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

2010

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2010 or fiscal plan year beginning 01/01/2010 and ending 12/31/2010

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan; or
- [X] a single-employer plan;
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report;
- [ ] the final return/report;
- [ ] an amended return/report;
- [ ] a short plan year return/report (less than 12 months).

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
THERM, INCORPORATED 401(K) PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1997

2a Plan sponsor's name and address (employer, if for a single-employer plan)
(Address should include room or suite no.)
THERM, INCORPORATED

PO BOX 220
ITHACA, NY 14851

2b Employer Identification Number (EIN)
15-0468315

2c Sponsor's telephone number
607-272-8500

2d Business code (see instructions)
333610

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.	09/23/2011	ROBERT SPROLE
	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")
THERM, INCORPORATED

PO BOX 220
ITHACA, NY 14851

3b Administrator's EIN
15-0468315

3c Administrator's telephone number
607-272-8500

4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:
a Sponsor's name

4b EIN

4c PN

5	Total number of participants at the beginning of the plan year	**5**	136
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**	119
b	Retired or separated participants receiving benefits	**6b**	2
c	Other retired or separated participants entitled to future benefits	**6c**	4
d	Subtotal. Add lines **6a**, **6b**, and **6c**	**6d**	125
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	125
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	120
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	4
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:
2E 2F 2G 2J 2K 3D

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

(1)		Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	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)	X	**H** (Financial Information)
(2)		**I** (Financial Information – Small Plan)
(3)		**A** (Insurance Information)
(4)	X	**C** (Service Provider Information)
(5)		**D** (DFE/Participating Plan Information)
(6)		**G** (Financial Transaction Schedules)

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2010** **This Form is Open to Public Inspection.**

For calendar plan year 2010 or fiscal plan year beginning 01/01/2010 and ending 12/31/2010

A Name of plan
THERM, INCORPORATED 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
THERM, INCORPORATED

D Employer Identification Number (EIN)
15-0468315

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

QCI ASSET MANAGEMENT
40-A GROVE STREET
PITTSFORD, NY 14534

16-1045618

(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?
21 27 28	NONE	21576	Yes [ ] No [X]	Yes [ ] No [X]	0	Yes [ ] No [X]

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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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

2010

This Form is Open to Public Inspection

For calendar plan year 2010 or fiscal plan year beginning 01/01/2010 and ending 12/31/2010

A Name of plan
THERM, INCORPORATED 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
THERM, INCORPORATED

D Employer Identification Number (EIN)
15-0468315

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	65792	181377
(2) Participant contributions	1b(2)	142	0
(3) Other	1b(3)	9971	10837
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	270612	163984
(2) U.S. Government securities	1c(2)	183870	140584
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	576130	947568
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	1604742	1819335
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	162184	160235
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	134084	190432

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	3007527	3614352
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	12110	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	12110	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	2995417	3614352

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) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	181377	
(B) Participants	2a(1)(B)	273861	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		455238
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	4016	
(B) U.S. Government securities	2b(1)(B)	9160	
(C) Corporate debt instruments	2b(1)(C)	21492	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	10648	
(F) Other	2b(1)(F)	10131	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		55447
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	33794	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	0	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		33794
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0

			(a) Amount	(b) Total
2b	(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
	(B) Other	2b(5)(B)	238769	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		238769
	(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
	(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
	(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
	(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
	(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		0
c	Other income	2c		0
d	Total income. Add all **income** amounts in column (b) and enter total	2d		783248
	Expenses			
e	Benefit payment and payments to provide benefits:			
	(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	140236	
	(2) To insurance carriers for the provision of benefits	2e(2)	0	
	(3) Other	2e(3)	0	
	(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		140236
f	Corrective distributions (see instructions)	2f		0
g	Certain deemed distributions of participant loans (see instructions)	2g		0
h	Interest expense	2h		0
i	Administrative expenses: (1) Professional fees	2i(1)	0	
	(2) Contract administrator fees	2i(2)	0	
	(3) Investment advisory and management fees	2i(3)	24077	
	(4) Other	2i(4)	0	
	(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		24077
j	Total expenses. Add all **expense** amounts in column (b) and enter total	2j		164313
	Net Income and Reconciliation			
k	Net income (loss). Subtract line 2j from line 2d	2k		618935
l	Transfers of assets:			
	(1) To this plan	2l(1)		0
	(2) From this plan	2l(2)		0

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)** [X] Disclaimer **(4)** [ ] Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? [X] Yes [ ] No

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

(1) Name: FIRLEY, MORAN, FREER & EASSA, P.C. **(2)** EIN: 16-1148763

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.)	4a	X		48651
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.)	4b		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.)	4c		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.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		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?	4g		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?	4h		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.)	4i	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.)	4j		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?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
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.	4n			

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)

Audited Financial Statements

THERM, INCORPORATED
401(k) PLAN

December 31, 2010

Audited Financial Statements

THERM, INCORPORATED 401(k) PLAN

December 31, 2010

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FIRLEY, MORAN, FREER & EASSA, P.C.
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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Trustees
Therm, Incorporated 401(k) Plan
Ithaca, New York

We were engaged to audit the accompanying statements of net assets available for benefits of the Therm, Incorporated 401(k) Plan as of December 31, 2010 and 2009, the related statement of changes in net assets available for benefits for the year ended December 31, 2010, and the 2010 supplemental schedules of delinquent participant contributions and assets held at end of year as listed in the accompanying index. These financial statements and supplemental schedules are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified by State Street Bank and Trust, the custodian of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedule of assets held at end of year. We have been informed by the Plan administrator that the custodian holds the Plan's investment assets and executes investment transactions. As disclosed in Note C, the Plan administrator has obtained certifications from the custodian regarding the completeness and accuracy of the investment information provided to the Plan administrator by the custodian as of and for the year ended December 31, 2010, and as of December 31, 2009.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements 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 information certified by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Firley, Moran, Freer & Eassa, P.C.

East Syracuse, New York
September 22, 2011

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STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

THERM, INCORPORATED 401(k) PLAN

	December 31, 2010	2009
ASSETS		
Participant directed investments, at fair value:		
Capital preservation fund	$ 581,271	$ 513,833
Stock/bond blend fund	667,418	563,945
Long term growth fund	1,691,829	1,469,365
Multi-Cap global fund	321,385	222,295
	3,261,903	2,769,438
Receivables:		
Participant contributions	-0-	142
Employer contributions	181,377	65,792
Notes from participants	160,235	162,184
Accrued interest	10,837	9,971
	352,449	238,089
TOTAL ASSETS	3,614,352	3,007,527
LIABILITIES		
Corrective distributions	-0-	12,110
TOTAL LIABILITIES	-0-	12,110
NET ASSETS AVAILABLE FOR BENEFITS	$3,614,352	$2,995,417

See accompanying notes to financial statements.

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

THERM, INCORPORATED 401(k) PLAN

Year ended December 31, 2010

ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in value of investments		$ 238,769
Interest and dividend income		78,593
Interest income - notes from participants		10,648
		328,010
Contributions:		
Participant contributions		273,861
Employer contributions		181,377
		455,238
	TOTAL ADDITIONS	783,248
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants		140,236
Administrative expenses		24,077
	TOTAL DEDUCTIONS	164,313
	NET INCREASE	618,935
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year		2,995,417
	END OF YEAR	$3,614,352

See accompanying notes to financial statements.

NOTE A--DESCRIPTION OF THE PLAN

The following description of the Therm, Incorporated 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Therm, Incorporated (the Company), immediately upon employment, who are age nineteen or older. An employee is eligible to participate in the Plan on the first day of the month following the date the eligibility requirements are met. The Plan is subject to the provisions of ERISA.

Contributions: Participants may make contributions to the Plan subject to annual limitations determined by the Internal Revenue Service (IRS). Participants may also contribute amounts representing distributions from other qualified defined contribution or benefit plans. If a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make "catch-up" contributions as determined by the IRS. Total contributions cannot exceed the lesser of $49,000 or 100% of a participant's annual compensation. In 2010, the Company's Board of Directors approved a discretionary matching contribution totaling $81,377. The discretionary matching contribution was based on 50% of a participant's elective deferral amount, not to exceed 2% of a participant's eligible compensation. The Company also approved a discretionary profit sharing contribution totaling $100,000 in 2010.

