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 01/01/2008 and ending 12/31/2008

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;
- [X] 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;
- [X] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
IM CON EMPLOYEES 401K PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1998

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

2301 GARDEN CITY HIGHWAY
MIDLAND, TX 79701-1549

2b Employer Identification Number (EIN)
75-1221220

2c Sponsor's telephone number
432-682-3745

2d Business code (see instructions)
238300

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.	10/04/2011	VICKIE SMALL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/04/2011	JERRY BUSHMAN
	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")
INDUSTRIAL MAINTENANCE CONTRACTORS INC.

2301 GARDEN CITY HIGHWAY
MIDLAND, TX 79701-1549

3b Administrator's EIN
75-1221220

3c Administrator's telephone number
432-682-3745

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**	142
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**	170
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	9
d	Subtotal. Add lines **6a**, **6b**, and **6c**	**6d**	179
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	1
f	Total. Add lines **6d** and **6e**	**6f**	180
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	32
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	1
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 3E

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

9b Plan benefit arrangement (check all that apply)

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

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2010

This Form is Open to Public Inspection

For calendar plan year 2010 or fiscal plan year beginning 01/01/2008 and ending 12/31/2008

A Name of plan
IM CON EMPLOYEES 401K PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500.
INDUSTRIAL MAINTENANCE CONTRACTORS INC.

D Employer Identification Number (EIN)
75-1221220

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
AMERICAN UNITED LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
35-0145825	60895	G98024	32	01/01/2008	12/31/2008

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in item 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
1447	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

VINCENT K. HYMAN
2305 RIVER ROAD
LOUISVILLE, KY 40206

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
1447	0	N/A	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	71458
5	Current value of plan's interest under this contract in separate accounts at year end	5	370113

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY CONTRACT

b	Balance at the end of the previous year			7b	43611
c	Additions: (1) Contributions deposited during the year	7c(1)	16364		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	2401		
	(4) Transferred from separate account	7c(4)	13860		
	(5) Other (specify below)	7c(5)	548		
	▶ LOAN REPAYMENT				
	(6) Total additions			7c(6)	33173
d	Total of balance and additions (add **b** and **c(6)**)			7d	76784
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)			
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)	4326		
	(4) Other (specify below)	7e(4)	1000		
	▶ LOAN ISSUE				
	(5) Total deductions			7e(5)	5326
f	Balance at the end of the current year (subtract **e(5)** from **d**)			7f	71458

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organization(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance
e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug
i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in **c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, item 2 above, report amount.			**10b**	

Specify nature of costs ▶

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan 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

2010

This Form is Open to Public Inspection.

For calendar plan year 2010 or fiscal plan year beginning 01/01/2008 and ending 12/31/2008

A Name of plan
IM CON EMPLOYEES 401K PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
INDUSTRIAL MAINTENANCE CONTRACTORS INC.

D Employer Identification Number (EIN)
75-1221220

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: SEPARATE ACCOUNT II

b Name of sponsor of entity listed in (a): AMERICAN UNITED LIFE INSURANCE CO.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
35-0145825-000	P	370113

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

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

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

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

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b Name of plan sponsor	**c** EIN-PN

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a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2010

This Form is Open to Public Inspection

For calendar plan year 2010 or fiscal plan year beginning 01/01/2008 and ending 12/31/2008

A Name of plan
IM CON EMPLOYEES 401K PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
INDUSTRIAL MAINTENANCE CONTRACTORS INC.

D Employer Identification Number (EIN)
75-1221220

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)	156	344
(2) Participant contributions	1b(2)	1556	3445
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	44995	46506
(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)	466002	370113
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	43611	71458
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	556320	491866
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	556320	491866

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)	8914	
(B) Participants	2a(1)(B)	89134	
(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)		98048
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	2401	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	1354	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		3755
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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)		-135829
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		-34026
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	30404	
(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)		30404
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)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	24	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		24
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		30428
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-64454
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [ ] Unqualified (2) [ ] Qualified (3) [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: SPROLES WOODARD, LLP (2) EIN: 75-0807999

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	
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	
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)

IM CON EMPLOYEES' 401(k) PLAN

December 31, 2008

IM CON EMPLOYEES' 401(k) PLAN

Financial Statements
December 31, 2008

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75 YEARS
SW
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Plan Administrator
IM Con Employees' 401(k) Plan

REPORT OF INDEPENDENT AUDITORS

We were engaged to audit the financial statements of the IM Con Employees' 401(k) Plan as of December 31, 2008 and 2007, and for the year ended December 31, 2008, and the supplemental schedules as of December 31, 2008 as listed in the accompanying index. These financial statements and 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 information summarized in Note F, which was certified by American United Life Insurance Company, the trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedule. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2008 and 2007, that the information provided to the plan administrator by the trustee 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 schedule taken as a whole. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Sproles Woodard L.L.P.

Midland, Texas
February 17, 2011

Fort Worth
Midland
Artesia

Member
American Institute of Certified
Public Accountants

Member
AGN International
Affiliated Firms Worldwide

EXHIBIT "A"

IM CON EMPLOYEES' 401(k) PLAN

Statements of Net Assets Available for Benefits
December 31, 2008 and 2007

ASSETS

	2008	2007
Participant-directed investments, at fair value	$ 488,077	$ 554,608
Receivables		
Employers' contributions	344	156
Employees' contributions	3,445	1,556
Total assets	$ 491,866	$ 556,320

LIABILITIES

Benefits payable to participants	$ -	$ -
Total liabilities	$ -	$ -
Net assets available for benefits	$ 491,866	$ 556,320

The accompanying notes are an integral part of these financial statements.

EXHIBIT "B"

IM CON EMPLOYEES' 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2008

	2008
Additions to net assets attributed to:	
Investment income	
Interest	$ 3,755
Net investment gain	-
	$ 3,755
Contributions	
Employers	$ 8,914
Employees	89,134
	$ 98,048
Total additions	$ 101,803
Deductions from net assets attributed to:	
Benefits paid to participants	$ 30,404
Net investment loss	135,829
Administrative fees	24
Total deductions	$ 166,257
Net (decrease)	$ (64,454)
Net assets available for benefits	
Beginning of year	556,320
End of year	$ 491,866

The accompanying notes are an integral part of these financial statements.

IM CON EMPLOYEES' 401(k) PLAN

Notes to the Financial Statements
December 31, 2008

NOTE A: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting
The accompanying financial statements are prepared and presented in accordance with the accrual method of accounting.

Contributions
Contributions from the Plan sponsor, Industrial Maintenance Contractors, Inc. are accrued in the period in which they become obligations according to the provisions of the Plan.

Benefits
Benefits are recorded when obligations are paid.

Investments
Investments are stated at fair market value except for its benefit-responsive investment contract which is valued at contract value (Note H). Contract value is believed to approximate fair value. Participant loans are valued at their outstanding balances, which approximate fair value. Where available, fair market value is determined using prices quoted on an active market or exchange. Where quoted prices are not available, fair market value is estimated by the Plan administrator based on available information. Net appreciation or depreciation of investments is reported in the statement of changes in net assets available for benefits and consists of the related gains or losses and the unrealized gains or losses of these investments.

Individual accounts
Individual accounts are maintained for each participant in the Plan. Periodic adjustments are made for contributions, earnings, forfeitures and withdrawals.

Use of Estimates and Assumptions
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties
The Plan provides for various investment options in any combination of various mutual funds. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Administrative expenses
Administrative expenses may be paid by the Company, and if not so paid, the Plan shall pay such expense out of principal or income.

NOTE B: DESCRIPTION OF PLAN

The following description of the IM Con Employees' 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of the Company who have six months of service and are age twenty-one or older who are expected to work 1,000 hours of service. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may contribute up to 15% of pretax annual compensation, subject to annual limits imposed by the Internal Revenue Service. The Company has at its discretion, elected to match employee salary deferral contributions for the plan year ended December 31, 2008. In addition, the Company may make an employer profit-sharing contribution at the option of the Company's Board of Directors.

Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's matching contribution, investment earnings, and an allocation of the Company's profit-sharing contribution. Allocations are based on participant compensation, as defined. 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 elective contributions and rollover amounts plus actual earnings thereon. Vesting in the remainder of their accounts is based on years of continuous service according to the following schedule:

Years of Service	Vesting Percentage
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Investment Options

Upon enrollment in the Plan, participants may direct their account balances in a diversified group of investment options with American United Life Insurance Company (AUL). Participants may change their investment options at any time.

Participant Notes Receivable

Participants may borrow from their accounts and the loans are secured by the balance in the participant's account and shall bear a reasonable rate of interest. All loans are payable in weekly, semi-monthly or monthly installments.

NOTE B: DESCRIPTION OF PLAN (Cont.)

Payment of Benefits

Upon termination of service, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account.

Administration

The trustee, American United Life Insurance Company (AUL) manages plan assets. The Trustee invests and reinvests Plan assets in coordination with the instructions communicated to it by the Plan participants. All contributions are remitted as soon as administratively possible to AUL.

NOTE C: RECENT ACCOUNTING STANDARDS AND DISCLOSURES

In September 2010, the Financial Accounting Standards Board issued Update 2010-25 Plan Accounting Defined Contribution Pension Plans (Topic 962) – Reporting Loans to Participants by Defined Contribution Pension Plans which requires loans to participants to be classified as notes receivable from participants, segregated from plan investments. The Update also requires loans to participants to be measured at their unpaid principal balance plus accrued by unpaid interest. The new standard is effective for the year ending December 31, 2010; however, early adoption is permissible. The Plan's adoption of the new standard as of January 1, 2011 is expected to have a material effect on the measurement of participant loans.

NOTE D: TAX STATUS

The Administrator transferred assets of the Plan to American United Life Insurance Company (the "Trustee") and adopted the Trustee's prototype basic plan document. The Trustee received a favorable determination from the IRS regarding amendments to the Plan and its continued status as a qualified plan on March 31, 2008. The Plan has been amended since receiving the determination letter. However, the Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and has no income subject to unrelated business income tax.

NOTE E: PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their accounts.

NOTE F: UNAUDITED INFORMATION CERTIFIED BY THE PLAN TRUSTEE

The accompanying Statements of Net Assets Available for Benefits and Statement of Changes in Net Assets Available for Benefits and certain notes to these financial statements were prepared in part or entirely from information certified by the trustee in accordance with 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 information certified includes total participant directed investments of $488,077 at December 31, 2008 and $554,608 at December 31, 2007.

NOTE F: UNAUDITED INFORMATION CERTIFIED BY THE PLAN TRUSTEE (Cont.)

The following information was certified by American United Life Insurance Company (AUL), the trustee of the Plan at December 31:

	2008	2007
Investments at quoted fair market values:		
Participant loans – at fair value	**$ 46,506**	$ 44,995
Mutual funds – at fair value	**370,113**	466,002
Investment contract – at contract value	**71,458**	43,611
	$ 488,077	$ 554,608

The following presents investments that represent 5% or more of the net assets available for benefits. All investments of the Plan are held by AUL in participant directed accounts.

	2008	2007
AUL Stable Fund	**$ 71,458**	$ 43,611
One America Money Market	**28,096**	-
Fidelity VIP Equity Income	**25,109**	48,817
Fidelity VIP Asset Manager	**25,436**	26,149
Fidelity VIP Contrafund	**63,355**	50,543
Janus Aspen Series Flex Bond	**159,858**	156,829
Janus Aspen Series WW Growth	**27,699**	96,813
Pioneer Growth Opp	-	36,248
SSgA S&P 500 Flagship	-	28,408

All assets of the Plan are held by the trustee under the Adoption Agreement to the Master Plan. All investment transactions are performed by the trustee.

