Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

1210-0089

OMB Nos. 1210-0110

2011

This Form is Open to Public Inspection

r		lance with	n the instructions to the Form 5500)-SF.		•	
P	art I Annual Report Identification Information						
For	calendar plan year 2011 or fiscal plan year beginning 01/01/2011	1	and ending 1	2/31/20	011		
Α	This return/report is for:	a multiple	-employer plan (not multiemployer)	Γ	a one-partici	ant plan	
			eturn/report	L		•	
			•	ntha)			
_			in year return/report (less than 12 mo	ontns) F	7		
С	Check box if filing under:	automatic	extension	L	DFVC progra	m	
	special extension (enter description	n)					
Pa	Irt II Basic Plan Information—enter all requested informa	ation					
1a	Name of plan			1b ·	Three-digit		
	ON 401(K) PLAN & TRUST			ı	plan number		
					(PN) ▶	001	
				1c	Effective date o		
					01/01		
	Plan sponsor's name and address; include room or suite number (en FILSON COMPANY	mployer, if	for a single-employer plan)		Employer Identi		er
0.0.	TIEGON GOMI ANT				(EIN) 20-20		
					Sponsor's telep		
	FOURTH AVENUE SOUTH		•	24 ·			
SEA	TLE, WA 98124-1511			2a l	Business code (ns)
20	Discontinuos de la dela contra del contra de la dela contra del		"	2 h	31522		
	Plan administrator's name and address (if same as plan sponsor, en FILSON COMPANY 1555 FOURTH			3D /	Administrator's I 20-20	=IN 02560	
0.0.	SEATTLE, WA			3c /	Administrator's t		nber
					206-624		
4	If the name and/or EIN of the plan sponsor has changed since the la	ast return/i	report filed for this plan, enter the	4b	EIN		
	name, EIN, and the plan number from the last return/report.			_			
	Sponsor's name			4c	PN		
5a	Total number of participants at the beginning of the plan year			5a			9:
b	Total number of participants at the end of the plan year			5b			9
С	Number of participants with account balances as of the end of the pl	lan year (d	defined benefit plans do not	_			•
	complete this item)			5c			9
6a	Were all of the plan's assets during the plan year invested in eligible	e assets?	(See instructions.)			X Yes	No
b	- , · · · · · · · · · · · · · · · · · ·					Voc □	No
	under 29 CFR 2520.104-46? (See instructions on waiver eligibility a		•			X Yes	INO
Pa	If you answered "No" to either 6a or 6b, the plan cannot use Fort III Financial Information	JIIII 3300-	or and must mistead use Form 550	<i>.</i>			
			()5				
7	Plan Assets and Liabilities	_	(a) Beginning of Year 2124285		(b) End	of Year 2225273	2
а	Total plan assets	7a					
b	Total plan liabilities	7b	0)
С	Net plan assets (subtract line 7b from line 7a)	7c	2124285			2225273	3
8	Income, Expenses, and Transfers for this Plan Year		(a) Amount		(b) 1	otal	
а	Contributions received or receivable from:	0 (4)	131032				
	(1) Employers	8a(1)					
	(2) Participants	8a(2)	141847				
	(3) Others (including rollovers)	8a(3)	0				
b	Other income (loss)	8b	4306				
С	Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c				277185	5
d	Benefits paid (including direct rollovers and insurance premiums		176197				
	to provide benefits)	8d					
е	Certain deemed and/or corrective distributions (see instructions)	8e	0				
f	Administrative service providers (salaries, fees, commissions)	8f	0				
g	Other expenses	8g	0				
h	Total expenses (add lines 8d, 8e, 8f, and 8g)	8h				176197	7
i	Net income (loss) (subtract line 8h from line 8c)	8i				100988	3
j	Transfers to (from) the plan (see instructions)	8j	0				
	•	٠,					

_			
Form	5500-SF	2011	

Page 2 -	1
----------	---

Part IV	Plan	Characte	aristics
raii iv	- FIAII	Guaraci	ยเอแรอ

- 9a 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 2R 2J 3D
- If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