Participant Accounts: Each participant's account is credited with the participant's contribution and allocations of (a) employer contributions (b) Plan earnings, and (c) loan repayments and charged with an allocation of (a) Plan losses (b) loan disbursements, and (c) administrative expenses. Plan earnings and losses are allocated based on account balances. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's discretionary matching and profit sharing contributions portion of their accounts plus actual earnings thereon is as follows:

Years of service	Vesting percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

NOTE A--DESCRIPTION OF THE PLAN--Continued

Receivables--Notes From Participants: Participants may borrow from their fund accounts a minimum of $500 up to a maximum equal to the lesser of $50,000 or 50 percent of their account balance. Terms of the loans generally require repayment over a period not extending beyond five years from the date of the loan. Loans are secured by the balance in the participant's account and bear reasonable rates of interest as determined by the Plan administrator (currently prime plus 2%). Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through monthly payroll deductions.

Investment Options: Upon enrollment in the Plan, participants may direct their contributions in any of the four investment options that follow: (1) Capital preservation fund (2) Stock/bond blend fund (3) Long term growth fund; (4) Multi-Cap global fund. Participants may change their investment options quarterly.

Payment of Benefits: On termination of service for any reason, including death, disability or retirement, a participant may elect to receive a lump-sum distribution equal to the value of the participant's account, monthly installments, or defer payments until age 70 1/2. For termination of service due to other reasons, a participant may receive the value of his or her account as a lump-sum distribution.

Forfeitures: At December 31, 2010 and 2009 there were no forfeited nonvested account balances. Forfeited account balances are reallocated to participants in the following manner: to restore a participant's forfeiture balance; reduce the Company's contributions; and reduce Plan administrative expenses.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared under the accrual method of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES--Continued

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is 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. See Note E for discussion of fair value measurements. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. All investments are participant-directed.

Receivables--Notes from Participants: Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes from participants are treated as distributions based upon the terms of the Plan document.

In September 2010, Financial Accounting Standards Board ("FASB") issued an amendment, "Plan Accounting--Defined Contribution Pension Plans (Topic 962): Reporting Loans to Participants by Defined Contribution Pension Plans" (ASU 2010-25), which provides guidance on how loans to participants should be classified and measured by defined contribution pension plans. This amendment requires that participant loans be classified as notes receivable from participants, which are segregated from plan investments and measured at their unpaid principal balance plus any accrued but unpaid interest. This amendment was effective for periods ending after December 15, 2010, with early adoption permitted. This amendment requires retrospective application to all periods presented.

This amendment was adopted for the year ended December 31, 2010, and retrospectively applied to December 31, 2009. Prior year amounts and disclosures have been revised to reflect the retrospective application of adopting this new amendment. The adoption resulted in a reclassification of participant loans totaling $160,235 and $162,184 from participant directed investments to receivables--notes from participants as of December 31, 2010 and 2009, respectively. There was no impact to the net assets as of December 31, 2010 or 2009, as a result of the adoption.

Payment of Benefits: Benefits are recorded when paid.

Events Occurring After Reporting Date: The Plan administrator has evaluated events and transactions that occurred between December 31, 2010 and September 22, 2011, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements. There were no such events or transactions identified by the Plan administrator.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES--Continued

Reclassifications: Certain amounts from the 2009 financial statements have been reclassified to conform to the 2010 presentation.

NOTE C--INFORMATION CERTIFIED BY STATE STREET BANK AND TRUST (UNAUDITED)

The following is a summary of the unaudited information regarding the Plan as of and for the years ended December 31, 2010 and 2009, included in the Plan's financial statements and supplemental schedule of assets held at year end, that was prepared by or derived from information provided by State Street Bank and Trust, the custodian of the Plan, and furnished to the Plan administrator. The Plan administrator has obtained certifications from the custodian that such information is complete and accurate to the best of their knowledge. Each investment is separately identified, including those investments representing 5% or more of the Plan's net assets.

	December 31, 2010	2009
Investments at fair value, held at State Street Bank and Trust:		
Capital preservation fund		
Interest-bearing cash (money market)	$ 21,630	$ 39,471
Corporate bonds	380,866	282,654
Fixed index funds	41,712	31,188
Foreign assets	21,053	21,889
U.S. Government and Agency securities	116,010	138,631
	581,271	513,833
Stock/bond blend fund		
Interest bearing cash (money market)	11,932	79,108
Corporate bonds	142,144	48,265
Fixed index funds	70,510	102,896
Foreign assets	117,665	30,927
Common stock	300,593	257,510
U.S. Government and Agency securities	24,574	45,239
	667,418	563,945

NOTE C--INFORMATION CERTIFIED BY STATE STREET BANK AND TRUST (UNAUDITED)--Continued

	December 31, 2010	December 31, 2009
Long term growth fund		
Interest-bearing cash (money market)	$ 113,679	$ 133,695
Fixed index funds	78,210	-0-
Common stock	1,301,430	1,198,555
Foreign assets	198,510	137,115
	1,691,829	1,469,365
Multi-Cap global fund		
Interest-bearing cash (money market)	16,743	18,338
Common stock	217,312	148,677
Foreign assets	87,330	55,280
	321,385	222,295
TOTAL INVESTMENTS	$ 3,261,903	$2,769,438

During 2010 the Plan's investments (including investments bought, sold and held during the year) appreciated (depreciated) in value as follows:

Common stock	$255,863
Corporate bonds	(13,136)
U.S. Government and Agency securities	(3,134)
Other	(824)
	$238,769

NOTE D--PARTIES-IN-INTEREST TRANSACTIONS

The Plan has not considered benefits paid by the Plan to participants as party-in-interest transactions.

Administrative expenses were rendered by parties-in-interest. In 2010 administrative expenses were paid by the Plan sponsor, Therm Incorporated, and custodial/trustee fees were paid by the Plan through plan earnings.

NOTE E--FAIR VALUE OF FINANCIAL INSTRUMENTS

FASB Accounting Standards Codification Topic ("FASB ASC") 820, "Fair Value Measurements and Disclosures", governs the application of accounting principles generally accepted in the United States of America that requires fair value measurements of the Plan's assets and liabilities. Fair value is an estimate of the price the Plan would receive upon selling a financial instrument in a timely transaction to an independent buyer or the most advantageous market of the financial instrument. FASB ASC 820 establishes a framework for measuring fair value. That framework provides 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 prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

NOTE E--FAIR VALUE OF FINANCIAL INSTRUMENTS--Continued

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2010:

Interest-bearing cash (money market): The fair value of interest-bearing cash (money market) approximates carrying value due to the nature of the instrument.

Common stocks, fixed index funds, and foreign assets: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds and U.S. Government and Agency securities: Valued by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by Level, within the fair value hierarchy, the Plan's investments at fair value:

	Investments at Fair Value as of December 31, 2010			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash (money market)	$ 163,984	$ -0-	$ -0-	$ 163,984
Corporate bonds	-0-	523,010	-0-	523,010
U.S. Government and Agency securities	-0-	140,584	-0-	140,584
Fixed index funds	190,432	-0-	-0-	190,432
Common stocks	1,819,335	-0-	-0-	1,819,335
Foreign assets	338,959	85,599	-0-	424,558
Total investments at fair value	$2,512,710	$749,193	$ -0-	$3,261,903

NOTE E--FAIR VALUE OF FINANCIAL INSTRUMENTS--Continued

	Investments at Fair Value as of December 31, 2009			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash (money market)	$ 270,612	$ -0-	$ -0-	$ 270,612
Corporate bonds	-0-	330,919	-0-	330,919
U.S. Government and Agency securities	-0-	183,870	-0-	183,870
Fixed index funds	134,084	-0-	-0-	134,084
Common stocks	1,527,950	76,792	-0-	1,604,742
Foreign assets	223,322	21,889	-0-	245,211
Total investments at fair value	$2,155,968	$ 613,470	$ -0-	$2,769,438

NOTE F--PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants have a 100% nonforfeitable interest in their account balances.

NOTE G--INCOME TAX STATUS

The Plan obtained its latest determination letter on April 28, 2005, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan as currently designed is being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America requires Plan management to evaluate tax positions taken by the Plan. Plan management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. The Plan is subject to income tax examination for years 2007 through 2009.

NOTE H--RISKS AND UNCERTAINTIES

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

NOTE I--DELINQUENT PARTICIPANT LOAN REPAYMENTS

During 2010, the Plan Sponsor failed to timely remit certain employee loan repayments to the Plan's custodian. Repayments totaling $48,651 were not remitted to the custodian within the time period prescribed by DOL regulations. Plan management computed lost earnings resulting in a nominal remittance to the Plan of $127. In addition, filings required due to the identification of these transactions will be submitted to the IRS and the DOL in accordance with applicable regulations.

Form 5500, Schedule H, Part IV, Line 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

THERM, INCORPORATED 401(k) PLAN

EIN: 15-0468315 PLAN NO.: 003

December 31, 2010

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c)Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d)Cost	(e)Current Value
	Interest-Bearing Cash (Money Market)					
	SSGA Inst Govt Money Market Investment CL	Money Market Account				$ 163,984
	Corporate Bonds					
	Alabama Power Co.	25,000	4.850%	12/15/12		26,815
	AT&T Wireless	40,000	8.125%	05/01/12		43,695
	Avon Products Inc.	30,000	5.125%	01/15/11		30,037
	Boeing Cap Corp.	30,000	6.100%	03/01/11		30,265
	Caterpillar	30,000	4.400%	02/15/11		30,107
	Caterpillar, Inc.	10,000	6.125%	02/17/14		11,242
	Clorox	20,000	5.450%	10/15/12		21,450
	Clorox Co.	15,000	5.000%	03/01/13		16,022
	ConocoPhillips	10,000	4.750%	02/01/14		10,863
	Duke Energy Corp.	15,000	6.250%	01/15/12		15,835
	Ei Dupont De Nemour	5,000	3.250%	01/15/15		5,189
	Ei Dupont De Nemour	5,000	4.750%	03/15/15		5.468
	Georgia Power Co.	10,000	6.000%	11/01/13		11,181
	Hewlett-Packard	10,000	6.125%	03/01/14		11,324
	IBM Corp	10,000	7.500%	06/15/13		11,497
	John Deere Cap Mtn	30,000	5.400%	10/17/11		31,208
	John Deere Cap Mtn	10,000	2.950%	03/09/15		10,273
	Kellogg Co.	10,000	5.125%	12/03/12		10,717
	Lockheed Martin Corp.	5,000	4.121%	03/14/13		5,314
	Natl Rural Util Coop	16,000	4.250%	03/15/11		16,093
	Northern State Pwr Mn	25,000	8.000%	08/28/12		27,781
	Northruop Grumman	30,000	7.125%	02/15/11		30,210
	Oracle/Ozark	15,000	5.000%	01/15/11		15,018
	Progress Energy Inc.	30,000	7.100%	03/01/11		30,305
	Southern Co.	10,000	5.300%	01/15/12		10,458
	Verizon Comms Inc.	10,000	5.550%	02/15/16		11,209
	Verizon Gbl Fdg	30,000	6.875%	06/15/12		32,513
	Walt Disney Company	10,000	4.500%	12/15/13		10,921
						$ 523,010

Form 5500, Schedule H, Part IV, Line 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

THERM, INCORPORATED 401(k) PLAN

EIN: 15-0468315 PLAN NO.: 003

December 31, 2010

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c)Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d)Cost	(e)Current Value
	U.S Government Agency Securities					
	FHLB (Fed Hm Ln Bk)	10,000	1.00%	03/29/12		$ 10,014
	FFCB (Fed Fm Cr Bk)	50,000	0.95%	05/03/13		49,981
	FFCB (Fed Fm Cr Bk)	35,000	5.30%	06/20/11		35,818
	FNMA (Fed Nat Mtg)	20,000	3.15%	11/19/15		20,197
	FFCB (Fed Fm Cr Bk)	10,000	2.12%	09/08/16		9,660
	FNMA (Fed Nat Mtg)	15,000	2.50%	08/04/16		14,914
						$ 140,584
	Fixed Index Funds					
	Ishares Barclays 1-3 Yr Credit Bd Fd	1,250	shares			$ 130,350
	Ishares Barclays Int Cred Bond Fund	100	shares			10,518
	Pimco Short-Term Fund	5,027	shares			49,564
						$ 190,432
	Common Stock					
	Abbott Laboratories	385	shares			$ 18,445
	Altria	1,125	shares			27,698
	Amgen Inc.	315	shares			17,294
	Apple Inc.	145	shares			46,771
	Applied Materials	2,675	shares			37,584
	Bank of America Corp	1,950	shares			26,013
	Cardinal Health	735	shares			28,158
	Carefusion Corp.	792	shares			20,354
	Caterpillar Inc.	325	shares			30,440
	Chevron Corp.	490	shares			44,713
	Cisco Systems Inc.	1,575	shares			31,862
	Conocophillips	425	shares			28,943
	Corning Inc.	2,625	shares			50,715
	EMC Corp Mass	1,700	shares			38,930
	Exxon Mobil Corp	575	shares			42,044
	General Electric Co.	1,800	shares			32,922
	Goldman Sachs Group Inc.	153	shares			25,728
				Common stock subtotal		$ 548,614

Form 5500, Schedule H, Part IV, Line 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

THERM, INCORPORATED 401(k) PLAN

EIN: 15-0468315 PLAN NO.: 003

December 31, 2010

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c)Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		(d)Cost	(e)Current Value
	Common Stock--Continued				
	Balance Forward				$ 548,614
	Google Inc.	60	shares		35,638
	Harley Davidson Inc.	1,400	shares		48,538
	Intel Corp	2,175	shares		45,740
	International Business Machines	250	shares		36,690
	Ishares S&P Small Cap 600 Index	1,300	shares		89,011
	Johnson & Johnson	525	shares		32,471
	JP Morgan Chase & Co	525	shares		22,271
	Lowes Cos Inc	1,475	shares		36,993
	Mastercard Inc	100	shares		22,411
	Microsoft Corporation	1,275	shares		35,585
	Monsanto Co.	275	shares		19,151
	Nextera Energy Inc.	775	shares		40,292
	Nucor Corp	625	shares		27,387
	Parker Hannifin Co.	250	shares		21,575
	Patterson-Uti Energy Corp	2,200	shares		47,410
	Pepsi Co Inc.	575	shares		37,565
	Pfizer Inc.	2,525	shares		44,213
	Procter & Gamble Co	850	shares		54,680
	S&P Mid Cap 400 ETF Trust	290	shares		47,757
	Schwab Charles Corp	1,400	shares		23,954
	Southern Co.	925	shares		35,363
	SPDR KBW Regional Banking	1,200	shares		31,740
	SPDR S&P 500 ETF Trust	475	shares		59,731
	State Street Corp	596	shares		27,619
	Textron Inc.	1,650	shares		39,006
	United Parcel Services Inc. -CL B	625	shares		45,362
	Vanguard Emerging Markets Vipers	1,950	shares		93,885
	Verizon Communications	1,300	shares		46,514
	Walgreen Co.	850	shares		33,116
	Wal-Mart Stores Inc.	375	shares		20,224
	Wells Fargo Co	1,225	shares		37,963
	Zimmer Holdings Inc.	575	shares		30,866
					$ 1,819,335

Form 5500, Schedule H, Part IV, Line 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

THERM, INCORPORATED 401(k) PLAN

EIN: 15-0468315 PLAN NO.: 003

December 31, 2010

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c)Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		(d)Cost	(e)Current Value
	Foreign Assets				
	Ace Ltd	500	shares		$ 31,125
	Barrick Gold Corp	1,025	shares		54,510
	Burlington Res Fin Co.	20,000	shares		21,053
	HSBC Holdings Plc-Sponsored Adr	388	shares		19,804
	Ishares Msci Eafe Index Fund	1,975	shares		114,984
	Schlumberger Ltd	625	shares		52,187
	Templeton Global Bond Fund	4,760	shares		64,546
	Toyoto Motor Corp	225	shares		17,692
	Transocean Ltd	700	shares		48,657
					$ 424,558
	Receivables--notes from participants	5.25% - 10.25%			$ 160,235
				Grand Total	$ 3,422,138

Form 5500, Schedule H, Part IV, Line 4(a)

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

THERM, INCORPORATED 401(k) PLAN

EIN: 15-0468315 PLAN NO.: 003

December 31, 2010

Participant Contributions Transferred Late to Plan	Total that Constitutes Nonexempt Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
* $ 48,651	$ -0-	$ -0-	$ 48,651	$ -0-

* Represents late participant loan repayments.