

<div>Form 5500-SF</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>		<div>Short Form Annual Return/Report of Small Employee Benefit Plan</div> <div>This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500-SF.</div>		<div>OMB Nos. 1210-0110 1210-0089</div> <div>2010</div> <div>This Form is Open to Public Inspection</div>	
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:		☒ single-employer plan	☐ multiple-employer plan (not multiemployer)	☐ one-participant plan	
B This return/report is for:		☐ first return/report	☐ final return/report		
		☐ an amended return/report	☐ short plan year return/report (less than 12 months)		
C Check box if filing under:		☒ Form 5558	☐ automatic extension	☐ DFVC program	
		☐ special extension (enter description)			
Part II Basic Plan Information—enter all requested information					
1a Name of plan DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN AND TRUST			1b Three-digit plan number (PN) ▶	044	
			1c Effective date of plan	04/01/2003	
2a Plan sponsor's name and address (employer, if for single-employer plan) DRS. HILL & THOMAS CO. 25001 EMERY ROAD, SUITE 100 CLEVELAND, OH 44128-5627			2b Employer Identification Number (EIN)	34-0926955	
			2c Plan sponsor's telephone number	216-831-9786	
			2d Business code (see instructions)	621111	
3a Plan administrator's name and address (if same as Plan sponsor, enter "Same") DRS. HILL & THOMAS CO. 25001 EMERY ROAD, SUITE 100 CLEVELAND, OH 44128-5627			3b Administrator's EIN	34-0926955	
			3c Administrator's telephone number	216-831-9786	
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN, and the plan number from the last return/report. Sponsor's name			4b EIN		
			4c PN		
5a Total number of participants at the beginning of the plan year			5a	59	
b Total number of participants at the end of the plan year			5b	72	
c Total number of participants with account balances as of the end of the plan year (defined benefit plans do not complete this item).....			5c		
6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)			☒ Yes	☐ No	
b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.).....			☒ Yes	☐ No	
If you answered "No" to either 6a or 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.					
Part III Financial Information					
7 Plan Assets and Liabilities			(a) Beginning of Year	(b) End of Year	
a Total plan assets	7a	5961700		7360337	
b Total plan liabilities	7b				
c Net plan assets (subtract line 7b from line 7a).....	7c	5961700		7360337	
8 Income, Expenses, and Transfers for this Plan Year			(a) Amount	(b) Total	
a Contributions received or receivable from:					
(1) Employers	8a(1)	1024450			
(2) Participants	8a(2)	0			
(3) Others (including rollovers).....	8a(3)	0			
b Other income (loss)	8b	387958			
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c			1412408	
d Benefits paid (including direct rollovers and insurance premiums to provide benefits).....	8d	492			
e Certain deemed and/or corrective distributions (see instructions)	8e	0			
f Administrative service providers (salaries, fees, commissions).....	8f	0			
g Other expenses.....	8g	13279			
h Total expenses (add lines 8d, 8e, 8f, and 8g).....	8h			13771	
i Net income (loss) (subtract line 8h from line 8c).....	8i			1398637	
j Transfers to (from) the plan (see instructions)	8j				
For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500-SF.					
Form 5500-SF (2010) v.092308					

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

1A 1C 1D 1G

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

10	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? (See instructions and DOL's Voluntary Fiduciary Correction Program)		X	
b	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)		X	
c	Was the plan covered by a fidelity bond?	X		500000
d	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
e	Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service or other organization that provides some or all of the benefits under the plan? (See instructions.)		X	
f	Has the plan failed to provide any benefit when due under the plan?		X	
g	Did the plan have any participant loans? (If "Yes," enter amount as of year end.)		X	
h	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
i	If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3			

Part VI Pension Funding Compliance**11** Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500))..... ☒ Yes ☐ No**12** Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? .. ☐ Yes ☒ No
(If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)**a** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____**If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.**

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

Part VII Plan Terminations and Transfers of Assets**13a** Has a resolution to terminate the plan been adopted during the plan year or any prior year? ☐ Yes ☒ NoIf "Yes," enter the amount of any plan assets that reverted to the employer this year..... **13a** **b** Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ☐ Yes ☒ No**c** If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