During the plan year:		Yes	No		Λm	ount	
Was there a failure to transmit to the plan any participant contributions within the time period described in		103			AIII	ount	
29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X				
Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported			V				
on line 10a.)	10b		X				
Was the plan covered by a fidelity bond?	10c	X					3000
Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X				
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.)	10e		X				
Has the plan failed to provide any benefit when due under the plan?	10f		X				
Did the plan have any participant loans? (If "Yes," enter amount as of year end.)	10a		Χ				
If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR	iug						
2520.101-3.)	10h		X				
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	10i						
t VI Pension Funding Compliance							
Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and cor							
	nplete :	Sched	ule SE	(Form	_	,	
5500))				•		Yes	ΧI
· · · · · · · · · · · · · · · · · · ·	······			······		Yes Yes	Η
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod	······			······		<u> </u> 	+
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)	e or se	ction 3	 302 of	ERISA?	[Yes	X
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod	e or se	ction 3	302 of	ERISA?	f the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instru	e or se	ction 3	302 of	ERISA?	f the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver.	e or se uctions, nth	and e	302 of	ERISA?	f the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13	e or se uctions, nth	ction 3	nter th	ERISA?	f the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13. Enter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year.	e or se uctions, nth t of a	ction 3	302 of Inter the Day	ERISA?	f the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver	e or se uctions, nth	and e	12b 12c	ERISA?	of the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver	e or se uctions, nth	and e	12b 12c	ERISA?	of the le	Yes tter rul	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13 Enter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year. Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left negative amount). Will the minimum funding amount reported on line 12d be met by the funding deadline?	e or se	ction 3	12b 12c	ERISA?	E	Yes tter rul	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13 Denter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year. Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left negative amount). Will the minimum funding amount reported on line 12d be met by the funding deadline? Will Plan Terminations and Transfers of Assets Has a resolution to terminate the plan been adopted in any plan year?	e or se	ction 3	12b 12c	ERISA?	of the le	Yes tter rul	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver	e or se uctions, nth t of a	and e	12b 12c 12d	ERISA?	E	Yes tter rul	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13 Denter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year. Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left negative amount). Will the minimum funding amount reported on line 12d be met by the funding deadline? Will Plan Terminations and Transfers of Assets Has a resolution to terminate the plan been adopted in any plan year?	e or se uctions, nth t of a	and e	12b 12c 12d	ERISA?	of the le	Yes tter rul	ing NA
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. More you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13 Enter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year. Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left negative amount). Will the minimum funding amount reported on line 12d be met by the funding deadline? Will the minimum funding amount reported on line 12d be met by the funding deadline? If "Yes," enter the amount of any plan assets that reverted to the employer this year. Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought	e or se uctions, nth t of a under	and e	12b 12c 12d	ERISA?	of the le	Yes	ing
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver	e or se uctions, nth t of a under	and e	12b 12c 12d	ERISA? e date of the date of	of the letar Year	Yes	N/
Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Cod (If "Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.) If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instrugranting the waiver. Moreous completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13 Enter the minimum required contribution for this plan year. Enter the amount contributed by the employer to the plan for this plan year. Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left negative amount) Will the minimum funding amount reported on line 12d be met by the funding deadline? Will Plan Terminations and Transfers of Assets Has a resolution to terminate the plan been adopted in any plan year? If "Yes," enter the amount of any plan assets that reverted to the employer this year. Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought of the PBGC?. If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify which assets or liabilities were transferred. (See instructions.)	e or se uctions, nth t of a under	and e	12b 12c 12d	ERISA? e date of the date of	of the letar Year	Yes tter rul No Yes	N

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	Filed with authorized/valid electronic signature.	05/25/2012	MICHAEL RANDS
HERE	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN	Filed with authorized/valid electronic signature.	05/25/2012	MICHAEL RANDS
HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor