATIONS INC COM	Shares of common stock	9,051	6,667
ATLAS AIR WORLDWIDE HLDGS INC NEW COM	Shares of common stock	5,161	6,288
AUXILIUM PHARMACEUTICALS INC COM	Shares of common stock	8,592	7,360
AVALONBAY CMNTYS INC COM	Shares of common stock	19,192	36,376
BANCO BRADESCO S A SPONSORED ADR REPSTG PFD SHS BRAZIL	Shares of common stock	26,631	32,751
BANCORPSOUTH INC COM	Shares of common stock	6,474	4,041
BAYER A G SPONSORED ADR GERMANY	Shares of common stock	33,290	31,381
BAYERISCHE MOTOREN WERKE A G ADR GERMANY	Shares of common stock	20,582	32,827
BE AEROSPACE INC COM	Shares of common stock	46,550	49,769
BELDEN INC COM	Shares of common stock	9,180	9,813
BELO CORP COM SER A	Shares of common stock	4,361	4,706
BEMIS INC COM	Shares of common stock	17,883	19,590
BERRY PETE CO CL A	Shares of common stock	9,482	10,344
BEST BUY INC COM	Shares of common stock	36,659	37,768
BG GROUP PLC ADR FINAL INSTALLMENT NEW UNITED KINGDOM	Shares of common stock	27,851	24,147
BHP BILLITON LTD SPONSORED ADR AUSTRALIA	Shares of common stock	68,955	97,155
BIOVAIL CORP COM CANADA	Shares of common stock	52,210	47,987
BJS WHOLESALE CLUB INC COM	Shares of common stock	2,823	3,403
BLOCK H & R INC COM	Shares of common stock	20,371	13,740
BNP PARIBAS SPONSORED ADR REPSTG 1/4 SH FRANCE	Shares of common stock	17,359	27,563
BOEING CO COM	Shares of common stock	19,146	20,894
BOSTON PRIVATE FINL HLDGS INC COM	Shares of common stock	2,047	1,942
BOSTON PROPERTIES INC COM	Shares of common stock	9,867	17,372
BRADY CORP CL A	Shares of common stock	7,683	7,497
BRITISH AMERN TOB PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	22,033	24,355
BROCADE COMMUNICATIONS SYS INC NEW COM	Shares of common stock	7,468	7,589
BRUKER CORP COM	Shares of common stock	10,226	10,691
BUNZL PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	26,741	29,721

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
CABOT CORP COM	Shares of common stock	\$ 4,329	\$ 5,113
CACI INTL INC CL A	Shares of common stock	7,831	7,558
CADENCE DESIGN SYSTEM INC COM	Shares of common stock	6,874	7,599
CAL DIVE INTL INC DEL COM	Shares of common stock	5,462	4,261
CALLAWAY GOLF CO COM	Shares of common stock	5,933	5,299
CANADIAN NATIONAL RAILWAY COM CANADA	Shares of common stock	15,756	17,926
CANON INC ADR REPSTG 5 SHS JAPAN	Shares of common stock	19,447	21,958
CARDINAL FINL CORP COM	Shares of common stock	3,903	4,238
CARNIVAL CORP PAIRED CTF 1 COM PANAMA	Shares of common stock	18,606	25,622
CARTER HLDGS INC COM	Shares of common stock	8,424	7,162
CATALYST HEALTH SOLUTIONS INC COM	Shares of common stock	9,929	9,328
CATERPILLAR INC COM	Shares of common stock	15,389	20,142
CB RICHARD ELLIS GROUP INC CL A COM	Shares of common stock	4,579	6,471
CBL & ASSOC PPTYS INC COM	Shares of common stock	4,074	4,976
CELGENE CORP COM	Shares of common stock	96,655	97,534
CENOVUS ENERGY INC COM CANADA	Shares of common stock	8,818	9,782
CENTERPOINT ENERGY INC COM	Shares of common stock	29,018	32,273
CENTRAL GARDEN & PET CO CL A NON-VTG COM	Shares of common stock	3,322	3,616
CENTRAL GARDEN & PET CO COM	Shares of common stock	4,037	4,109
CENTRICA PLC SPONSORED ADR NEW 2004 UNITED KINGDOM	Shares of common stock	26,995	31,586
CEPHALON INC COM	Shares of common stock	13,311	14,486
CF INDS HLDGS INC COM	Shares of common stock	15,032	18,050
CHEESECAKE FACTORY INC COM	Shares of common stock	6,217	7,650
CHEUNG KONG HLDGS LTD ADR HONG KONG	Shares of common stock	26,778	31,356
CHILDRENS PL RETAIL STORES INC COM	Shares of common stock	6,584	9,315
CHIPOTLE MEXICAN GRILL INC CL A COM	Shares of common stock	40,131	47,300
CISCO SYS INC COM	Shares of common stock	10,913	15,374
CITRIX SYS INC COM	Shares of common stock	116,454	140,438
CLARCOR INC COM	Shares of common stock	8,017	9,194
CLEAN HBRS INC COM	Shares of common stock	27,727	28,320
CMS ENERGY CORP COM	Shares of common stock	25,764	29,895
CNOOC LTD SPONSORED ADR HONG KONG	Shares of common stock	54,077	62,176
COCA COLA AMATIL LTD SPONSORED ADR AUSTRALIA	Shares of common stock	20,235	22,526
COCA COLA ENTERPRISES INC COM	Shares of common stock	22,076	25,544
COCA COLA HELLENIC BOTTLING CO S A ADR SPONSORED ADR GREECE	Shares of common stock	15,797	17,954

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
COCA-COLA ENTERPRISES INC NEW COM	Shares of common stock	\$ 18,194	\$ 19,858
COGNIZANT TECHNOLOGY SOLUTIONS CLA	Shares of common stock	104,553	139,578
COHERENT INC COM	Shares of common stock	7,621	10,203
COLDWATER CREEK INC COM	Shares of common stock	4,912	5,007
COMPASS GROUP PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	33,638	37,620
COMTECH TELECOMMUNICATIONS CP COM NEW	Shares of common stock	6,841	7,631
CONCUR TECHNOLOGIES INC COM	Shares of common stock	7,397	8,652
CONOCOPHILLIPS COM	Shares of common stock	68,908	72,764
COOPER COS INC COM NEW	Shares of common stock	5,247	6,286
COOPER TIRE & RUBR CO COM	Shares of common stock	7,498	7,401
CORN PRODS INTL INC COM	Shares of common stock	5,778	7,538
COURIER CORP COM	Shares of common stock	2,253	2,460
COVIDIEN LTD PLC COM IRELAND	Shares of common stock	25,631	26,124
CREE INC COM	Shares of common stock	81,052	76,766
CROWN HLDGS INC COM	Shares of common stock	13,372	14,846
CSL LTD ADR AUSTRALIA	Shares of common stock	27,784	30,080
CUBIST PHARMACEUTICALS INC COM	Shares of common stock	3,768	3,976
CUMMINS INC COM	Shares of common stock	23,917	33,968
CVB FINL CORP COM	Shares of common stock	6,286	5,948
CVS CAREMARK CORP COM	Shares of common stock	21,258	21,463
CYTEC INDS INC COM	Shares of common stock	4,368	6,033
DANA HLDG CORP	Shares of common stock	9,303	9,881
DANONE SPONSORED ADR FRANCE	Shares of common stock	21,927	22,055
DEAN FOODS CO NEW COM	Shares of common stock	8,322	6,085
DECKERS OUTDOOR CORP COM	Shares of common stock	27,806	28,727
DEL MONTE FOODS CO COM	Shares of common stock	5,931	5,965
DENSO CORP UNSPONSORED ADR JAPAN	Shares of common stock	14,537	14,221
DIAMOND FOODS INC COM	Shares of common stock	7,442	7,419
DIEBOLD INC COM	Shares of common stock	7,961	8,177
DIGITAL RIV INC COM	Shares of common stock	9,015	11,403
DISNEY WALT CO COM DISNEY	Shares of common stock	13,948	14,564
DOLE FOOD CO INC NEW COM	Shares of common stock	4,420	3,321
DOLLAR THRIFTY AUTOMOTIVE GP COM	Shares of common stock	5,979	10,379
DOLLAR TREE INC COM	Shares of common stock	68,207	72,214
DREAMWORKS ANIMATION INC CL A COM	Shares of common stock	6,543	5,520
DRESSER-RAND GROUP INC COM	Shares of common stock	20,354	23,204
DRIL-QUIP INC COM	Shares of common stock	4,261	4,596

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
ECHOSTAR CORP CL A	Shares of common stock	\$ 13,799	\$ 13,299
EDUCATION RLTY TR INC REIT	Shares of common stock	3,756	5,034
EDWARDS LIFESCIENCES CORP COM	Shares of common stock	24,017	26,820
EMCOR GROUP INC COM	Shares of common stock	5,363	5,016
EMPLOYERS HLDGS INC COM	Shares of common stock	10,474	11,433
EMULEX CORP COM NEW	Shares of common stock	6,177	5,304
ENCANA CORP COM CANADA	Shares of common stock	11,468	10,278
ENDURANCE SPECIALITY HLDGS LTD COM BERMUDA	Shares of common stock	7,156	7,562
ENERNOC INC COM	Shares of common stock	28,815	27,449
EQUINIX INC NEW COM	Shares of common stock	42,764	45,034
EQUITY ONE INC COM	Shares of common stock	7,433	7,208
ERICSSON L M TEL CO ADR CL B SEK 10 NEW SWEDEN	Shares of common stock	17,882	20,163
ESTERLINE TECHNOLOGIES CORP COM	Shares of common stock	9,299	12,362
ETHAN ALLEN INTERIORS INC COM	Shares of common stock	5,266	6,094
EURAND NV COM NETHERLANDS	Shares of common stock	4,151	3,100
EXPEDIA INC DEL COM	Shares of common stock	19,158	24,475
EXPEDITORS INTL WASHINGTON INC COM	Shares of common stock	85,240	108,964
EXPRESS SCRIPTS INC COM	Shares of common stock	94,247	100,322
EXXON MOBIL CORP COM	Shares of common stock	61,993	53,696
F5 NETWORKS INC COM	Shares of common stock	93,230	165,785
FANUC LTD JAPAN ADR JAPAN	Shares of common stock	29,958	31,811
FEDERATED INVS INC PA CL B	Shares of common stock	9,105	8,239
FIDELITY NATL INFORMATION SVCS INC COM	Shares of common stock	14,666	16,007
FIFTH THIRD BANCORP COM	Shares of common stock	19,553	21,101
FINISAR CORP COM	Shares of common stock	8,280	13,829
FIRST FINL BANCORP OH COM	Shares of common stock	6,058	6,589
FIRST HORIZON NATL CORP COM	Shares of common stock	5,613	4,790
FIRSTMERIT CORP COM	Shares of common stock	6,392	5,624
FLOWERS FOODS INC COM	Shares of common stock	6,136	6,111
FOMENTO ECONOMICO MEXICANO SA SPON ADR UNITS MEXICO	Shares of common stock	11,956	12,175
FOREST LABS INC COM	Shares of common stock	24,158	25,084
FOSTER WHEELER AG COM SWITZERLAND	Shares of common stock	32,025	27,200
FREEPORT-MCMORAN COPPER & GOLD INC COM	Shares of common stock	30,781	45,598
FRESENIUS MED CARE AG SPONSORED ADR GERMANY	Shares of common stock	16,271	19,510
FRONTIER OIL CORP COM	Shares of common stock	6,350	6,499

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
FTI CONSULTING INC COM	Shares of common stock	\$ 9,061	\$ 6,591
G & K SVCS INC CL A	Shares of common stock	6,377	5,852
GAMMON GOLD INC COM CANADA	Shares of common stock	5,965	3,954
GARDNER DENVER INC COM	Shares of common stock	5,750	7,086
GARMIN LTD COM SWITZERLAND	Shares of common stock	19,199	17,391
GAYLORD ENTMT CO NEW COM	Shares of common stock	8,002	9,699
GAZPROM O A O SPONSORED ADR REG S RUSSIA	Shares of common stock	20,174	17,923
GENERAL DYNAMICS CORP COM	Shares of common stock	40,772	37,246
GENERAL ELEC CO COM	Shares of common stock	41,435	44,736
GENESEE & WYO INC CL A COM	Shares of common stock	8,772	11,151
GENTIVA HEALTH SERVICES INC COM	Shares of common stock	7,964	6,686
GEO GROUP INC COM	Shares of common stock	11,436	11,768
GOLDMAN SACHS GROUP INC COM	Shares of common stock	42,852	50,314
GOODRICH PETE CORP NEW COM	Shares of common stock	13,285	10,257
GOOGLE INC CL A COM	Shares of common stock	106,543	97,797
GRAFTECH INTL LTD COM	Shares of common stock	9,523	9,394
GRAND CANYON ED INC COM	Shares of common stock	7,426	6,382
GREAT PLAINS ENERGY INC COM	Shares of common stock	16,729	16,613
GREENHILL & CO INC COM	Shares of common stock	8,613	10,550
GRUPO TELEVISIA SA DE CV SP ADR REP ORD MEXICO	Shares of common stock	25,085	23,082
GSI COMM INC COM	Shares of common stock	11,560	10,967
HAIN CELESTIAL GROUP INC COM	Shares of common stock	4,859	6,451
HANCOCK HLDG CO COM	Shares of common stock	9,418	7,518
HCC INS HLDGS INC COM	Shares of common stock	32,123	30,525
HEALTH CARE REIT INC COM	Shares of common stock	17,832	19,409
HEALTHSOUTH CORP NEW COM	Shares of common stock	5,592	5,933
HERTZ GLOBAL HLDGS INC COM	Shares of common stock	8,942	7,773
HESS CORP COM	Shares of common stock	52,635	54,390
HEWITT ASSOCS INC COM	Shares of common stock	17,282	21,937
HEWLETT PACKARD CO COM	Shares of common stock	36,994	48,002
HHGREGG INC COM	Shares of common stock	7,252	8,344
HMS HLDGS CORP COM	Shares of common stock	29,621	35,364
HORACE MANN EDUCATORS CORP NEW COM	Shares of common stock	4,570	6,116
HOSPIRA INC COM	Shares of common stock	9,047	9,977
HUMAN GENOME SCIENCES INC COM	Shares of common stock	38,182	46,919
HUNT J B TRANS SVCS INC COM	Shares of common stock	18,579	19,085
HUNTSMAN CORP COM	Shares of common stock	5,889	7,294

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
HUTCHISON WHAMPOA LTD ADR HONG KONG	Shares of common stock	\$ 27,693	\$ 36,371
IBERIABANK CORP COM	Shares of common stock	7,254	6,497
ICF INTL INC COM	Shares of common stock	6,174	6,446
ICON PUB LTD CO SPONSORED ADR IRELAND	Shares of common stock	6,160	5,405
IDACORP INC COM	Shares of common stock	3,068	3,341
IDEX CORP COM	Shares of common stock	5,501	6,214
IMAX CORP COM CANADA	Shares of common stock	46,594	47,630
IMPERIAL TOBACCO GROUP PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	48,319	41,850
INCYTE CORP COM	Shares of common stock	39,213	52,767
INDUSTRIAL & COML BK CHINA ADR CHINA	Shares of common stock	27,376	27,176
INFINITY PPTY & CAS CORP COM	Shares of common stock	8,102	9,461
INFORMATICA CORP COM	Shares of common stock	8,690	12,752
INFOSYS TECHNOLOGIES LTD SPONSORED ADR INDIA	Shares of common stock	26,449	32,107
INSULET CORP COM	Shares of common stock	8,481	8,074
INTEL CORP COM	Shares of common stock	16,853	16,474
INTERFACE INC CL A	Shares of common stock	3,732	6,048
INTERMEC INC COM	Shares of common stock	6,919	7,319
INTERNATIONAL BUSINESS MACHS COM	Shares of common stock	35,938	40,242
INTERNATIONAL SPEEDWAY CORP CL A	Shares of common stock	5,154	4,294
INTERVAL LEISURE GROUP INC COM	Shares of common stock	7,475	7,691
INTL PWR PLC SPONSORED ADR BRITAIN	Shares of common stock	33,018	39,742
INTUITIVE SURGICAL INC COM	Shares of common stock	80,492	73,489
INVESTORS BANCORP INC COM	Shares of common stock	6,410	5,731
ITC HLDGS CORP COM	Shares of common stock	9,768	11,828
ITT CORP NEW COM	Shares of common stock	20,652	19,388
J P MORGAN CHASE & CO COM	Shares of common stock	60,154	66,224
JOHNSON & JOHNSON COM	Shares of common stock	64,647	65,616
JOY GLOBAL INC COM	Shares of common stock	7,137	10,267
JULIUS BAER GROUP LTD ADR SWITZERLAND	Shares of common stock	19,835	25,176
JUNIPER NETWORKS INC COM	Shares of common stock	83,609	97,454
KADANT INC COM	Shares of common stock	5,084	5,957
KAYDON CORP COM	Shares of common stock	10,186	9,480
KELLOGG CO COM	Shares of common stock	23,138	21,921
KEPPEL CORP LTD SPONSORED ADR SINGAPORE	Shares of common stock	24,065	26,216
KEY ENERGY SVCS INC COM	Shares of common stock	9,649	8,949
KEYCORP NEW COM	Shares of common stock	21,797	22,869