Other information

At December 31, 2008 and for the year then ended, the trustee certifies the following financial information:

	2008
Interest credited	**$ 3,755**
Net investment loss	**(135,829)**

NOTE G: RISKS AND UNCERTAINTIES

The Plan provides for various investment options in any combination of mutual funds. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

NOTE H: INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan includes a benefit-responsive investment contract with American United Life Insurance Company, Inc. (AUL). AUL maintains the contributions in an insurance company general account stable fund. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value as reported to the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The average yield and crediting interest rates were 4.0% for 2008. The crediting interest rate is based on a formula agreed upon with the issuer. Such interest rates are reviewed for resetting annually.

Certain events limit the Plan's ability to transact at contract value with AUL. Such events include the following: (a) amendments to the plan documents (including complete or partial plan termination or merger with another plan), (b) changes to plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with Plan participants, is probable.

NOTE I: FAIR VALUE MEASUREMENTS

The Plan adopted Fair Value Measurements, which 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 are described as follows:

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

NOTE I: FAIR VALUE MEASUREMENTS (Cont.)

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

The asset 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.

The following is a description of the valuation methodologies used for assets measured at fair value:

Mutual funds: Valued at the net asset value (NAV) of shares held by the plan at year end.

Guaranteed investment contract: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer (See note H).

Participant loans: Valued at amortized cost, which approximates fair value.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

Assets at Fair Value as of December 31, 2008

	Level 1	Level 2	Level 3	Total
Participant - directed investments:				
Mutual funds	$ 370,113	$ -	$ -	$ 370,113
Guaranteed investment contracts	-	71,458	-	71,458
Participant loans	-	-	46,506	46,506
Total assets at fair value	$ 370,113	$ 71,458	$ 46,506	$ 488,077

	Level 3 Assets
	Participant loans
Balance, beginning of year	$ 44,995
Purchases, sales, issuances and settlements (net)	1,511
Balance, end of year	$ 46,506

NOTE I: FAIR VALUE MEASUREMENTS (Cont.)

The following table sets forth by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2007:

Assets at Fair Value as of December 31, 2007

	Level 1	Level 2	Level 3	Total
Participant - directed investments:				
Mutual funds	$ 466,002	$ -	$ -	$ 466,002
Guaranteed investment contracts	-	43,611	-	43,611
Participant loans	-	-	44,995	44,995
Total assets at fair value	$ 466,002	$ 43,611	$ 44,995	$ 554,608

	Level 3 Assets
	Participant loans
Balance, beginning of year	$ 25,144
Purchases, sales, issuances and settlements (net)	19,851
Balance, end of year	$ 44,995

NOTE J: AMOUNTS ALLOCATED TO WITHDRAWING PARTICIPANTS

Net assets available for benefits at December 31, 2008 and 2007 include $21,202 and $15,900, respectively, allocated to the accounts of persons who as of or prior to that date had withdrawn from participating in the earnings and operations of the Plan. This amount is payable to the former participants in 2009.

NOTE K: REPORTABLE TRANSACTIONS

The Plan was not covered by a fidelity bond as of December 31, 2008.

NOTE L: SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through February 17, 2011, which is the date the financial statements were available to be issued.

SCHEDULE 1

IM CON EMPLOYEES' 401(k) PLAN

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2008

Sponsor EIN: 75-1221220
Plan Number : 002

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of Investments Number of unites/shares	(d) Cost	(e) Current Value
*	AUL Fixed Account	71,458 Units		$ 71,458
	Participants' Loans	9 notes due next 5 years, 5.50%		46,506
*	One America Money Market	17,753 Units		28,096
	Fidelity VIP Equity Income	15,081 Units		25,109
	Fidelity VIP Asset Manager	14,561 Units		25,436
	Fidelity VIP Contrafund	24,886 Units		63,355
	Janus Aspen Series Flex Bond	90,229 Units		159,858
	Janus Aspen Series WW Growth	27,361 Units		27,699
	Pioneer Growth Opp VCT	16,873 Units		19,861
	SSgA S&P 500 Flagship	9,538 Units		20,699
				$ 488,077

Note: (*) Known to be a party-in-interest
Column (d) is blank because cost is not required for participant directed accounts

SCHEDULE 2

IM CON EMPLOYEES' 401(k) PLAN

Form 5500, Schedule H, Part IV - Compliance Questions
December 31, 2008

Sponsor EIN: 75-1221220
Plan Number : 002

The plan was not covered by a fidelity bond.



