

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). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.5em; font-weight: bold;">2010</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2010 or fiscal plan year beginning <u>10/01/2010</u> and ending <u>09/30/2011</u>	
A This return/report is for:	☐ a multiemployer plan; ☐ a multiple-employer plan; or ☒ a single-employer plan; ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information										
1a Name of plan <u>ELMERS PENSION PLAN</u> 2a Plan sponsor's name and address (employer, if for a single-employer plan) (Address should include room or suite no.) <u>ELMERS PRODUCTS, INC</u> <u>460 POLARIS PARKWAY</u> <u>SUITE 500</u> <u>WESTERVILLE, OH 43082</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>10/01/1961</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>51-0370365</u></td> </tr> <tr> <td colspan="2">2c Sponsor's telephone number <u>614-985-2600</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>339900</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>10/01/1961</u>		2b Employer Identification Number (EIN) <u>51-0370365</u>		2c Sponsor's telephone number <u>614-985-2600</u>		2d Business code (see instructions) <u>339900</u>	
1b Three-digit plan number (PN) ▶	<u>002</u>										
1c Effective date of plan <u>10/01/1961</u>											
2b Employer Identification Number (EIN) <u>51-0370365</u>											
2c Sponsor's telephone number <u>614-985-2600</u>											
2d Business code (see instructions) <u>339900</u>											

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

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/16/2012	CHERYL BOLTZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2010)
v.092307.1

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")

ELMERS PRODUCTS, INC

460 POLARIS PARKWAY
SUITE 500
WESTERVILLE, OH 43082**3b** Administrator's EIN

51-0370365

3c Administrator's telephone number

614-985-2600

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**

1378

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**

120

b Retired or separated participants receiving benefits.....**6b**

555

c Other retired or separated participants entitled to future benefits.....**6c**

645

d Subtotal. Add lines **6a**, **6b**, and **6c**.....**6d**

1320

e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....**6e**

26

f Total. Add lines **6d** and **6e**.....**6f**

1346

g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....**6g****h** Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....**6h**

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:

1G 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:**9a** Plan funding arrangement (check all that apply)(1) ☐

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) ☒

Trust

(4) ☐

General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)**a Pension Schedules**(1) ☒**R** (Retirement Plan Information)(2) ☐**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary(3) ☒**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary**b General Schedules**(1) ☒**H** (Financial Information)(2) ☐**I** (Financial Information - Small Plan)(3) ☐**A** (Insurance Information)(4) ☒**C** (Service Provider Information)(5) ☐**D** (DFE/Participating Plan Information)(6) ☐**G** (Financial Transaction Schedules)

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2010 This Form is Open to Public Inspection
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For calendar plan year 2010 or fiscal plan year beginning 10/01/2010 and ending 09/30/2011

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

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

A Name of plan <u>ELMERS PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ELMERS PRODUCTS, INC</u>	D Employer Identification Number (EIN) <u>51-0370365</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1	Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2010</u>
2	Assets:
a	Market value 2a <u>41684803</u>
b	Actuarial value 2b <u>41341976</u>
3	Funding target/participant count breakdown
	(1) Number of participants (2) Funding Target
a	For retired participants and beneficiaries receiving payment 3a <u>560</u> <u>30779213</u>
b	For terminated vested participants 3b <u>675</u> <u>17837697</u>
c	For active participants:
(1)	Non-vested benefits 3c(1) <u>206069</u>
(2)	Vested benefits 3c(2) <u>2851162</u>
(3)	Total active 3c(3) <u>143</u> <u>3057231</u>
d	Total 3d <u>1378</u> <u>51674141</u>
4	If the plan is at-risk, check the box and complete items (a) and (b) ☐
a	Funding target disregarding prescribed at-risk assumptions 4a
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor 4b
5	Effective interest rate 5 <u>6.45</u> %
6	Target normal cost 6 <u>360000</u>

Statement by Enrolled Actuary

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

SIGN HERE	<u>06/06/2012</u>
Signature of actuary	Date
<u>CINDY FRATERIGO</u>	<u>11-06229</u>
Type or print name of actuary	Most recent enrollment number
<u>PRICEWATERHOUSECOOPERS LLP</u>	<u>312-298-2000</u>
Firm name	Telephone number (including area code)
<u>ONE NORTH WACKER</u> <u>CHICAGO, IL 60606</u>	
Address of the firm	

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

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

Schedule SB (Form 5500) 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	0
8	Portion used to offset prior year's funding requirement (Item 35 from prior year)	0	
9	Amount remaining (Item 7 minus item 8).....	0	0
10	Interest on item 9 using prior year's actual return of <u>13.41</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Excess contributions (Item 38 from prior year)		1967098
b	Interest on (a) using prior year's effective rate of <u>6.70</u> %		131796
c	Total available at beginning of current plan year to add to prefunding balance		2098894
d	Portion of (c) to be added to prefunding balance.....		0
12	Reduction in balances due to elections or deemed elections.....	0	0
13	Balance at beginning of current year (item 9 + item 10 + item 11d – item 12).....	0	0

Part III	Funding percentages		
14	Funding target attainment percentage.....	14	80.00 %
15	Adjusted funding target attainment percentage.....	15	80.00 %
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	80.75 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV	Contributions and liquidity shortfalls		
18 Contributions made to the plan for the plan year by employer(s) and employees:			
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)
01/12/2011	541000	0	
04/15/2011	541000	0	
07/14/2011	541000	0	
10/13/2011	541000	0	
12/28/2011	3675000	0	
Totals ▶		18(b)	5839000
		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	5477692

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: 4.16 %	2nd segment: 6.52 %	3rd segment: 6.68 %	☐ N/A, full yield curve used
b Applicable month (enter code)	21b			3
22 Weighted average retirement age	22			62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

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

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions).....	31	360000
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	10332165	2085489
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	2445489
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	0	0
36 Additional cash requirement (item 34 minus item 35).....	36	2445489
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c).....	37	5477692
38 Interest-adjusted excess contributions for current year (see instructions).....	38	3032203
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37).....	39	0
40 Unpaid minimum required contribution for all years	40	0

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2010
		This Form is Open to Public Inspection.

For calendar plan year 2010 or fiscal plan year beginning 10/01/2010 and ending 09/30/2011	
A Name of plan ELMERS PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 ELMERS PRODUCTS, INC	D Employer Identification Number (EIN) 51-0370365

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....	☒ Yes ☐ No
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b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).
--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
COLUMBIA MANAGEMENT INVESTMENT PO BOX 8081 BOSTON, MA 02266-8081

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
PIMCO
33-0629048

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

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

NATIXIS GLOBAL ASSOCIATES

399 BOYLSTON STREET
BOSTON, MS 02116

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

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

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

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

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

BANK OF AMERICA, N.A.

94-1687665

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 27	TRUSTEE	172903	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PRICEWATERHOUSECOOPERS LLP

13-4008324

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	NONE	30400	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JACOB, HAXTON & BOORD, LLC

20-0754801

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	NONE	28332	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III **Termination Information on Accountants and Enrolled Actuaries (see instructions)**
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2010
		This Form is Open to Public Inspection

For calendar plan year 2010 or fiscal plan year beginning 10/01/2010 and ending 09/30/2011		
A Name of plan ELMERS PENSION PLAN	B Three-digit plan number (PN)	002
C Plan sponsor's name as shown on line 2a of Form 5500 ELMERS PRODUCTS, INC	D Employer Identification Number (EIN) 51-0370365	

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

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3177000	4216000
(2) Participant contributions	1b(2)		
(3) Other.....	1b(3)	587032	394037
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1628409	2277823
(2) U.S. Government securities.....	1c(2)	1348061	2925107
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)	6605295	7590126
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		10202
(B) Common	1c(4)(B)	11347036	10766180
(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)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	17460781	16596655
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	42153614	44776130

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	346045	212580
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	346045	212580

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	41807569	44563550
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	5839000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		5839000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	30	
(B) U.S. Government securities	2b(1)(B)	36603	
(C) Corporate debt instruments	2b(1)(C)	401948	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	39613	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		478194
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	450968	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	245710	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		696678
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	30715932	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	29503617	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		1212315

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other	2b(5)(B)	-1718094	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		-1718094
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		6508093

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3384384	
(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)		3384384
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)	30400	
(2) Contract administrator fees	2i(2)	28333	
(3) Investment advisory and management fees	2i(3)	172903	
(4) Other	2i(4)	136092	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		367728
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		3752112

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		2755981
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) ☒ Disclaimer (4) ☐ Adverse

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

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

(1) Name: ERNST & YOUNG LLP

(2) EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

- 4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....		X	
e Was this plan covered by a fidelity bond?.....	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☒ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)

5b(2) EIN(s)	5b(3) PN(s)

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2010 This Form is Open to Public Inspection.
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For calendar plan year 2010 or fiscal plan year beginning 10/01/2010 and ending 09/30/2011

A Name of plan <u>ELMERS PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ELMERS PRODUCTS, INC</u>	D Employer Identification Number (EIN) <u>51-0370365</u>

Part I	Distributions
---------------	----------------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>94-1687665</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	<u>8</u>

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....	☐ Yes	☐ No	☒ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box(es). If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
--	-----------------------------------	-----------------------------------	-------------------------------	--

Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2010
v.092308.1

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month Day Year

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents)

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	14a	
b The plan year immediately preceding the current plan year	14b	
c The second preceding plan year	14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If item 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

- 19** If the total number of participants is 1,000 or more, complete items (a) through (c)

- a** Enter the percentage of plan assets held as:

Stock: 75.0% Investment-Grade Debt: 21.0% High-Yield Debt: _____% Real Estate: _____% Other: 4.0%

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate item 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Elmer's Pension Plan
Years Ended September 30, 2011 and 2010
With Report of Independent Auditors

Elmer's Pension Plan
Financial Statements and Supplemental Schedules
Years Ended September 30, 2011 and 2010

Contents

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Report of Independent Auditors

Plan Administrator
Elmer's Pension Plan

We were engaged to audit the accompanying statements of net assets available for benefits of Elmer's Pension Plan as of September 30, 2011 and 2010, and the related statements of changes in net assets available for benefits for the years then ended, and the supplemental schedules of assets (held at end of year) as of September 30, 2011 and reportable transactions for the year then ended. These financial statements and supplemental schedules are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the investment information summarized in Note 4, which was certified by Bank of America, N.A. and Wells Fargo Bank, N.A. (formerly Wachovia Bank, N.A.), the trustees of the Plan, except for comparing such information with the related information included in the financial statements and supplemental schedules. We have been informed by the plan administrator that Bank of America, N.A. held the Plan's investment assets and executed investment transactions as of September 30, 2011 and 2010 and for the period from March 1, 2010 to September 30, 2010, and that Wells Fargo Bank, N.A. (formerly Wachovia Bank, N.A.) held the Plan's investment assets and executed investment transactions for the period from October 1, 2010 to February 28, 2010. The plan administrator has obtained certifications from the trustees as of and for the years ended September 30, 2011 and 2010, that the information provided to the plan administrator by the trustees is complete and accurate.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedules taken as a whole. The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the investment information certified by the trustees, have been audited by us in accordance with auditing standards generally accepted in the United States and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Ernst & Young LLP

July 13, 2012

Elmer's Pension Plan

Statements of Net Assets Available for Benefits

	September 30	
	2011	2010
Assets		
Investments:		
Short-term investments	\$ 2,277,823	\$ 1,628,409
U.S. government and agencies, and municipal bonds	2,925,107	1,348,061
Mutual funds	16,596,655	17,460,781
Corporate bonds – nonconvertible	7,590,126	6,605,295
Corporate stocks:		
Common stocks	10,766,180	11,347,036
Preferred stock	10,202	–
	40,166,093	38,389,582
Receivables:		
Receivables for securities sold	249,516	474,060
Accrued interest and dividends	144,521	112,972
Employer contributions	4,216,000	3,177,000
	4,610,037	3,764,032
Total assets	44,776,130	42,153,614
Liabilities		
Payables for securities purchased	212,580	346,045
Total liabilities	212,580	346,045
Net assets available for benefits	\$ 44,563,550	\$ 41,807,569

See accompanying notes.

Elmer's Pension Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended September 30	
	2011	2010
Additions		
Interest and dividend income	\$ 1,174,872	\$ 871,055
Employer contributions	5,839,000	4,488,000
Total additions	7,013,872	5,359,055
Deductions		
Benefits paid directly to participants	3,384,384	3,932,336
Administrative expenses	367,728	402,396
Total deductions	3,752,112	4,334,732
Net (depreciation) appreciation in fair value of investments	(505,779)	3,446,549
Net increase	2,755,981	4,470,872
Net assets available for benefits:		
Beginning of year	41,807,569	37,336,697
End of year	\$ 44,563,550	\$ 41,807,569

See accompanying notes.

Elmer's Pension Plan

Notes to Financial Statements

September 30, 2011 and 2010

1. Description of Plan

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

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

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

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

The Company has agreed to voluntarily contribute such additional amounts as are necessary to provide assets sufficient to meet the benefits to be paid to Plan participants. The contributions of the Company are designed to provide for normal cost on a current basis and amortization of the unfunded actuarial liability over a period of 30 years. The Plan has met the ERISA minimum funding requirements for 2011 and 2010.

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

Elmer's Pension Plan

Notes to Financial Statements (continued)

1. Description of Plan (continued)

Should the Plan terminate at some future time, its net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Payment of Benefits

Benefits are recorded when paid.

Investment Valuation and Income Recognition

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

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

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 3) are those estimated future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to services rendered by the employees up to the 2007 Freeze Date (see Note 1). Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Elmer's Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

Benefits under the Plan are based on total years of credited service through the 2007 Freeze Date. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the 2007 Freeze Date.

Administrative Expenses

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

Use of Estimates

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

New Accounting Pronouncements

In January 2010, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2010-06, *Improving Disclosures about Fair Value Measurements*. ASU 2010-06 amended Accounting Standards Codification (ASC) 820 to clarify certain existing fair value disclosures and require a number of additional disclosures. The guidance in ASU 2010-06 clarified that disclosures should be presented separately for each “class” of assets and liabilities measured at fair value and provided guidance on how to determine the appropriate classes of assets and liabilities to be presented. ASU 2010-06 also clarified the requirement for entities to disclose information about both the valuation techniques and inputs used in estimating Level 2 and Level 3 fair value measurements. In addition, ASU 2010-06 introduced new requirements to disclose the amounts (on a gross basis) and reasons for any significant transfers between Levels 1, 2 and 3 of the fair value hierarchy and present information regarding the purchases, sales, issuances, and settlements of Level 3 assets and liabilities on a gross basis. With the exception of the requirement to present changes in Level 3 assets and liabilities on a gross basis, which is delayed for reporting periods beginning after December 15, 2011, the guidance in ASU 2010-06 becomes effective for reporting periods beginning after December 15, 2009. Since ASU 2010-06 only affects fair value measurement disclosures, adoption of ASU 2010-06 did not affect the Plan's net assets available for benefits or its changes in net assets available for benefits.

Elmer's Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

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

3. Accumulated Plan Benefits

An actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

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

	September 30, 2010
Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving benefits	\$ 27,178,506
Other participants	16,810,042
	<u>43,988,548</u>
Nonvested benefits	216,611
Total actuarial present value of accumulated plan benefits	<u><u>\$ 44,205,159</u></u>

Elmer's Pension Plan

Notes to Financial Statements (continued)

3. Accumulated Plan Benefits (continued)

The changes in the accumulated plan benefits for the year ended September 30, 2010, are as follows:

Actuarial present value of accumulated plan benefits, beginning of year	\$ 44,336,254
Increase (decrease) during the year attributable to:	
Benefits accumulated	402,820
Benefits paid	(3,932,336)
Interest due to decrease in discount period	3,398,421
Net decrease	<u>(131,095)</u>
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 44,205,159</u>

Significant assumptions underlying the actuarial computations are:

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

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

4. Investments

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held at September 30, 2011 and 2010, and interest and dividend income and net appreciation (depreciation) in fair value of investments for the years ended September 30, 2011 and 2010, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Bank of America, N.A. and Wells Fargo Bank, N.A., the trustees of the Plan.

Elmer's Pension Plan

Notes to Financial Statements (continued)

4. Investments (continued)

During the years ended September 30, 2011 and 2010, the Plan's investments (including investments bought, sold, as well as held during the year) (depreciated) appreciated in fair value as follows:

	Year Ended September 30	
	2011	2010
U.S. government and agencies, and municipal bonds	\$ 530,888	\$ 555,988
Corporate bonds – nonconvertible	189,109	674,320
Mutual funds	(904,649)	725,267
Corporate stocks:		
Common stocks	(315,561)	1,490,974
Preferred stock	(5,566)	—
	<u>\$ (505,779)</u>	<u>\$ 3,446,549</u>

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

	September 30	
	2011	2010
Columbia Large Cap Index Fund Class Z Shares	\$ 9,834,113	\$ 9,809,770
BOFA Government Reserves Capital Class	2,277,823	*
Lazard Funds Inc Emerging Markets Portfolio INSTL	*	2,132,393

*Individual investment did not represent 5% or more of the Plan's net assets available for benefits at the applicable plan year.

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements

Fair value is defined under ASC 820 as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). To measure fair value, a hierarchy has been established that requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs. As such, the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

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

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

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

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

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

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

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

Preferred stocks that are valued by reference to similar instruments are categorized as Level 2 of the fair value hierarchy.

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

Securities such as municipal bonds and corporate bonds that are valued based on prices received from pricing vendors using observable inputs from similar assets are categorized as Level 2 of the fair value hierarchy. Government bonds that are valued at quoted market prices which represent the net asset value of shares held by the Plan at year-end are categorized as Level 1 of the fair value hierarchy. Government bonds that are valued using observable inputs from similar assets are categorized as Level 2 of the fair value hierarchy.

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

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

	Investments at Fair Value as of September 30, 2011			
	Level 1	Level 2	Level 3	Total
Short-term investments – money market	\$ –	\$ 2,277,823	\$ –	\$ 2,277,823
U.S. Government and agencies, and municipal bonds	1,282,472	1,642,635	–	2,925,107
Corporate bonds – nonconvertible:				
AAA rating	–	51,819	–	51,819
AAA- rating	–	50,030	–	50,030
AA+ rating	–	272,173	–	272,173
AA rating	–	457,720	–	457,720
AA- rating	–	45,118	–	45,118
A+ rating	–	147,167	–	147,167
A rating	–	1,201,289	–	1,201,289
A- rating	–	1,964,813	–	1,964,813
BBB+ rating	–	889,111	–	889,111
BBB rating	–	2,033,423	–	2,033,423
BBB- rating	–	477,463	–	477,463
Corporate stocks:				
Common stocks:				
Retail and consumer products	2,278,392	–	–	2,278,392
Financial services	1,230,552	–	–	1,230,552
Energy and chemical	2,113,894	–	–	2,113,894
Telecommunications and technology	2,415,435	–	–	2,415,435
Medical and pharmaceutical	1,599,024	–	–	1,599,024
Industrial and other	1,128,883	–	–	1,128,883
Preferred stock:				
Retail and consumer products	–	10,202	–	10,202
Mutual funds:				
Large Cap Growth	9,834,114	–	–	9,834,114
International/Emerging Markets	4,484,952	–	–	4,484,952
Real Estate	812,922	–	–	812,922
Commodity	1,464,667	–	–	1,464,667
	<u>\$ 28,645,307</u>	<u>\$ 11,520,786</u>	<u>\$ –</u>	<u>\$ 40,166,093</u>

Elmer's Pension Plan

Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

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

6. Risks and Uncertainties

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

Elmer's Pension Plan

Notes to Financial Statements (continued)

6. Risks and Uncertainties (continued)

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

In June 2011, the Company was notified by the PBGC that the closure of one of the Company's warehouse facilities, which resulted in a 28% involuntary termination of plan participants, created a plan termination liability under Section 4062(e) of ERISA. According to the statute, the Company has several options for settlement of the liability, including: (1) agreeing to fund additional cash into the Plan over a period of up to five years, (2) providing a bond or letter of credit for a period of five years, (3) creating a cash escrow for a period of five years, or (4) a combination of the above or as otherwise agreed by the PBGC. The PBGC estimated a plan termination liability of \$9.6 million. In addition, the Company made contributions of \$8,181,767 to the Plan through December 31, 2011, which the PBGC may consider these contributions as a reduction of the estimated plan termination liability. Of the \$8,181,767, \$3,276,790 is included in Employer's Contribution Receivables as of September 30, 2011. The Company is currently in negotiations with the PBGC regarding the liability and does not expect the settlement to have an adverse financial impact on the Company or the Company's ability to fund the Plan.

7. Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated July 22, 2003, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. On January 31, 2011, the Plan filed for a new determination letter which has not yet been approved. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

Elmer's Pension Plan

Notes to Financial Statements (continued)

7. Tax Status (continued)

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of September 30, 2011, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2008.

8. Related Party Transactions

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

9. Subsequent Events

Management evaluated subsequent events for the Plan through July 13, 2012, the date the financial statements were available to be issued.

Supplemental Schedules

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Short-term investments			
BOFA GOVERNMENT RESERVES CAPITAL CLASS	2,277,823 shares	\$ 2,277,823	\$ 2,277,823
U.S. Government and agencies, and municipal bonds			
FEDERAL HOME LN MTG CORP MEDIUM TERM NT DTD 12/17/99 ZR CPN DUE 12/17/29	\$150,000 principal amount	57,675	78,764
RESOLUTION FDG CORP CPN STRIPS GENERIC INT PMT DTD 09/26/94 ZR CPN DUE 04/15/29	\$295,000 principal amount	136,281	167,008
RESOLUTION FDG CORP FED PRIN STRIPS GENERIC PRIN PMT DTD 07/17/90 DUE 07/15/20	\$165,000 principal amount	115,766	136,592
TENNESSEE VALLEY AUTH STRIPS GENERIC PRIN PMT DTD 01/15/98 ZR CPN DUE 01/15/38	\$50,000 principal amount	13,394	19,188
UNITED STATES TREAS BD DTD 02/15/01 5.375% DUE 02/15/31	\$100,000 principal amount	136,184	140,672
UNITED STATES TREAS BD DTD 02/17/09 3.500% DUE 02/15/39	\$90,000 principal amount	99,527	100,069
UNITED STATES TREAS BD STRIPPED PRIN PMT 0.00% DTD 02/15/11 ZR CPN DUE 02/15/41	\$10,000 principal amount	3,486	4,045
UNITED STATES TREAS BD STRIPPED PRIN PMT 4.250% DTD 08/17/09 ZR CPN DUE 08/15/39	\$490,000 principal amount	117,678	208,093
UNITED STATES TREAS BD STRIPPED PRIN PMT 4.375% DTD 02/15/08 ZR CPN DUE 02/15/38	\$70,000 principal amount	23,164	31,195
UNITED STATES TREAS SEC GENERIC TINT PMT DTD 08/17/09 ZR CPN DUE 08/15/39	\$805,000 principal amount	215,734	335,645

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
U.S. Government and agencies, and municipal bonds (continued)			
UNITED STATES TREAS SEC STRIPPED INT PMT DTD 02/15/01 ZR CPN DUE 02/15/30	\$935,000 principal amount	\$ 427,586	\$ 538,382
UNITED STATES TREAS SEC STRIPPED INT PMT TINT DTD 02/16/10 ZR CPN DUE 02/15/40	\$125,000 principal amount	35,029	51,464
UNITED STATES TREAS SEC STRIPPED INT TINT PMT DTD 02/15/01 ZR CPN DUE 02/15/31	\$60,000 principal amount	31,239	33,353
UNITED STATES TREAS SEC STRIPPED GENERIC TINT PMT DTD 09/26/94 ZR CPN DUE 11/15/19	\$55,000 principal amount	45,374	47,647
CALIFORNIA ST GO BDS-TAXBL DTD 04/28/09 07.550 DUE 04/01/39	\$135,000 principal amount	129,612	165,410
DALLAS TEX AREA RAPID TRAN SAL SALES TAX REV BDS-TAXBL DTD 10/07/10 05.022 DUE 12/01/48	\$100,000 principal amount	100,700	113,171
DISTRICT COLUMBIA WTR & SWR AU PUB UTIL SUB LIEN REV BDS- TAXBL DTD 10/27/10 05.522 DUE 10/01/44	\$35,000 principal amount	35,315	40,751
ILLINOIS ST GO BDS-TAXBL DTD 06/12/03 05.100 DUE 06/01/33	\$30,000 principal amount	25,670	27,117
KENTUCKY ASSET / LIABILITY COM FUNDING NTS-TAXBL DTD 03/03/11 05.339 DUE 04/01/22	\$95,000 principal amount	95,000	104,070
MARYLAND ST GO BDS-TAXBL DTD 03/09/10 04.200 DUE 03/01/21	\$45,000 principal amount	46,343	50,648
MASSACHUSETTS ST TRANSN FD REV REV BDS-TAXBL DTD 12/23/10 05.731 DUE 06/01/40	\$15,000 principal amount	15,000	19,192