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
KIMBERLY CLARK CORP COM	Shares of common stock	\$ 26,305	\$ 28,037
KING PHARMACEUTICALS INC COM	Shares of common stock	18,076	15,548
KINGFISHER PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	22,259	24,542
KODIAK OIL & GAS CORP COM	Shares of common stock	6,334	5,902
KOMATSU LTD SPON ADR NEW JAPAN	Shares of common stock	23,325	26,215
KONINKLIJKE AHOLD NV SPONSORED ADR 2007 NETHERLANDS	Shares of common stock	20,457	20,923
KRAFT FOODS INC CL A COM	Shares of common stock	19,913	21,077
KRATON PERFORMANCE POLYMERS INC COM	Shares of common stock	3,905	3,964
LAWSON SOFTWARE INC COM	Shares of common stock	5,726	7,123
LENDER PROCESSING SVCS INC COM	Shares of common stock	36,760	32,831
LIFE TIME FITNESS INC COM	Shares of common stock	6,077	9,157
LIFEPOINT HOSPITALS INC COM	Shares of common stock	10,195	10,869
LINCOLN NATL CORP IND COM	Shares of common stock	23,895	23,513
LITTELFUSE INC COM	Shares of common stock	5,732	7,298
LKQ CORP COM	Shares of common stock	10,373	10,878
LOGMEIN INC COM	Shares of common stock	5,584	9,751
LOUISIANA PAC CORP COM	Shares of common stock	5,990	6,268
LOWES COS INC COM	Shares of common stock	63,141	61,298
LUBRIZOL CORP COM	Shares of common stock	8,232	11,127
LULULEMON ATHLETICA INC COM	Shares of common stock	21,269	22,360
MAKO SURGICAL CORP COM	Shares of common stock	5,329	4,503
MARINER ENERGY INC COM	Shares of common stock	2,813	4,628
MASTERCARD INC CL A COM	Shares of common stock	121,414	116,704
MCCORMICK & SCHMICKS SEAFOOD RESTAURANTS INC COM	Shares of common stock	4,175	4,287
MCDONALDS CORP COM	Shares of common stock	54,674	72,722
MEDASSETS INC COM	Shares of common stock	8,310	7,238
MEDICIS PHARMACEUTICAL CORP CL A NEW	Shares of common stock	7,089	8,006
MEDIDATA SOLUTIONS INC COM	Shares of common stock	9,206	11,021
MELLANOX TECHNOLOGIES LTD COM ISRAEL	Shares of common stock	6,974	6,913
MENS WEARHOUSE INC COM	Shares of common stock	3,784	3,902
MERCK & CO INC NEW COM	Shares of common stock	50,314	58,270
METLIFE INC COM	Shares of common stock	48,703	47,986
MFA FINL INC REITS	Shares of common stock	7,565	7,905
MGIC INVT CORP WIS COM	Shares of common stock	7,123	6,341
MICRON TECHNOLOGY INC COM	Shares of common stock	8,322	7,318

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
MICROSOFT CORP COM	Shares of common stock	\$ 128,207	\$ 113,291
MID-AMER APT CMNTYS INC COM	Shares of common stock	6,658	7,984
MONOLITHIC PWR SYS INC COM	Shares of common stock	7,950	5,764
NATIONAL GRID PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	16,995	16,925
NATIONAL PENN BANCSHARES INC COM	Shares of common stock	6,077	5,925
NESTLE S A SPONSORED ADR SWITZERLAND	Shares of common stock	65,091	94,095
NETAPP INC COM	Shares of common stock	40,068	48,545
NETEZZA CORP COM	Shares of common stock	6,943	13,475
NETFLIX.COM INC COM	Shares of common stock	48,015	89,350
NETLOGIC MICROSYSTEMS INC COM	Shares of common stock	8,188	9,570
NICE SYS LTD SPONSORED ADR ISRAEL	Shares of common stock	11,618	11,171
NIDEC CORP SPONSORED ADR JAPAN	Shares of common stock	41,243	39,739
NISOURCE INC COM	Shares of common stock	16,063	18,809
NOBLE CORP COM ISIN CH0033347318 SWITZERLAND	Shares of common stock	11,528	8,988
NORTHERN TR CORP COM	Shares of common stock	17,573	17,077
NOVARTIS A G SPONSORED ADR SWITZERLAND	Shares of common stock	23,120	28,835
NOVELLUS SYS INC COM	Shares of common stock	10,578	11,855
NOVO-NORDISK A S ADR DENMARK	Shares of common stock	17,957	34,848
NRG ENERGY INC NEW COM	Shares of common stock	6,596	5,809
NUVASIVE INC COM	Shares of common stock	6,320	6,360
OCCIDENTAL PETE CORP DEL COM	Shares of common stock	64,233	63,580
OCWEN FINL CORP NEW COM	Shares of common stock	5,262	5,455
OGE ENERGY CORP COM	Shares of common stock	16,788	18,141
OM GROUP INC COM	Shares of common stock	8,359	8,072
OPENTABLE INC COM	Shares of common stock	5,238	12,935
OPTIMER PHARMACEUTICALS INC COM	Shares of common stock	8,712	6,667
ORACLE CORP COM	Shares of common stock	11,101	15,868
OSHKOSH TRUCK CORP COM	Shares of common stock	20,487	16,665
OWENS ILL INC COM NEW	Shares of common stock	6,196	5,444
PACCAR INC COM	Shares of common stock	19,206	23,256
PACKAGING CORP AMER COM	Shares of common stock	14,037	13,995
PACWEST BANCORP DEL COM	Shares of common stock	8,706	7,700
PANTRY INC COM	Shares of common stock	4,335	8,149
PARAMETRIC TECHNOLOGY CORP NEW COM	Shares of common stock	8,260	9,516
PAREXEL INTL CORP COM	Shares of common stock	7,541	11,264
PARKER HANNIFIN CORP COM	Shares of common stock	16,509	17,725

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
PARTNERRE LTD BERMUDA COM BERMUDA	Shares of common stock	\$ 15,301	\$ 16,918
PATRIOT COAL CORP COM	Shares of common stock	9,424	6,344
PATTERSON COS INC COM	Shares of common stock	5,165	4,871
PEABODY ENERGY CORP COM	Shares of common stock	44,669	49,353
PEGASYSTEMS INC COM	Shares of common stock	8,872	8,290
PEPSICO INC COM	Shares of common stock	25,228	33,353
PERRIGO CO COM	Shares of common stock	71,682	80,660
PETROHAWK ENERGY CORP COM	Shares of common stock	8,165	5,342
PETROLEO BRASILEIRO SA PETROBR SPONSORED ADR BRAZIL	Shares of common stock	24,166	18,860
PETSMART INC COM	Shares of common stock	3,547	4,585
PFIZER INC COM	Shares of common stock	56,767	61,554
PG&E CORP COM	Shares of common stock	67,472	71,446
PHILIPPINE LONG DISTANCE TEL SPONSORED ADR PHILIPPINES	Shares of common stock	29,390	30,529
PLATINUM UNDERWRITERS HLDGS LTD COM BERMUDA	Shares of common stock	15,375	18,191
PNC FINL SVCS GROUP INC COM	Shares of common stock	45,980	55,077
PORTLAND GEN ELEC CO COM NEW	Shares of common stock	12,151	12,229
PRESTIGE BRANDS HLDGS INC COM	Shares of common stock	6,543	7,071
PRICE T ROWE GROUP INC COM	Shares of common stock	9,332	8,761
PRICELINE COM INC COM NEW	Shares of common stock	67,021	89,175
PROASSURANCE CORP COM	Shares of common stock	11,358	11,979
PRUDENTIAL FINL INC COM	Shares of common stock	47,125	59,219
PUBLIC SVC ENTERPRISE GROUP COM	Shares of common stock	13,450	13,100
QEP RES INC COM	Shares of common stock	589	603
QLIK TECHNOLOGIES INC COM	Shares of common stock	5,055	6,328
QLOGIC CORP COM	Shares of common stock	9,746	9,314
QUALCOMM INC COM	Shares of common stock	107,598	106,287
QUEST DIAGNOSTICS INC COM	Shares of common stock	21,653	20,087
QUICKSILVER RESOURCES INC COM	Shares of common stock	5,661	4,813
RADIOSHACK CORP COM	Shares of common stock	13,276	13,801
RALCORP HLDGS INC NEW COM	Shares of common stock	5,430	5,205
RAYONIER INC REIT	Shares of common stock	18,195	19,396
RBC BEARINGS INC COM	Shares of common stock	9,599	12,743
REED ELSEVIER P L C SPONSORED ADR NEW COM UNITED KINGDOM	Shares of common stock	24,932	26,325
REGIS CORP MINN COM	Shares of common stock	4,861	5,854
REINSURANCE GROUP AMER INC COM	Shares of common stock	8,945	8,644