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

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2011	JEFFREY KAMPMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2010 This Form is Open to Public Inspection
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For calendar plan year 2010 or fiscal plan year beginning 01/01/2010 and ending 12/31/2010

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

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

A Name of plan <u>DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶ <u>044</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>DRS. HILL & THOMAS CO.</u>	D Employer Identification Number (EIN) <u>34-0926955</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☐ More than 500

Part I	Basic Information
1	Enter the valuation date: Month <u>12</u> Day <u>31</u> Year <u>2010</u>
2	Assets:
a	Market value 2a <u>6317617</u>
b	Actuarial value 2b <u>6317617</u>
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a <u>0</u> <u>0</u>
b	For terminated vested participants 3b <u>19</u> <u>156704</u>
c	For active participants:
(1)	Non-vested benefits 3c(1) <u>264</u>
(2)	Vested benefits 3c(2) <u>6237988</u>
(3)	Total active 3c(3) <u>53</u> <u>6238252</u>
d	Total 3d <u>72</u> <u>6394956</u>
4	If the plan is at-risk, check the box and complete items (a) and (b) ☐
a	Funding target disregarding prescribed at-risk assumptions 4a
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor 4b
5	Effective interest rate 5 <u>5.51</u> %
6	Target normal cost 6 <u>1027288</u>

Statement by Enrolled Actuary

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

SIGN HERE	<u>09/26/2011</u>
Signature of actuary	Date
<u>GLEN ARCHINAL, MSPA, EA</u>	<u>11-02853</u>
Type or print name of actuary	Most recent enrollment number
<u>SUMMIT RETIREMENT PLAN SVC INC</u>	<u>330-983-0502</u>
Firm name	Telephone number (including area code)
<u>13680 CLEVELAND AVENUE NW</u> <u>UNIONTOWN, OH 44685</u>	
Address of the firm	

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

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

Schedule SB (Form 5500) 2010
v.092308.1

Part II	Beginning of year carryover and prefunding balances	(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (Item 13 from prior year)	0	59857
8	Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	0
9	Amount remaining (Item 7 minus item 8).....	0	59857
10	Interest on item 9 using prior year's actual return of <u>10.85</u> %	0	6494
11	Prior year's excess contributions to be added to prefunding balance:		
a	Excess contributions (Item 38 from prior year)		470535
b	Interest on (a) using prior year's effective rate of <u>0.00</u> %		0
c	Total available at beginning of current plan year to add to prefunding balance		470535
d	Portion of (c) to be added to prefunding balance.....		470535
12	Reduction in balances due to elections or deemed elections.....	0	177000
13	Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	0	359886

Part III	Funding percentages		
14	Funding target attainment percentage.....	14	92.85 %
15	Adjusted funding target attainment percentage.....	15	94.05 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	100.36 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV	Contributions and liquidity shortfalls		
18	Contributions made to the plan for the plan year by employer(s) and employees:		
	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
	03/31/2010	194095	0
	06/30/2010	237995	0
	09/30/2010	260795	0
	12/30/2010	331565	0
	Totals ▶	18(b)	1024450
		18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contribution from prior years.....	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	1042567
20	Quarterly contributions and liquidity shortfalls:		
a	Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☒ No	
b	If 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No	
c	If 20a is "Yes," see instructions and complete the following table as applicable:		

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

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

21 Discount rate:				
a Segment rates:	1st segment: 3.14 %	2nd segment: 5.90 %	3rd segment: 6.45 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☒ Prescribed - combined ☐ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

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

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions).....	31	1027288
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33).....	34	1027288
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	0	0
36 Additional cash requirement (item 34 minus item 35).....	36	1027288
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	1042567
38 Interest-adjusted excess contributions for current year (see instructions).....	38	15279
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37).....	39	0
40 Unpaid minimum required contribution for all years	40	0

Drs. Hill & Thomas Co. Cash Balance Pension Plan
Plan Year: January 01, 2010 - December 31, 2010
Schedule SB, Line 26 - Schedule of Active Participant Data
EIN: 34-0926955 Plan Number: 00044