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
U.S. Government and agencies, and municipal bonds (continued)			
METROPOLITAN GOVT NASHVILLE & GO IMPT BDS-TAXBL DTD 06/10/10 05.707 DUE 07/01/34	\$90,000 principal amount	\$ 90,342	\$ 107,638
MUNICIPAL ELEC AUTH GA ELEC AUTHORITY BDS-TAXBL DTD 03/11/10 06.637 DUE 04/01/57	\$60,000 principal amount	58,591	64,111
NEW JERSEY ST TRANSN TR FD AUT TRANSPORTATION SYSTEM REV -TAXBL DTD 10/21/10 05.754 DUE 12/15/28	\$65,000 principal amount	65,000	70,745
NEW YORK N Y CITY MUN WTR FIN REV BDS-TAXBL DTD 09/23/10 05.440 DUE 06/15/43	\$85,000 principal amount	94,832	100,762
OHIO ST WTR DEV AUTH WTR POLLU WTR POLLUTION CONTROL LN F-TAXBL DTD 08/24/10 04.879 DUE 12/01/34	\$65,000 principal amount	65,000	71,649
SALT RIVER PROJ ARIZ AGRIC IMP ELEC SYS REV BDS-TAXBL DTD 10/07/10 04.839 DUE 01/01/41	\$90,000 principal amount	86,041	97,726
		2,365,563	2,925,107
Corporate bonds – nonconvertible			
AMERADA HESS CORP NT DTD 10/01/99 7.875% DUE 10/01/29	\$115,000 principal amount	136,490	154,755
AMERICA MOVIL S A B DE C V GTD SR NT MEXICO DTD 10/30/07 6.125% DUE 11/15/37	\$170,000 principal amount	168,543	176,800
AMERICAN EXPRESS CO SR UNSECD NT DTD 03/19/08 8.150% DUE 03/19/38	\$80,000 principal amount	101,689	114,310
AMGEN INC SR UNSECD NT DTD 09/16/10 4.950% DUE 10/01/41	\$40,000 principal amount	38,547	43,503

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
APACHE CORP SR UNSECD NT CALL 08/1/41 @100 DTD 12/03/10 5.250% DUE 02/01/42	\$45,000 principal amount	\$ 44,241	\$ 50,957
ARCELORMITTAL SA LUXEMBOURG NT LUXEMBOURG DTD 10/08/09 7.000% DUE 10/15/39	\$115,000 principal amount	121,188	102,565
ARCHER DANIELS MIDLAND CO DEB DTD 02/08/01 7.000% DUE 02/01/31	\$115,000 principal amount	143,103	158,255
AT&T INC NT DTD 12/06/07 6.300% DUE 01/15/38	\$185,000 principal amount	186,441	211,923
AT&T INC SR UNSECD GLOBAL NT DTD 02/03/09 6.550% DUE 02/15/39	\$165,000 principal amount	194,822	195,406
BARCLAYS BK PLC SUB NT UNITED KINGDOM DTD 10/14/10 5.140% DUE 10/14/20	\$80,000 principal amount	77,500	64,875
BERKSHIRE HATHAWAY FIN CORP CO GTD SR NT DTD 01/13/10 5.750% DUE 01/15/40	\$140,000 principal amount	146,606	157,399
BEST BUY INC SR UNSECD NT C12/15/20 @100 DTD 03/11/11 5.500% DUE 03/15/21	\$50,000 principal amount	49,616	45,431
BOEING CO SR UNSECD NT DTD 03/13/09 6.875% DUE 03/15/39	\$115,000 principal amount	132,984	158,937
CISCO SYS INC SR NT DTD 02/17/09 5.900% DUE 02/15/39	\$35,000 principal amount	34,903	42,039
CITIGROUP INC SR NT DTD 05/29/07 5.875% DUE 05/29/37	\$190,000 principal amount	171,557	181,634
COOPERATIEVE CENTRALE RAIFFEISEN-BOERENLEENBANK B A NT (NL) DTD 01/11/11 4.500% DUE 01/11/21	\$155,000 principal amount	154,580	167,577

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
CVS CAREMARK CORP SR UNSECD NT DTD 05/25/07 6.250% DUE 06/01/27	\$135,000 principal amount	\$ 138,016	\$ 164,414
DEUTSCHE TELEKOM INTL FIN B V GTD NT NETHERLANDS DTD 07/06/00 8.250% DUE 06/15/30	\$90,000 principal amount	117,195	120,043
DIAMOND OFFSHORE DRILLING INC NT DTD 10/08/09 5.700% DUE 10/15/39	\$90,000 principal amount	88,976	100,171
DIRECTV HLDGS LLC / DIRECTV FING INC CO GTD NT CALL 5/15/40 @100 DTD 08/17/10 6.000% DUE 08/15/40	\$125,000 principal amount	122,950	133,412
DISNEY WALT CO DEB CALL 07/15/23 @103.02 DTD 07/15/93 7.550% DUE 07/15/93	\$100,000 principal amount	115,483	127,820
DOW CHEM CO SR UNSECD NT DTD 05/13/09 9.400% DUE 05/15/39	\$135,000 principal amount	184,899	208,510
DU PONT E I & CO DTD 1/13/1998 6.50% DUE 1/15/2028	\$125,000 principal amount	146,327	158,986
ENBRIDGE ENERGY PARTNERS L P SR UNSECD NT DTD 09/13/10 5.500% DUE 09/15/40	\$125,000 principal amount	122,469	127,740
ENERGY TRANSFER PARTNERS L P UNSECD SR NT CALL 12/1/40 @100 DTD 05/12/11 6.050% DUE 06/01/41	\$25,000 principal amount	24,937	23,371
GENERAL ELEC CAP CORP SR UNSECD MTN DTD 01/09/09 6.875% DUE 01/10/39	\$100,000 principal amount	115,533	114,774
GEORGIA PWR CO SR UNSECD NT SER 2010C DTD 08/31/10 4.750% DUE 09/01/40	\$65,000 principal amount	64,373	69,252

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
GOLDMAN SACHS GROUP INC SUB NT DTD 10/03/07 6.750% DUE 10/01/37	\$170,000 principal amount	\$ 171,701	\$ 155,506
HALLIBURTON CO SR NT DTD 03/13/09 7.450% DUE 09/15/39	\$110,000 principal amount	132,651	157,230
HEWLETT PACKARD CO SR UNSECD NT DTD 09/13/10 VAR RT DUE 09/13/12	\$45,000 principal amount	45,000	44,907
HONDA AUTO RECEIVABLES 2010- 3 OWNER TR ASSET BACKED NT CL A-3 DTD 10/28/10 0.700% DUE 04/21/14	\$75,000 principal amount	74,996	75,045
HSBC HLDGS PLC SUB NT UNITED KINGDOM DTD 05/03/06 6.500% DUE 05/02/36	\$100,000 principal amount	109,812	100,360
INTERNATIONAL BUSINESS MACHS CORP SR UNSECD NT DTD 12/15/10 VAR RT DUE 06/15/12	\$50,000 principal amount	50,000	50,031
ITALY REP DEB ITALY DTD 09/27/93 6.875% DUE 09/27/23	\$30,000 principal amount	32,449	29,558
KINDER MORGAN ENERGY PARTNERS LP SR UNSECD MTN DTD 06/21/07 6.950% DUE 01/15/38	\$125,000 principal amount	136,239	139,341
KRAFT FOODS INC SR UNSECD NT DTD 02/08/10 6.500% DUE 02/09/40	\$115,000 principal amount	124,114	140,578
KROGER CO SR NT DTD 09/22/99 8.000% DUE 09/15/29	\$80,000 principal amount	98,093	110,085
LOCKHEED MARTIN CORP SR UNSECD NT DTD 09/09/11 4.850% DUE 09/15/41	\$10,000 principal amount	9,970	10,521

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
MASS INSTITUTE OF TECH NT MAT 2111 DTD 05/18/11 5.600% DUE 07/01/11	\$25,000 principal amount	\$ 24,895	\$ 33,047
METLIFE INC JR SUB DEB CALL 8/1/34 @100 DT 07/08/09 10.750% DUE 08/01/39	\$100,000 principal amount	124,650	125,000
NEVADA POWER CO GEN REF MORT DTD 05/12/11 5.450% DUE 05/15/41	\$10,000 principal amount	9,997	11,728
NEWS AMER INC GTD SR NT DTD 09/15/03 6.550% DUE 03/15/33	\$130,000 principal amount	134,577	141,032
NEXEN INC NT CANADA DTD 07/30/09 7.500% DUE 07/30/39	\$20,000 principal amount	22,946	23,424
NISOURCE FIN CORP GTD NT CALL 12/15/40 @100 DTD 06/10/11 5.950% DUE 06/15/41	\$60,000 principal amount	60,574	65,002
NORFOLK SOUTHN CORP SR NT 100 YR BOND DT 03/11/05 6.000% DUE 3/15/2099	\$70,000 principal amount	70,583	84,025
NUCOR CORP SR UNSECD NT CALL 3/15/22 @100 DTD 09/21/10 4.125% DUE 09/15/22	\$25,000 principal amount	25,023	26,275
ONEOK PARTNERS L P CO GTD NT DTD 01/26/11 6.125% DUE 02/01/41	\$60,000 principal amount	60,940	66,361
ONEOK PARTNERS L P UNIT LTD PARTNERSHIP DTD 09/28/07 6.850% DUE 10/15/37	\$85,000 principal amount	91,871	101,446
PACIFICORP 1ST MTG DTD 03/14/07 5.750% DUE 04/01/37	\$135,000 principal amount	135,730	163,940
PEMEX PROJ FDG MASTER TR GTD BD SER 13 DTD 12/15/05 6.625% DUE 06/15/35	\$145,000 principal amount	136,590	155,512