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
REPUBLIC SVCS INC COM	Shares of common stock	\$ 17,541	\$ 18,385
RESOURCES CONNECTION INC COM	Shares of common stock	7,230	5,132
RICHARDSON ELECTRS LTD COM	Shares of common stock	2,180	2,825
RIVERBED TECHNOLOGY INC COM	Shares of common stock	7,378	10,757
ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	Shares of common stock	54,851	44,645
ROCKWELL COLLINS COM	Shares of common stock	73,641	67,454
ROCKWOOD HLDGS INC COM	Shares of common stock	7,835	9,882
ROGERS COMMUNICATIONS INC CL B CANADIAN	Shares of common stock	27,582	31,965
ROSETTA RES INC COM	Shares of common stock	4,241	4,745
ROSS STORES INC COM	Shares of common stock	12,730	15,086
ROYAL CARIBBEAN CRUISES LTD COM LIBERIA	Shares of common stock	32,118	39,413
ROYAL DUTCH SHELL PLC SPONSORED ADR CL B UNITED KINGDOM	Shares of common stock	13,482	14,110
ROYAL KPN NV SPONSORED ADR NETHERLANDS	Shares of common stock	23,238	21,993
RTI INTL METALS INC COM	Shares of common stock	5,695	6,461
SAIC INC COM	Shares of common stock	21,252	17,930
SALESFORCE COM INC COM	Shares of common stock	27,936	44,720
SALIX PHARMACEUTICALS LTD COM	Shares of common stock	45,005	45,678
SANDISK CORP COM	Shares of common stock	8,847	7,953
SAP AG SPONSORED ADR GERMANY	Shares of common stock	15,345	15,779
SAVIENT PHARMACEUTICALS INC COM	Shares of common stock	6,022	9,811
SCHLUMBERGER LTD COM NETHERLANDS ANTILLES	Shares of common stock	90,348	80,586
SCHOOL SPECIALTY INC COM	Shares of common stock	9,969	6,263
SCHWAB CHARLES CORP NEW COM	Shares of common stock	70,326	52,306
SCHWEITZER-MAUDUIT INTL INC COM	Shares of common stock	5,602	6,647
SCIENTIFIC GAMES CORP CL A COM	Shares of common stock	6,313	4,632
SCRIPPS NETWORKS INTERACTIVE INC CL A COM	Shares of common stock	32,186	33,306
SELECT MED HLDGS CORP COM	Shares of common stock	8,181	6,260
SEMPRA ENERGY COM	Shares of common stock	64,388	68,111
SHARP CORP ADR JAPAN	Shares of common stock	21,295	16,910
SHIRE PLC ADR JERSEY	Shares of common stock	33,048	37,408
SHUTTERFLY INC COM	Shares of common stock	7,903	10,842
SIGNATURE BK NEW YORK N Y COM	Shares of common stock	13,540	14,682
SILGAN HOLDINGS INC COM	Shares of common stock	6,626	7,386
SIRONA DENTAL SYS INC COM	Shares of common stock	7,089	7,604
SKYWORKS SOLUTIONS INC COM	Shares of common stock	14,961	20,897

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
SMITH & NEPHEW PLC SPDN ADR NEW UNITED KINGDOM	Shares of common stock	\$ 12,040	\$ 10,896
SOLERA HLDGS INC COM	Shares of common stock	8,514	10,554
SOTHEBYS HLDGS INC CL A	Shares of common stock	8,978	10,678
SOUTH JERSEY INDS INC COM	Shares of common stock	4,519	5,689
SRA INTL INC CL A COM	Shares of common stock	4,127	3,983
STAPLES INC COM	Shares of common stock	17,158	16,590
STARWOOD HOTELS & RESORTS WORLDWIDE INC COM	Shares of common stock	68,939	74,884
STR HLDGS INC COM	Shares of common stock	5,085	4,782
SUCCESSFACTORS INC COM	Shares of common stock	39,925	48,965
SWIFT ENERGY CO COM	Shares of common stock	8,931	9,435
SYMANTEC CORP COM	Shares of common stock	14,567	12,618
SYNGENTA AG SPONSORED ADR SWITZERLAND	Shares of common stock	27,319	25,642
SYNIVERSE HLDGS INC COM	Shares of common stock	8,240	10,179
SYNOPTICS INC COM	Shares of common stock	8,080	8,942
SYNOVUS FINL CORP COM	Shares of common stock	9,332	8,290
TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	Shares of common stock	33,809	31,130
TALEO CORP COM CL A	Shares of common stock	6,815	8,262
TALISMAN ENERGY INC COM CANADA	Shares of common stock	11,510	10,477
TARGET CORP COM	Shares of common stock	148,424	163,473
TD AMERITRADE HLDG CORP COM	Shares of common stock	20,757	18,556
TELEDYNE TECHNOLOGIES INC COM	Shares of common stock	10,699	10,274
TELEFLEX INC COM	Shares of common stock	10,622	10,561
TEMPUR-PEDIC INTL INC COM	Shares of common stock	15,414	17,050
TERADATA CORP DELAWARE COM	Shares of common stock	38,781	38,560
TEREX CORP NEW COM	Shares of common stock	8,076	8,435
TESCO PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	31,106	38,184
TETRA TECH INC NEW COM	Shares of common stock	12,959	12,100
TEVA PHARMACEUTICAL INDS LTD ADR ISRAEL	Shares of common stock	140,065	127,286
THERMO FISHER SCIENTIFIC CORP COM	Shares of common stock	13,591	17,428
THORATEC CORP COM NEW	Shares of common stock	5,347	7,285
TJX COS INC NEW COM	Shares of common stock	43,904	55,920
TNS INC COM	Shares of common stock	9,551	6,831
TNT N V SPONSORED ADR NETHERLANDS	Shares of common stock	24,587	21,525
TOTAL S A SPONSORED ADR FRANCE	Shares of common stock	11,907	17,801
TOWERS WATSON & CO CL A COM	Shares of common stock	32,186	34,327

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
TOYOTA MOTOR CORP SP ADR REP2COM JAPAN	Shares of common stock	\$ 20,008	\$ 17,894
TRANSCANADA CORP COM CANADA	Shares of common stock	26,960	29,325
TRAVELERS COS INC COM	Shares of common stock	12,142	13,807
TREND MICRO INC SPONSORED ADR NEW JAPAN	Shares of common stock	16,252	12,822
TRIUMPH GROUP INC NEW COM	Shares of common stock	5,171	6,713
TUPPERWARE BRANDS CORP COM	Shares of common stock	11,281	10,937
TYCO INTL LTD NEW F COM SWITZERLAND	Shares of common stock	18,382	19,063
UAL CORP NEW COM	Shares of common stock	27,511	27,801
ULTA SALON COSMETICS & FRAGRANCE INC COM	Shares of common stock	8,106	9,432
ULTIMATE SOFTWARE GROUP INC COM	Shares of common stock	6,604	7,071
UNILEVER N V NEW NEW YORK SHSADR NETHERLANDS	Shares of common stock	20,086	19,840
UNION PAC CORP COM	Shares of common stock	130,937	160,328
UNITED STS STL CORP NEW COM	Shares of common stock	15,988	17,843
UNITED TECHNOLOGIES CORP COM	Shares of common stock	39,897	43,378
UNITED THERAPEUTICS CORP DEL COM	Shares of common stock	6,168	6,385
UNITEDHEALTH GROUP INC COM	Shares of common stock	11,643	17,941
URBAN OUTFITTERS INC COM	Shares of common stock	9,326	8,645
US BANCORP DEL COM NEW	Shares of common stock	36,558	36,861
V F CORP COM	Shares of common stock	5,228	5,751
VALASSIS COMMUNICATIONS INC COM	Shares of common stock	6,873	6,744
VANCEINFO TECHNOLOGIES INC ADR COM CAYMAN ISLANDS	Shares of common stock	6,178	9,830
VEECO INSTRS INC DEL COM	Shares of common stock	12,056	12,204
VERIFONE SYSTEMS INC COM	Shares of common stock	37,573	45,052
VERIZON COMMUNICATIONS INC COM	Shares of common stock	30,993	31,448
VIMPELCOM LTD SPONSORED ADR BERMUDA	Shares of common stock	20,027	14,999
VISTAPRINT NV COM NETHERLANDS	Shares of common stock	9,996	7,034
VITAMIN SHOPPE INC COM	Shares of common stock	34,239	39,803
VODAFONE GROUP PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	37,135	34,411
VORNADO RLTY TR SH BEN INT	Shares of common stock	20,363	26,942
WAL-MART STORES INC COM	Shares of common stock	54,573	55,714
WASTE CONNECTIONS INC COM	Shares of common stock	11,177	13,484
WASTE MGMT INC DEL COM	Shares of common stock	23,819	29,235
WATTS WATER TECHNOLOGIES INC CL A	Shares of common stock	5,769	6,231
WELLS FARGO & CO NEW COM	Shares of common stock	59,017	65,775
WESCO INTL INC COM	Shares of common stock	6,636	8,446