Before printing the attached filing, change the following setting in Adobe Reader:



Choose *File>Print* and select *Page Scaling* menu, choose "NONE" and click ok.

The latest version of Adobe Reader should be used.

Also, turn off the duplex print setting on your printer.



Filings printed without changing these settings will be rejected.



Do not file this page with any government agency

Official Use Only

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 sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an Attachment to Form 5500.**

OMB No. 1210-0110

2008

This Form is Open to Public Inspection.

For calendar year 2008 or fiscal plan year beginning 01/01/2008 , and ending 12/31/2008 ,

A Name of plan IM CON EMPLOYEES' 401(K) PLAN	**B** Three-digit plan number ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 INDUSTRIAL MAINTENANCE CONTRACTORS, INC.	**D** Employer Identification Number 75-1221220

Part I Distributions

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

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions	1	$ 0
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the plan year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits). 35-0145825		
	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	

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

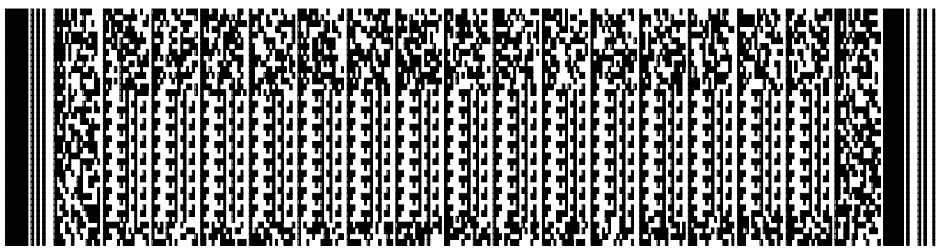
4	Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?		☐ Yes ☐ No ☐ N/A
	If the plan is a defined benefit plan, go to line 7.		
5	If a waiver of the minimum funding standard for a prior plan year is being amortized in this plan year, see instructions, and enter the date of the ruling letter granting the waiver ▶		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.		
6a	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 7 and 8 and complete line 9.		
7	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

8	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. (See instructions.)	☐ Increase ☐ Decrease ☐ No

Part IV Coverage (See instructions.)

9	Check the box for the test this plan used to satisfy the coverage requirements	☐ ratio percentage test	☐ average benefit test



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IM CON EMPLOYEES' 401(k) PLAN

December 31, 2008

IM CON EMPLOYEES' 401(k) PLAN

Financial Statements
December 31, 2008

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75 YEARS
SW
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Plan Administrator
IM Con Employees' 401(k) Plan

REPORT OF INDEPENDENT AUDITORS

We were engaged to audit the financial statements of the IM Con Employees' 401(k) Plan as of December 31, 2008 and 2007, and for the year ended December 31, 2008, and the supplemental schedules as of December 31, 2008 as listed in the accompanying index. These financial statements and 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 information summarized in Note F, which was certified by American United Life Insurance Company, the trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedule. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2008 and 2007, that the information provided to the plan administrator by the trustee 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 schedule taken as a whole. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Sproles Woodard L.L.P.

Midland, Texas
February 17, 2011

Fort Worth
Midland
Artesia

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EXHIBIT "A"

IM CON EMPLOYEES' 401(k) PLAN

Statements of Net Assets Available for Benefits
December 31, 2008 and 2007

ASSETS

	2008	2007
Participant-directed investments, at fair value	$ 488,077	$ 554,608
Receivables		
Employers' contributions	344	156
Employees' contributions	3,445	1,556
Total assets	$ 491,866	$ 556,320

LIABILITIES

Benefits payable to participants	$ -	$ -
Total liabilities	$ -	$ -
Net assets available for benefits	$ 491,866	$ 556,320

The accompanying notes are an integral part of these financial statements.