Years of Credited Service												
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up	Total	
Attained Age												
Under 25	0	1	0	0	0	0	0	0	0	0	1	
25 to 29	0	0	0	1	0	0	0	0	0	0	1	
30 to 34	2	0	1	1	0	0	0	0	0	0	4	
35 to 39	1	2	0	0	1	0	0	0	0	0	4	
40 to 44	3	0	1	2	0	0	0	0	0	0	6	
45 to 49	1	1	5	3	1	0	0	0	0	0	11	
50 to 54	0	0	3	0	1	2	0	0	0	0	6	
55 to 59	0	1	0	2	0	0	3	0	0	0	6	
60 to 64	0	1	0	0	1	0	1	0	0	0	3	
65 to 69	0	1	0	2	0	0	2	3	0	0	8	
70 & Up	0	2	0	0	0	0	1	0	0	0	3	
Total	7	9	10	11	4	2	7	3	0	0	53	

ACTUARIAL ASSUMPTIONS

Normal Retirement Benefit

Actuarial Cost Method: PPA 2006 Funding Rules, Unit Credit

Funding Yield Curve Segmented Rates

First Segment:	3.14%
Second Segment:	5.90%
Third Segment:	6.45%
Effective Interest Rate:	5.51%

Pre-Retirement Valuation Assumptions

Mortality Table:	None
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Retirement Valuation Assumptions

Mortality Table:	2010 417(e)(3) Applicable Mortality Table
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Actuarial Equivalence

Pre-Retirement Actuarial Equivalence Assumptions

Investment Earnings:	4.19% Effective Annual Rate
Mortality Table:	None

Retirement Actuarial Equivalence Assumptions

Investment Earnings:	4.19% Effective Annual Rate
Mortality Table:	2010 417(e)(3) Applicable Mortality Table

Assumptions for IRC 415 Maximum Benefit Actuarial Adjustments

Investment Earnings:	5.00% Effective Annual Rate
Mortality Table:	2010 417(e)(3) Applicable Mortality Table
Interest Rate for non-life annuities:	5.50% Effective Annual Rate

Future Interest Crediting Rate

Investment Earnings:	5.50% Effective Annual Rate
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SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2010 This Form is Open to Public Inspection
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For calendar plan year 2010 or fiscal plan year beginning 01/01/2010 and ending 12/31/2010

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

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

A Name of plan DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN AND TRUST	B Three-digit plan number (PN) ►	044
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DRS. HILL & THOMAS CO.	D Employer Identification Number (EIN) 34-0926955	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☐ More than 500	

Part I Basic Information			
1 Enter the valuation date: Month <u>12</u> Day <u>31</u> Year <u>2010</u>			
2 Assets:			
a Market value.....	2a	6317617	
b Actuarial value.....	2b	6317617	
3 Funding target/participant count breakdown			
	(1) Number of participants	(2) Funding Target	
a For retired participants and beneficiaries receiving payment	3a	0	0
b For terminated vested participants	3b	19	156704
c For active participants:			
(1) Non-vested benefits.....	3c(1)		264
(2) Vested benefits.....	3c(2)		6237988
(3) Total active	3c(3)	53	6238252
d Total.....	3d	72	6394956
4 If the plan is at-risk, check the box and complete items (a) and (b) ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	5.51%	
6 Target normal cost.....	6	1027288	

Statement by Enrolled Actuary

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

SIGN HERE	GLEN ARCHINAL, <i>GA</i> _____ Signature of actuary GLEN ARCHINAL, MSPA, EA _____ Type or print name of actuary SUMMIT RETIREMENT PLAN SVC INC _____ Firm name 13680 CLEVELAND AVENUE NW UNIONTOWN OH 44685 _____ Address of the firm	<div style="text-align: right; font-size: 1.5em;">9/26/11</div> _____ Date 1102853 _____ Most recent enrollment number 330-983-0502 _____ Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

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

Schedule SB (Form 5500) 2010
v.092308.1

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

21 Discount rate:				
a Segment rates:	1st segment: 3.14%	2nd segment: 5.90%	3rd segment: 6.45%	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☒ Prescribed - combined ☐ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

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

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions)	31	1027288
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	
34 Total funding requirement before reflecting carryover/prefunding balances (item 31 + item 32a + item 32b – item 33)	34	1027288
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	0	0
36 Additional cash requirement (item 34 minus item 35)	36	1027288
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c)	37	1042567
38 Interest-adjusted excess contributions for current year (see instructions)	38	15279
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37)	39	0
40 Unpaid minimum required contribution for all years	40	0

SUMMARY OF PLAN PROVISIONS

Plan Effective Date	April 01, 2003
Plan Anniversary Date	January 01, 2010
Plan Eligibility	No Age Requirement No Service Requirement Eligible Employees
Plan Entry	Eligible Employees Enter on Hire Date
Normal Retirement Date	First of Month coincident or next following age 62
Benefit Accruals (Units)	Category 1: 10 x Benefit Compensation or \$100 plus 3% compensation. Offset by minimum employer discretionary profit sharing contribution. Category 2: 3% of Compensation, subject to offset by 3% of Profit Sharing contribution.
Normal Retirement Benefit	Units accrued at retirement
Compensation	W-2 Compensation not to exceed limit of \$ 245,000
Death Benefit	100% of Present Value of Accrued Benefits
Vesting Schedule	Three Year Cliff 1000 Hours Worked in a Plan Year to get a Year of Vesting Service.
Early Retirement Benefit	None

DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN
Line 19- Discounted Employer Contributions
Plan Name: Drs. Hill & Thomas Co. Cash Balance Pension Plan
Plan EIN: 34-0926955
Plan Number: 00044
Valuation Date: 12/31/2010

Total Contributed: \$ 1,024,450.00

**Total Discounted
to Valuation Date: \$ 1,042,567.23**

Date	Amount	Plan Year	Effective Rate of Interest	Discounted Amount	Penalty Rate of Interest	Additional Discounted Amount	Value As of Valuation Date
03/31/2010	\$ 194,095.00	2010	5.51%	\$ 202,095.54	11.33%	\$ -	\$ 202,095.54
06/30/2010	\$ 237,995.00	2010	5.51%	\$ 244,514.88	11.33%	\$ -	\$ 244,514.88
09/30/2010	\$ 260,795.00	2010	5.51%	\$ 264,343.10	11.33%	\$ -	\$ 264,343.10
12/30/2010	\$ 331,565.00	2010	5.51%	\$ 331,613.70	11.33%	\$ -	\$ 331,613.70

DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN
Line 25 - Change in Funding Method
Plan Name: Drs. Hill & Thomas Co. Cash Balance Pension Plan
Plan EIN: 34-0926955
Plan Number: 00044
Valuation Date: 12/31/2010

The Valuation Software used to value the Drs. Hill & Thomas Co. Cash Balance Pension Plan for the 2010 Plan Year has been changed, causing a change in Funding Method.

An additional change in the Funding Method has been made for the current Plan Year. The change in the Plan's Funding Method occurred during the 2010 Plan Year. It involves changing the Valuation Date from the first day of the plan year (January 1st) to the last day of the plan year (December 31st).

Plan Name: Drs. Hill & Thomas Co. Cash Balance Pension Plan and Trust
EIN: 34-0926955
Plan Number: 044

Schedule SB, line 24 - Change in Actuarial Assumptions

The discount rates were changed from using the January PPA funding segmented rates to the December PPA funding segmented rates, the applicable month containing the valuation date.

This change has been elected by the plan sponsor. Under final funding regulations issued October 15, 2009, the change is automatically approved by the IRS.

DRS. HILL & THOMAS CO. CASH BALANCE PENSION PLAN
Line 22 - Weighted Average Retirement Age
Plan Name: Drs. Hill & Thomas Co. Cash Balance Pension Plan
Plan EIN: 34-0926955
Plan Number: 00044
Valuation Date: 12/31/2010

Each participant is assumed to retire at his/her normal retirement age of 62.