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
WESTAR ENERGY INC COM	Shares of common stock	\$ 3,521	\$ 3,852
WESTERN DIGITAL CORP COM	Shares of common stock	23,274	16,636
WHITING PETE CORP NEW COM	Shares of common stock	8,980	11,556
WHITNEY HLDG CORP COM	Shares of common stock	8,378	6,053
WILLIAMS SONOMA INC COM	Shares of common stock	8,006	10,365
WILLIS GROUP HLDGS PLC COM IRELAND	Shares of common stock	13,461	15,070
WINDSTREAM CORP COM	Shares of common stock	17,105	19,500
WMS INDS INC COM	Shares of common stock	9,849	8,603
WOODWARD INC COM	Shares of common stock	10,698	12,871
WPP PLC ADR COM JERSEY	Shares of common stock	24,383	27,277
WRIGHT EXPRESS CORP COM	Shares of common stock	8,642	9,676
WRIGHT MED GROUP INC COM	Shares of common stock	6,807	5,274
XYRATEX LTD COM BERMUDA	Shares of common stock	7,177	6,663
ZEBRA TECHNOLOGIES CORP CL A	Shares of common stock	8,949	10,832
ZIONS BANCORPORATION COM	Shares of common stock	10,707	11,427
ZORAN CORP COM	Shares of common stock	11,803	7,876
		10,312,385	11,347,036
Corporate bonds – nonconvertible			
AMERADA HESS CORP NT DTD 10/01/99 7.875% DUE 10/01/29	\$115,000 principal amount	136,490	148,869
AMERICA MOVIL S A B DE C V GTD SR NT MEXICO DTD 10/30/07 6.125% DUE 11/15/37	\$170,000 principal amount	168,543	188,025
AMERICAN EXPRESS CO SR UNSECD NT DTD 03/19/08 8.150% DUE 03/19/38	130,000 principal amount	165,245	183,421
AMGEN INC SR UNSECD NT DTD 09/16/10 4.950% DUE 10/01/41	\$35,000 principal amount	34,714	35,220
ARCELORMITTAL SA LUXEMBOURG NT LUXEMBOURG DTD 10/08/09 7.000% DUE 10/15/39	\$75,000 principal amount	80,806	76,618
ARCHER DANIELS MIDLAND CO DEB DTD 02/08/01 7.000% DUE 02/01/31	\$115,000 principal amount	143,103	146,369
AT&T INC NT DTD 12/06/07 6.300% DUE 01/15/38	\$135,000 principal amount	132,951	152,478
BERKSHIRE HATHAWAY FIN CORP CO GTD SR NT DTD 01/13/10 5.750% DUE 01/15/40	\$140,000 principal amount	146,606	154,525
BOEING CO SR UNSECD NT DTD 03/13/09 6.875% DUE 03/15/39	\$115,000 principal amount	132,984	148,588
CISCO SYS INC SR NT DTD 02/17/09 5.900% DUE 02/15/39	\$135,000 principal amount	134,627	156,020
CITIGROUP INC SR NT DTD 05/29/07 5.875% DUE 05/29/37	\$190,000 principal amount	171,557	189,096

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
CVS CAREMARK CORP SR UNSECD NT DTD 05/25/07 6.250% DUE 06/01/27	\$135,000 principal amount	\$ 138,016	\$ 153,912
DEUTSCHE TELEKOM INTL FIN B V GTD NT NETHERLANDS DTD 07/06/00 8.250% DUE 06/15/30	\$60,000 principal amount	76,987	84,015
DIAGEO CAP PLC NT UNITED KINGDOM DTD 09/28/06 5.875% DUE 09/30/36	\$130,000 principal amount	133,340	149,564
DIAMOND OFFSHORE DRILLING INC NT DTD 10/08/09 5.700% DUE 10/15/39	\$65,000 principal amount	63,539	67,841
DIRECTV HLDGS LLC / DIRECTV FING INC CO GTD NT CALL 5/15/40 @100 DTD 08/17/10 6.000% DUE 08/15/40	\$30,000 principal amount	29,598	30,983
DISNEY WALT CO DEB CALL 07/15/23 @103.02 DTD 07/15/93 7.550% DUE 07/15/93	\$100,000 principal amount	115,483	122,139
DOW CHEM CO SR UNSECD NT DTD 05/13/09 9.400% DUE 05/15/39	\$135,000 principal amount	184,899	191,090
DU PONT E I & CO DTD 1/13/1998 6.50% DUE 1/15/2028	\$125,000 principal amount	146,327	150,411
EMBRAER OVERSEAS LTD SR UNSECD GTD NT CAYMAN ISLANDS DTD 10/08/09 6.375% DUE 01/15/20	\$165,000 principal amount	167,063	180,675
ENBRIDGE ENERGY PARTNERS L P SR UNSECD NT DTD 09/13/10 5.500% DUE 09/15/40	\$70,000 principal amount	70,102	70,018
GEORGIA PWR CO SR UNSECD NT SER 2010C DTD 08/31/10 4.750% DUE 09/01/40	\$65,000 principal amount	64,373	64,098
GOLDMAN SACHS GROUP INC SUB NT DTD 10/03/07 6.750% DUE 10/01/37	\$55,000 principal amount	56,186	57,169
HALLIBURTON CO SR NT DTD 03/13/09 7.450% DUE 09/15/39	\$110,000 principal amount	132,651	149,300
HEWLETT PACKARD CO SR UNSECD NT DTD 09/13/10 VAR RT DUE 09/13/12	\$45,000 principal amount	45,000	44,927
HSBC HLDGS PLC SUB NT UNITED KINGDOM DTD 05/03/06 6.500% DUE 05/02/36	\$100,000 principal amount	109,812	111,334
INTERNATIONAL BUSINESS MACHS CORP SR UNSECD NT DTD 11/30/09 5.600% DUE 11/30/39	\$135,000 principal amount	139,852	155,350
JPMORGAN CHASE CAP XX JR UNSUB CAP SECS SER T DTD 09/28/06 6.550% DUE 09/29/36	\$190,000 principal amount	181,577	192,660
KINDER MORGAN ENERGY PARTNERS LP SR UNSECD MTN DTD 06/21/07 6.950% DUE 01/15/38	\$85,000 principal amount	93,809	96,767
KRAFT FOODS INC SR UNSECD NT DTD 02/08/10 6.500% DUE 02/09/40	\$55,000 principal amount	54,470	64,398
KROGER CO SR NT DTD 09/22/99 8.000% DUE 09/15/29	\$55,000 principal amount	66,394	72,854
METLIFE INC JR SUB DEB CALL 8/1/34 @100 DT 07/08/09 10.750% DUE 08/01/39	\$100,000 principal amount	124,650	129,750

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
MORGAN STANLEY SR UNSECD NT SER F DTD 07/26/10 5.500% DUE 07/24/20	\$100,000 principal amount	\$ 99,492	\$ 103,022
NEWS AMER INC GTD SR NT DTD 09/15/03 6.550% DUE 03/15/33	\$130,000 principal amount	134,577	145,098
NEXEN INC NT CANADA DTD 07/30/09 7.500% DUE 07/30/39	\$150,000 principal amount	172,098	184,308
NORFOLK SOUTHN CORP SR NT 100 YR BOND DT 03/11/05 6.000% DUE 3/15/2105	\$70,000 principal amount	70,583	70,701
NUCOR CORP SR UNSECD NT CALL 3/15/22 @100 DTD 09/21/10 4.125% DUE 09/15/22	\$25,000 principal amount	25,023	25,461
ONEOK PARTNERS L P UNIT LTD PARTNERSHIP DTD 09/28/07 6.850% DUE 10/15/37	\$85,000 principal amount	91,871	97,900
ORACLE CORP SR UNSECD NT DTD 07/08/09 6.125% DUE 07/08/39	\$130,000 principal amount	135,353	154,638
PACIFICORP 1ST MTG DTD 03/14/07 5.750% DUE 04/01/37	\$135,000 principal amount	135,730	153,273
PEMEX PROJ FDG MASTER TR GTD BD SER 13 DTD 12/15/05 6.625% DUE 06/15/35	\$145,000 principal amount	136,590	158,401
PETROBRAS INTL FIN CO CO GTD NT CAYMAN ISLANDS DTD 10/30/09 6.875% DUE 01/20/40	\$90,000 principal amount	93,330	103,026
PNC FDG CORP CO GTD SR UNSECD NT DTD 02/08/10 5.125% DUE 02/08/20	\$20,000 principal amount	19,972	21,651
PNC FDG CORP SR NT DTD 08/11/10 4.375% DUE 08/11/20	\$15,000 principal amount	14,957	15,345
PRUDENTIAL FINL INC MTN SER D DTD 12/03/07 6.625% DUE 12/01/37	\$165,000 principal amount	179,127	185,940
PUGET SOUND ENERGY INC 1ST MTG SR NT DTD 09/11/09 5.757% DUE 10/01/39	\$140,000 principal amount	138,125	151,874
ROYAL BK CDA GLOBAL UNSECD SR BK NT CANADA DTD 10/06/10 1.125% DUE 01/15/14	\$45,000 principal amount	44,934	44,934
SHELL INTL FIN B V CO GTD UNSECD SR UNSUB NT NETHERLANDS DTD 03/25/10 5.500% DUE 03/25/40	\$45,000 principal amount	44,784	51,515
TARGET CORP BD DTD 01/17/08 7.000% DUE 01/15/38	\$120,000 principal amount	135,918	154,737
TIME WARNER CABLE INC NT DTD 04/09/07 6.550% DUE 05/01/37	\$85,000 principal amount	88,252	95,861
TIME WARNER INC NEW DEB DTD 11/13/06 6.500% DUE 11/15/36	\$95,000 principal amount	101,579	106,538
UNION PAC CORP SR UNSECD DEB DTD 02/01/99 6.625% DUE 02/01/29	\$145,000 principal amount	159,051	174,026
VALE OVERSEAS LTD BD CAYMAN ISLAND DTD 11/21/06 6.875% DUE 11/21/36	\$85,000 principal amount	88,098	97,109

Elmer's Pension Plan

EIN: 21-0481254 Plan #001

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)

September 30, 2010

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
VIRGINIA ELEC & PWR CO SR NT DTD 11/06/08 8.875% DUE 11/15/38	\$40,000 principal amount	\$ 58,824	\$ 60,873
WAL-MART STORES INC SR NT DTD 08/24/07 6.500% DUE 08/15/37	\$120,000 principal amount	133,106	149,758
WEATHERFORD INTL LTD CO GTY BERMUDA DTD 01/08/09 9.875% DUE 03/01/39	\$100,000 principal amount	132,276	135,555
WELLPOINT INC SR UNSECD NT DTD 08/12/10 5.800% DUE 08/15/40	\$15,000 principal amount	14,834	15,700
XEROX CORP SR UNSECD NT DTD 12/04/09 6.750% DUE 12/15/39	\$25,000 principal amount	27,951	29,567
		6,118,189	6,605,295
Total investments		\$ 36,052,640	\$ 38,389,582

*Indicates party-in-interest to the Plan.

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4j –
Schedule of Reportable Transactions

Year Ended September 30, 2010

Identity of Party Involved	Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
<u>Category 1 – Single transaction in excess of 5% of plan assets</u>						
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	\$ 4,041,332	\$ –	\$ 4,041,332	\$ 4,041,332	\$ –
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	2,114,069	–	2,114,069	2,114,069	–
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	3,952,769	–	3,952,769	3,952,769	–
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	–	2,745,731	2,745,731	2,745,731	–
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	–	2,252,425	2,252,425	2,252,425	–

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4j –
Schedule of Reportable Transactions (continued)

Year Ended September 30, 2010

Identity of Party Involved	Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
<u>Category 1 – Single transaction in excess of 5% of plan assets (continued)</u>						
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	\$ –	\$ 3,212,000	\$ 3,212,000	\$ 3,212,000	\$ –
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	–	1,911,364	1,911,364	1,911,364	–
COLUMBIA LARGE CAP INDEX FUND CLASS Z SHARES	Mutual Fund	8,404,122	–	8,404,122	8,404,122	–
COLUMBIA GOVERNMENT RESERVES CAPITAL CLASS	Money Market Fund	11,463,880	–	11,463,880	11,463,880	–
COLUMBIA GOVERNMENT RESERVES CAPITAL CLASS	Money Market Fund	8,404,122	–	8,404,122	8,404,122	–
COLUMBIA GOVERNMENT RESERVES CAPITAL CLASS	Money Market Fund	–	11,089,318	11,089,318	11,089,318	–

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4j –
Schedule of Reportable Transactions (continued)

Year Ended September 30, 2010

Identity of Party Involved	Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
<u>Category 1 – Single transaction in excess of 5% of plan assets (continued)</u>						
COLUMBIA GOVERNMENT RESERVES CAPITAL CLASS	Money Market Fund	\$ –	\$ 8,404,122	\$ 8,404,122	\$ 8,404,122	\$ –
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	3,894,661	–	3,894,661	3,894,661	–
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	4,545,465	–	4,545,465	4,545,465	–
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	2,830,612	–	2,830,612	2,830,612	–
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	–	3,751,050	3,751,050	3,751,050	–
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	–	4,516,877	4,516,877	4,516,877	–
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	–	2,688,062	2,688,062	2,688,062	–
<u>Category 3 – Series of transactions in excess of 5% of plan assets</u>						
BOFA GOVERNMENT RESERVES CAPITAL CLASS – FORMERLY COLUMBIA GOVERNMENT RESERVES	Money Market Fund	34,983,588	–	34,983,588	34,983,588	–
		–	33,355,179	33,355,179	33,355,179	–

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4j –
Schedule of Reportable Transactions (continued)

Year Ended September 30, 2010

Identity of Party Involved	Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
<u>Category 3 – Series of transactions in excess of 5% of plan assets (continued)</u>						
COLUMBIA GOVERNMENT RESERVES CAPITAL CLASS	Money Market Fund	\$ 24,235,197	\$ –	\$ 24,235,197	\$ 24,235,197	\$ –
		–	24,235,197	24,235,197	24,235,197	–
COLUMBIA LARGE CAP INDEX FUND CLASS Z SHARES	Mutual Fund	9,668,566	–	9,668,566	9,668,566	–
			100,000	103,357	100,000	(3,357)
EVERGREEN INST MONEY MARKET FUND	Money Market Fund	12,792,223	–	12,792,223	12,792,223	–
		–	14,069,037	14,069,037	14,069,037	–
HARBOR INTERNATIONAL FUND INSTL CL	Mutual Fund	2,025,271	–	2,025,271	2,025,271	–
LAZARD FUNDS INC EMERGING MKTS PORTFOLIO INSTL	Mutual Fund	1,877,374		1,877,374	1,877,374	–

There were no category 2 or 4 reportable transactions during 2010.

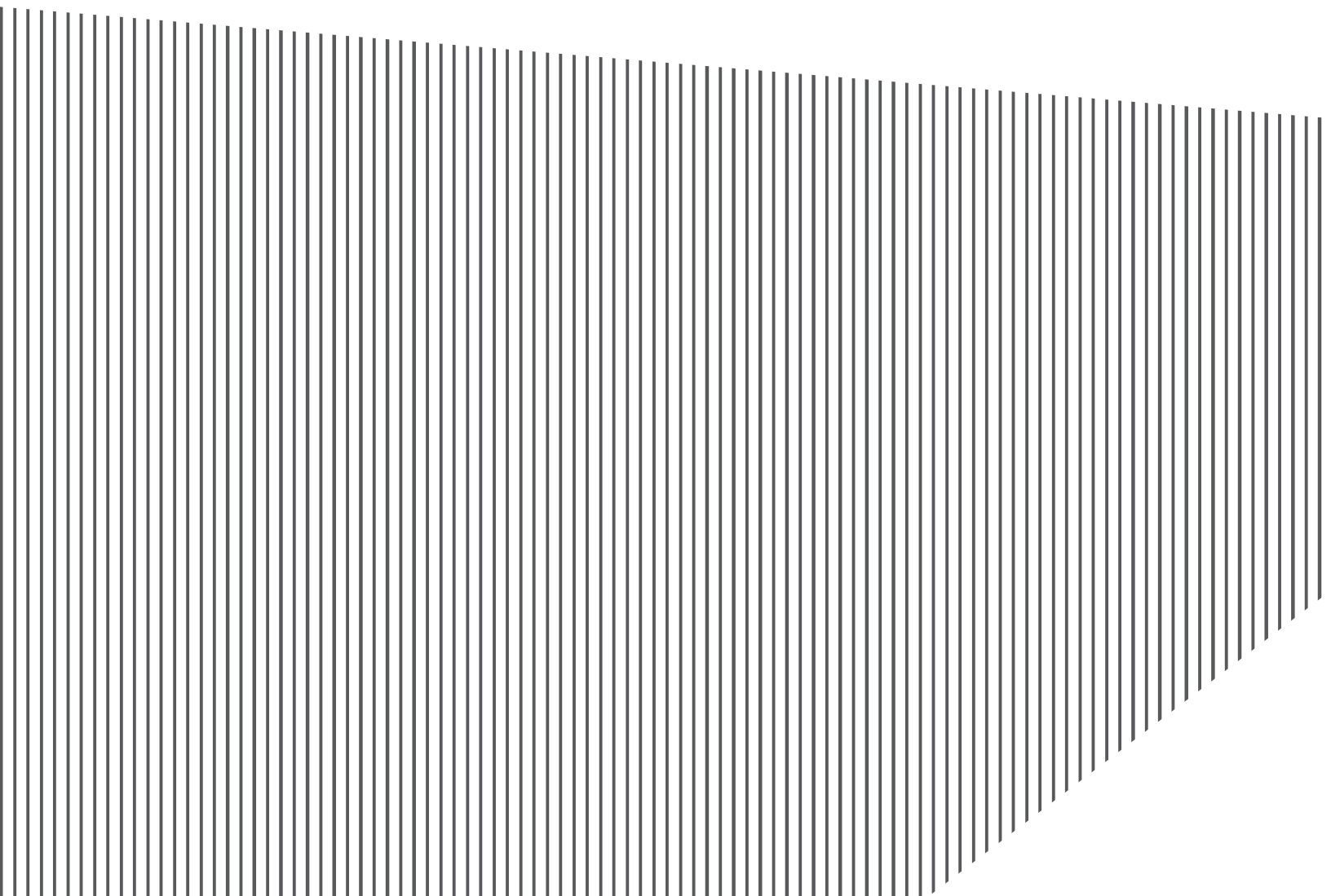
“Lease rental” and “Expense incurred with transaction” are not applicable.

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Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
 EIN: 51-0370365 / PN: 001

Schedule SB, Line 26 - Schedule of Active Participant Data

Age and Service Distribution of Active Members

Attained Age	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years		Total	
	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay
<25			3																		3	
25-29			6		2																8	
30-34			3		4		4		1												12	
35-39			6		6		14		3												29	2,527
40-44			5		5		9		4		6		2								31	3,718
45-49			6		4		8		7		10		7		2						44	4,574
50-54			2		2		9		8		8		4		7						40	5,810
55-59			3		4		7		3		3		5		4		1				30	5,820
60-64					3		4		4		4				3		2				20	7,434
65-69					1		2				3		1								7	
70&Up															1						1	
Total			34	970	31	2,051	57	3,667	30	5,034	34	5,939	19		17		3				225	4,595

Completed Years of Service on October 1, 2009^{1,2}¹ The Plan is "hard-frozen" and the average annual accrued benefit is provided.² Credited Service

Name of Plan
ELMER'S PENSION PLAN

Three-digit plan number
001

Name of Plan Sponsor
ELMER'S PRODUCTS, INC.

Employer Identification Number
51-0370365

Attachment to Schedule H, Part IV Line 4j

The Schedule of Reportable Transactions is included with the Financial Statements.

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

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

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

OMB No. 1210-0110

2009**This Form is Open to Public
Inspection**For calendar plan year 2009 or fiscal plan year beginning 10/01/2009 and ending 09/30/2010▶ **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 Elmers 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 Elmers Products, Inc.		D Employer Identification Number (EIN) 51-0370365	
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>10</u> Day <u>01</u> Year <u>2009</u>			
2 Assets:			
a Market value		2a	37151579
b Actuarial value		2b	40866736
3 Funding target/participant count breakdown		(1) Number of participants (2) Funding Target	
a For retired participants and beneficiaries receiving payment		3a	538 29233419
b For terminated vested participants		3b	669 15947022
c For active participants:			
(1) Non-vested benefits		3c(1)	341096
(2) Vested benefits		3c(2)	5085909
(3) Total active		3c(3)	225 5427005
d Total		3d	1432 50607446
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	6.70%
6 Target normal cost		6	360000

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***Cindy Fraterrigo*
Signature of actuary

06/24/2011

Date

1106229

Cindy Fraterrigo

Type or print name of actuary

PricewaterhouseCoopers LLP

Firm name

Most recent enrollment number

312-298-2000

Telephone number (including area code)

One North Wacker

Chicago IL 60606

Address of the firm

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

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

Schedule SB (Form 5500) 2009
v.092308.1

Part II	Beginning of year carryover and prefunding balances
----------------	--

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	0	0
8 Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	0
9 Amount remaining (Item 7 minus item 8)	0	0
10 Interest on item 9 using prior year's actual return of <u>-2.85%</u>	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Excess contributions (Item 38 from prior year)		0
b Interest on (a) using prior year's effective rate of <u>7.16%</u>		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Reduction in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (item 9 + item 10 + item 11d – item 12)	0	0

Part III Funding percentages

14	Funding target attainment percentage.....	14	80.75%
15	Adjusted funding target attainment percentage.....	15	80.75%
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	83.43%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV Contributions and liquidity shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/15/2010	437000				
04/14/2010	437000				
07/15/2010	437000				
10/13/2010	437000				
06/14/2011	2740000				
</					

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	4128690

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: 5.21%	2nd segment: 6.74%	3rd segment: 6.84%
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 3
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

28 Unpaid minimum required contribution for all prior years	28	
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	360000
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		9740710	1801592
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	
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b - item 33)		34	2161592
	Carryover balance	Prefunding balance	Total balance
35 Balances used to offset funding requirement	0	0	0
36 Additional cash requirement (item 34 minus item 35)		36	2161592
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c)		37	4128690
38 Interest-adjusted excess contributions for current year (see instructions)		38	1967098
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

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 001

Schedule SB, Line 19 – Discounted Employer Contributions

Valuation Date: 10/1/2009
2009 Effective Interest Rate: 6.70%

Applicable Plan Year	Date Paid	Amount Paid	Total Contribution Discounted to Val Date
2009	1/15/2010	437,000	428,847
2009	4/14/2010	437,000	422,119
2009	7/15/2010	437,000	415,275
2009	10/13/2010	437,000	408,687
2009	6/14/2011	2,740,000	2,453,762
Total			4,128,690

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
 EIN: 51-0370365 / PN: 001

Schedule SB, Line 26 - Schedule of Active Participant Data

Age and Service Distribution of Active Members

Attained Age	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years		Total	
	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay
<25			3																		3	
25-29			6		2																8	
30-34			3		4		4		1												12	
35-39			6		6		14		3												29	2,527
40-44			5		5		9		4		6		2								31	3,718
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60-64					3		4		4		4				3		2				20	7,434
65-69					1		2				3		1								7	
70&Up															1						1	
Total			34	970	31	2,051	57	3,667	30	5,034	34	5,939	19		17		3				225	4,595

Completed Years of Service on October 1, 2009^{1,2}¹ The Plan is "hard-frozen" and the average annual accrued benefit is provided.² Credited Service

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
 EIN: 51-0370365 / PN: 001

Schedule SB, Line 32 – Schedule of Amortization Bases

<u>Type of Base</u>	<u>Valuation Date</u>		<u>Number of Years Remaining</u>	<u>Amortization Installment</u>	<u>Present Value of Remaining Installments</u>
	<u>Base was Established</u>	<u>10/1/2009</u>			
Shortfall	10/1/2009	7	416,438	2,468,051	
Shortfall	10/1/2008	6	1,385,154	7,272,659	
Total				1,801,592	9,740,710

Elmers Pension Plan
EIN: 51-0370365 / PN: 001

A. Actuarial Assumptions for Funding Purposes

Withdrawal Rates have been used which vary by attained age. Illustrative rates are shown below:

Retirement (Not-at-risk funding target) Rates have been used which vary by attained age. The rates are shown below:

Valuation Interest Rate The July Segment rates with no transition. The rates are shown below:

1st Rate	5.21%
2nd Rate	6.74%
3rd Rate	6.84%

Administrative Costs	\$360,000
(included in Target Normal Cost)	

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 001

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

A. Actuarial Assumptions for Funding Purposes (continued)

Marital Status

For the purpose of valuing the Plan's pre-retirement death benefits, it has been assumed that 80% of active and terminated vested participants are married and that wives are three years younger than husbands.