EXHIBIT "B"

IM CON EMPLOYEES' 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2008

	2008
Additions to net assets attributed to:	
Investment income	
Interest	$ 3,755
Net investment gain	-
	$ 3,755
Contributions	
Employers	$ 8,914
Employees	89,134
	$ 98,048
Total additions	$ 101,803
Deductions from net assets attributed to:	
Benefits paid to participants	$ 30,404
Net investment loss	135,829
Administrative fees	24
Total deductions	$ 166,257
Net (decrease)	$ (64,454)
Net assets available for benefits	
Beginning of year	556,320
End of year	$ 491,866

The accompanying notes are an integral part of these financial statements.

IM CON EMPLOYEES' 401(k) PLAN

Notes to the Financial Statements
December 31, 2008

NOTE A: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting
The accompanying financial statements are prepared and presented in accordance with the accrual method of accounting.

Contributions
Contributions from the Plan sponsor, Industrial Maintenance Contractors, Inc. are accrued in the period in which they become obligations according to the provisions of the Plan.

Benefits
Benefits are recorded when obligations are paid.

Investments
Investments are stated at fair market value except for its benefit-responsive investment contract which is valued at contract value (Note H). Contract value is believed to approximate fair value. Participant loans are valued at their outstanding balances, which approximate fair value. Where available, fair market value is determined using prices quoted on an active market or exchange. Where quoted prices are not available, fair market value is estimated by the Plan administrator based on available information. Net appreciation or depreciation of investments is reported in the statement of changes in net assets available for benefits and consists of the related gains or losses and the unrealized gains or losses of these investments.

Individual accounts
Individual accounts are maintained for each participant in the Plan. Periodic adjustments are made for contributions, earnings, forfeitures and withdrawals.

Use of Estimates and Assumptions
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties
The Plan provides for various investment options in any combination of various mutual funds. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Administrative expenses
Administrative expenses may be paid by the Company, and if not so paid, the Plan shall pay such expense out of principal or income.

NOTE B: DESCRIPTION OF PLAN

The following description of the IM Con Employees' 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of the Company who have six months of service and are age twenty-one or older who are expected to work 1,000 hours of service. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may contribute up to 15% of pretax annual compensation, subject to annual limits imposed by the Internal Revenue Service. The Company has at its discretion, elected to match employee salary deferral contributions for the plan year ended December 31, 2008. In addition, the Company may make an employer profit-sharing contribution at the option of the Company's Board of Directors.

Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's matching contribution, investment earnings, and an allocation of the Company's profit-sharing contribution. Allocations are based on participant compensation, as defined. 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 elective contributions and rollover amounts plus actual earnings thereon. Vesting in the remainder of their accounts is based on years of continuous service according to the following schedule:

Years of Service	Vesting Percentage
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Investment Options

Upon enrollment in the Plan, participants may direct their account balances in a diversified group of investment options with American United Life Insurance Company (AUL). Participants may change their investment options at any time.

Participant Notes Receivable

Participants may borrow from their accounts and the loans are secured by the balance in the participant's account and shall bear a reasonable rate of interest. All loans are payable in weekly, semi-monthly or monthly installments.

NOTE B: DESCRIPTION OF PLAN (Cont.)

Payment of Benefits

Upon termination of service, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account.

Administration

The trustee, American United Life Insurance Company (AUL) manages plan assets. The Trustee invests and reinvests Plan assets in coordination with the instructions communicated to it by the Plan participants. All contributions are remitted as soon as administratively possible to AUL.

NOTE C: RECENT ACCOUNTING STANDARDS AND DISCLOSURES

In September 2010, the Financial Accounting Standards Board issued Update 2010-25 Plan Accounting Defined Contribution Pension Plans (Topic 962) – Reporting Loans to Participants by Defined Contribution Pension Plans which requires loans to participants to be classified as notes receivable from participants, segregated from plan investments. The Update also requires loans to participants to be measured at their unpaid principal balance plus accrued by unpaid interest. The new standard is effective for the year ending December 31, 2010; however, early adoption is permissible. The Plan's adoption of the new standard as of January 1, 2011 is expected to have a material effect on the measurement of participant loans.

NOTE D: TAX STATUS

The Administrator transferred assets of the Plan to American United Life Insurance Company (the "Trustee") and adopted the Trustee's prototype basic plan document. The Trustee received a favorable determination from the IRS regarding amendments to the Plan and its continued status as a qualified plan on March 31, 2008. The Plan has been amended since receiving the determination letter. However, the Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and has no income subject to unrelated business income tax.

NOTE E: PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their accounts.

NOTE F: UNAUDITED INFORMATION CERTIFIED BY THE PLAN TRUSTEE

The accompanying Statements of Net Assets Available for Benefits and Statement of Changes in Net Assets Available for Benefits and certain notes to these financial statements were prepared in part or entirely from information certified by the trustee in accordance with 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 information certified includes total participant directed investments of $488,077 at December 31, 2008 and $554,608 at December 31, 2007.

NOTE F: UNAUDITED INFORMATION CERTIFIED BY THE PLAN TRUSTEE (Cont.)

The following information was certified by American United Life Insurance Company (AUL), the trustee of the Plan at December 31:

	2008	2007
Investments at quoted fair market values:		
Participant loans – at fair value	**$ 46,506**	$ 44,995
Mutual funds – at fair value	**370,113**	466,002
Investment contract – at contract value	**71,458**	43,611
	$ 488,077	$ 554,608

The following presents investments that represent 5% or more of the net assets available for benefits. All investments of the Plan are held by AUL in participant directed accounts.

	2008	2007
AUL Stable Fund	**$ 71,458**	$ 43,611
One America Money Market	**28,096**	-
Fidelity VIP Equity Income	**25,109**	48,817
Fidelity VIP Asset Manager	**25,436**	26,149
Fidelity VIP Contrafund	**63,355**	50,543
Janus Aspen Series Flex Bond	**159,858**	156,829
Janus Aspen Series WW Growth	**27,699**	96,813
Pioneer Growth Opp	-	36,248
SSgA S&P 500 Flagship	-	28,408

All assets of the Plan are held by the trustee under the Adoption Agreement to the Master Plan. All investment transactions are performed by the trustee.

Other information

At December 31, 2008 and for the year then ended, the trustee certifies the following financial information:

	2008
Interest credited	**$ 3,755**
Net investment loss	**(135,829)**

NOTE G: RISKS AND UNCERTAINTIES

The Plan provides for various investment options in any combination of mutual funds. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

NOTE H: INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan includes a benefit-responsive investment contract with American United Life Insurance Company, Inc. (AUL). AUL maintains the contributions in an insurance company general account stable fund. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value as reported to the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The average yield and crediting interest rates were 4.0% for 2008. The crediting interest rate is based on a formula agreed upon with the issuer. Such interest rates are reviewed for resetting annually.

Certain events limit the Plan's ability to transact at contract value with AUL. Such events include the following: (a) amendments to the plan documents (including complete or partial plan termination or merger with another plan), (b) changes to plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with Plan participants, is probable.

NOTE I: FAIR VALUE MEASUREMENTS

The Plan adopted Fair Value Measurements, which 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 are described as follows:

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

NOTE I: FAIR VALUE MEASUREMENTS (Cont.)

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

The asset 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.

The following is a description of the valuation methodologies used for assets measured at fair value:

Mutual funds: Valued at the net asset value (NAV) of shares held by the plan at year end.

Guaranteed investment contract: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer (See note H).

Participant loans: Valued at amortized cost, which approximates fair value.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

Assets at Fair Value as of December 31, 2008

	Level 1	Level 2	Level 3	Total
Participant - directed investments:				
Mutual funds	$ 370,113	$ -	$ -	$ 370,113
Guaranteed investment contracts	-	71,458	-	71,458
Participant loans	-	-	46,506	46,506
Total assets at fair value	$ 370,113	$ 71,458	$ 46,506	$ 488,077

	Level 3 Assets
	Participant loans
Balance, beginning of year	$ 44,995
Purchases, sales, issuances and settlements (net)	1,511
Balance, end of year	$ 46,506

NOTE I: FAIR VALUE MEASUREMENTS (Cont.)

The following table sets forth by level, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2007:

Assets at Fair Value as of December 31, 2007

	Level 1	Level 2	Level 3	Total
Participant - directed investments:				
Mutual funds	$ 466,002	$ -	$ -	$ 466,002
Guaranteed investment contracts	-	43,611	-	43,611
Participant loans	-	-	44,995	44,995
Total assets at fair value	$ 466,002	$ 43,611	$ 44,995	$ 554,608

	Level 3 Assets
	Participant loans
Balance, beginning of year	$ 25,144
Purchases, sales, issuances and settlements (net)	19,851
Balance, end of year	$ 44,995

NOTE J: AMOUNTS ALLOCATED TO WITHDRAWING PARTICIPANTS

Net assets available for benefits at December 31, 2008 and 2007 include $21,202 and $15,900, respectively, allocated to the accounts of persons who as of or prior to that date had withdrawn from participating in the earnings and operations of the Plan. This amount is payable to the former participants in 2009.

NOTE K: REPORTABLE TRANSACTIONS

The Plan was not covered by a fidelity bond as of December 31, 2008.

NOTE L: SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through February 17, 2011, which is the date the financial statements were available to be issued.

SCHEDULE 1

IM CON EMPLOYEES' 401(k) PLAN

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2008

Sponsor EIN: 75-1221220
Plan Number : 002

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of Investments Number of unites/shares	(d) Cost	(e) Current Value
*	AUL Fixed Account	71,458 Units		$ 71,458
	Participants' Loans	9 notes due next 5 years, 5.50%		46,506
*	One America Money Market	17,753 Units		28,096
	Fidelity VIP Equity Income	15,081 Units		25,109
	Fidelity VIP Asset Manager	14,561 Units		25,436
	Fidelity VIP Contrafund	24,886 Units		63,355
	Janus Aspen Series Flex Bond	90,229 Units		159,858
	Janus Aspen Series WW Growth	27,361 Units		27,699
	Pioneer Growth Opp VCT	16,873 Units		19,861
	SSgA S&P 500 Flagship	9,538 Units		20,699
				$ 488,077

Note: (*) Known to be a party-in-interest
Column (d) is blank because cost is not required for participant directed accounts

SCHEDULE 2

IM CON EMPLOYEES' 401(k) PLAN

Form 5500, Schedule H, Part IV - Compliance Questions
December 31, 2008

Sponsor EIN: 75-1221220
Plan Number : 002

The plan was not covered by a fidelity bond.

Attachment to 2010 Form 5500
Schedule H, line 4i - Schedule of Assets (Held at End of Year)

Plan Name IM CON EMPLOYEES 401K PLAN **EIN:** 75-1221220
Plan Sponsor's Name INDUSTRIAL MAINTENANCE CONTRACTORS INC. **PN:** 002

(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
	AMERICAN UNITED LIFE INS CO	AUL FIXED ACCOUNT		71,458
	AMERICAN UNITED LIFE INS CO	PARTICIPANT LOANS		46,506
	AMERICAN UNITED LIFE INS CO	ONEAMERICA MONEY MARKET		28,096
	AMERICAN UNITED LIFE INS CO	FIDELITY VIP EQUITY INCOME		25,108
	AMERICAN UNITED LIFE INS CO	FIDELITY VIP ASSET MANAGER		25,436
	AMERICAN UNITED LIFE INS CO	FIDELITY VIP CONTRAFUND		63,355
	AMERICAN UNITED LIFE INS CO	JANUS ASPEN SERIES FLEX BOND		159,859

Attachment to 2010 Form 5500
Schedule H, line 4i - Schedule of Assets (Held at End of Year)

Plan Name _____ **EIN:** _____
Plan Sponsor's Name _____ **PN:** _____

(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
	AMERICAN UNITED LIFE INS CO	JANUS ASPEN SERIES WW GROWTH		27,699
	AMERICAN UNITED LIFE INS CO	PIONEER GROWTH OPP VCT		19,861
	AMERICAN UNITED LIFE INS CO	SSGA S & P 500 INDEX		20,699