B. Actuarial Methods for Funding Purposes

1. Actuarial Cost Method

The actuarial cost method is the Unit Credit Actuarial Cost Method.

Under this cost method, the actuarial accrued liability is defined as the present value of the accrued benefits on the valuation date. The unfunded actuarial accrued liability is the excess, if any, of the amount by which the accrued liability exceeds the actuarial value of plan assets.

The normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year. The 2008 target normal cost is increased by \$360,000 to reflect expected administrative expenses, which are paid from the Trust.

2. Asset Valuation Method

Actuarial value of asset is equal to a two-year average market value of assets, but not less than 90% nor more than 110% of the Fair Value of Assets.

Attachment to the 2009 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 001**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions

Effective Date	The original Plan was adopted effective as of February 3, 1961 and was amended and restated effective October 1, 1993. The Plan was most recently amended in 2007. Benefit accruals were frozen for all participants effective January 1, 2008.
Plan Year	October 1 to September 30
Eligibility Requirements	An employee becomes a Participant on the October 1 following the date of employment. Employees in a collective bargaining unit are excluded.
Retirement Dates	
(a) Normal	The Normal Retirement Date of a Participant shall be the first day of the month coinciding with or next following the later of his sixty-fifth (65) birthday and the fifth anniversary of the Participant's date of participation.
(b) Early	A Participant who has reached age fifty-five (55) and has completed ten (10) Years of Service may retire at any time thereafter.
(c) Postponed	A Participant may continue in full-time employment after reaching Normal Retirement Date. The deferred retirement date of a Participant so retained shall be the first day of the month coinciding with or next following his actual retirement from the Company.
(d) Disability	A Disabled Participant who separates from service shall receive an immediate pension unless long-term disability benefits are payable from Elmer's Products, Inc. In this instance, benefits continue to accrue during the period of Disability and a pension is payable at Normal Retirement Date.
Plan Compensation	W-2 earnings plus any salary reductions under the Elmer's Savings Plan. In no event shall compensation in excess of \$180,000 be used to determine benefits.

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 001

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Average Monthly Compensation	Plan Compensation averaged over the highest five consecutive years.
------------------------------	---

Covered Compensation	Average of the Social Security Taxable Wage Bases for the 35-year period ending with the year in which the Participant attains Social Security retirement age. The Wage Base is assumed to remain constant from age at determination to Social Security retirement age.
----------------------	---

Retirement Benefits

(a) Normal	The sum of (i) and (ii):
------------	--------------------------

(i) 0.9% of the Participants Average Monthly Compensation, plus 0.5% of the Average Monthly Compensation in excess of the Participant's Covered Compensation multiplied by the Participant's Years of Service to a maximum of 30 years.

(ii) 1% of the Participant's Average Monthly Compensation, multiplied by the Participant's Years of service in excess of 30 years, up to a maximum of ten such excess years.

For certain participants, the Normal Retirement Benefits of participants listed on Exhibit F of the Plan Document shall include, in addition to the above benefits, an additional monthly amount specified therein.

Minimum pension: The greater of (1) \$80 per month, or (2) the Participant's accrued benefit as of September 30, 1989 (according to the provisions of the Plan in effect on that date).

Benefit accruals were frozen effective January 1, 2008.

(b) Accrued	The benefit calculated pursuant to the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of calculation.
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Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 001

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Retirement Benefits (continued)

(c) Early

Amount calculated under the Normal Retirement benefit formula as of the date of Early Retirement, reduced by the following amounts (i) and (ii):

(i) For Participants who terminate employment after Early Retirement eligibility: 1/15 for each of the first five years and 1/30 for each of the next two years that commencement of payment of Early Retirement benefit precedes age 62. Benefits commencing between age 62 and 65 are unreduced.

(ii) For Participants who terminate employment prior to Early eligibility or before October 1, 1989: 1/15 for each of the first five years and 1/30 for the next five years that commencement of payment of Early Retirement Benefit precedes age 65.

(d) Postponed

Amount calculated under the Normal Retirement benefit formula using Average Monthly Compensation, Covered Compensation and Years of Service as of the date of actual retirement.

(e) Disability

For a Participant ineligible to receive long-term disability benefits, the amount calculated under the Normal Retirement benefit formula as of the date of Disability, commencing immediately without actuarial reduction. For a Participant eligible to receive long-term disability benefits until Normal Retirement Date, the amount calculated under the Normal Retirement Benefit formula based on service to Normal Retirement Date, Plan Compensation on date of Disability, and Covered Compensation based on the law in effect on his first date of absence.

Attachment to the 2009 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 001**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Death Benefits

- | | |
|--|---|
| (a) Active Participants before Early Retirement Date | Plan provides a spouse's survivor benefit to Participants who die before Early Retirement Date but after satisfying vesting requirements. |
| (b) Active Participants after Early Retirement Date | If a Participant in active service dies after his Early Retirement Date, his spouse shall receive an immediate benefit equal to one-half of the Participant's accrued benefit at the time of his death. |
| (c) Retired Participants | Subject to the form of benefit payment elected. |

Termination with Vested Rights

After completion of at least five (5) Years of Service, a Participant is entitled to the Accrued Benefit as of the date of termination. This benefit is payable at Normal Retirement Date and is reduced in the same manner as under Early Retirement if commencement of payments is prior to Normal Retirement Date.

Form of Payment

The normal form of payment is a Life Annuity. Employees married when pension payments commence will receive an actuarially equivalent Qualified Joint and Survivor Annuity. Optional forms of payment include Contingent Annuitant and Certain and Life Options, and a Lump Sum Option (with Committee consent).

Maximum Benefit

The annual retirement benefit cannot exceed the lesser of:

- (a) \$165,000 as adjusted by the Secretary of the Treasury from time to time, or
- (b) 100% of average compensation for high three consecutive years.

Changes in Plan Provisions

None.

Attachment to the 2009 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 001**

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

<u>Age</u>	<u>Retirement Rates</u>	<u>Lives Remaining</u>	<u>Weighting</u>	<u>Weighted Age</u>
55	10%	90.00	10.000000	550.00
56	5%	85.50	4.500000	252.00
57	5%	81.23	4.275000	243.68
58	10%	73.10	8.122500	471.11
59	5%	69.45	3.655125	215.65
60	5%	65.98	3.472369	208.34
61	5%	62.68	3.298750	201.22
62	20%	50.14	12.535251	777.19
63	20%	40.11	10.028201	631.78
64	20%	32.09	8.022561	513.44
65	100%	0.00	32.090243	2085.87
				62

Name of Plan
ELMER'S PENSION PLAN

Three-digit plan number
001

Name of Plan Sponsor
ELMER'S PRODUCTS, INC.

Employer Identification Number
51-0370365

Attachment to Schedule H, Part IV Line 4i

The Schedule of Assets (Held at End of Year) is included with the Financial Statements.

Attachment to the 2009 Schedule SB (Form 5500)

Elmers Pension Plan
 EIN: 51-0370365 / PN: 001

Schedule SB, Line 32 – Schedule of Amortization Bases

<u>Type of Base</u>	<u>Valuation Date</u>		<u>Number of Years Remaining</u>	<u>Amortization Installment</u>	<u>Present Value of Remaining Installments</u>
	<u>Base was Established</u>	<u>10/1/2009</u>			
Shortfall	10/1/2009	7	416,438	2,468,051	
Shortfall	10/1/2008	6	1,385,154	7,272,659	
Total				1,801,592	9,740,710