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
PEPSICO INC SR UNSECD NT DTD 10/26/10 4.875% DUE 11/01/40	\$40,000 principal amount	\$ 39,924	\$ 45,832
PETROBRAS INTL FIN CO CO GTD NT CAYMAN ISLANDS DTD 10/30/09 6.875% DUE 01/20/40	\$140,000 principal amount	146,831	147,700
PRESIDENT & FELLOWS HARVARD COLLEGE SR NT DTD 11/10/10 4.875% DUE 10/15/40	\$15,000 principal amount	14,900	18,772
PRUDENTIAL FINL INC MTN SER D DTD 12/03/07 6.625% DUE 12/01/37	\$165,000 principal amount	179,127	180,594
PUGET SOUND ENERGY INC 1ST MTG SR NT DTD 09/11/09 5.757% DUE 10/01/39	\$85,000 principal amount	83,862	102,681
ROYAL BK CDA GLOBAL UNSECD SR BK NT CANADA DTD 10/06/10 1.125% DUE 01/15/14	\$45,000 principal amount	44,934	45,118
SHELL INTL FIN B V CO GTD UNSECD SR UNSUB NT NETHERLANDS DTD 03/25/10 5.500% DUE 03/25/40	\$45,000 principal amount	44,784	55,966
TARGET CORP BD DTD 01/17/08 7.000% DUE 01/15/38	\$45,000 principal amount	51,694	61,625
TELECOM ITALIA CAPITAL CO GTY LUXEMBOURG DTD 06/04/08 7.721% DUE 06/04/38	\$100,000 principal amount	107,746	95,345
TIME WARNER CABLE INC NT DTD 04/09/07 6.550% DUE 05/01/37	\$135,000 principal amount	142,051	150,146
TIME WARNER INC NEW DEB DTD 11/13/06 6.500% DUE 11/15/36	\$145,000 principal amount	155,866	164,602
UNION PAC CORP SR UNSECD DEB DTD 02/01/99 6.625% DUE 02/01/29	\$145,000 principal amount	159,050	187,537

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Corporate bonds – nonconvertible (continued)			
UNITEDHEALTH GROUP INC SR UNSECD NT DTD 02/17/11 5.950% DUE 02/15/41	\$105,000 principal amount	\$ 104,448	\$ 127,508
VALE OVERSEAS LTD BD CAYMAN ISLAND DTD 11/21/06 6.875% DUE 11/21/36	\$85,000 principal amount	88,098	91,681
VERIZON COMMUNICATIONS INC SR UNSECD NT DTD 03/28/11 6.000% DUE 04/01/41	\$125,000 principal amount	126,586	151,934
VIRGINIA ELEC & PWR CO SR NT DTD 11/06/08 8.875% DUE 11/15/38	\$40,000 principal amount	58,824	65,444
WAL-MART STORES INC SR NT DTD 08/24/07 6.500% DUE 08/15/37	\$120,000 principal amount	133,106	159,132
WEATHERFORD INTL LTD CO GTY BERMUDA DTD 01/08/09 9.875% DUE 03/01/39	\$100,000 principal amount	132,276	141,738
WELLPOINT INC SR UNSECD NT DTD 08/12/10 5.800% DUE 08/15/40	\$115,000 principal amount	114,550	134,865
XEROX CORP SR UNSECD NT DTD 12/04/09 6.750% DUE 12/15/39	\$65,000 principal amount	74,486	77,093
		7,030,512	7,590,126
Common stocks			
AAR CORP COM	Shares of common stock	13,337	8,985
ABB LTD SPONSORED ADR SWITZERLAND	Shares of common stock	26,012	18,173
ABERCROMBIE & FITCH CO CL A	Shares of common stock	12,139	11,327
ACCENTURE PLC CL A COM IRELAND	Shares of common stock	39,361	41,038
ACE LTD COM SWITZERLAND	Shares of common stock	39,960	36,905
ACME PACKET INC COM	Shares of common stock	60,236	46,679
ACTIVISION BLIZZARD INC COM	Shares of common stock	23,288	23,717
ACTUANT CORP COM CL A NEW	Shares of common stock	11,241	10,961

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
ADIDAS AG SPONSORED ADR GERMANY	Shares of common stock	\$ 24,994	\$ 27,545
ADTRAN INC COM	Shares of common stock	3,849	3,440
ADVANCED AUTO PTS INC COM	Shares of common stock	6,097	6,101
AEROPOSTALE COM	Shares of common stock	20,713	9,383
AFFILIATED MANAGERS GROUP COM	Shares of common stock	19,974	15,844
AGCO CORP COM	Shares of common stock	7,436	5,635
AGILENT TECHNOLOGIES INC COM	Shares of common stock	8,050	7,844
AGL RES INC COM	Shares of common stock	12,872	14,055
AGNICO EAGLE MINES LTD COM CANADA	Shares of common stock	17,438	14,404
ALEXION PHARMACEUTICALS INC COM	Shares of common stock	84,380	132,604
ALIGN TECHNOLOGY INC COM	Shares of common stock	11,170	8,389
ALLERGAN INC COM	Shares of common stock	101,521	135,680
ALLIANCE DATA SYS CORP COM	Shares of common stock	12,929	16,223
ALLIANT CORP COM	Shares of common stock	11,246	11,256
ALLIANT TECHSYSTEMS INC COM	Shares of common stock	21,655	15,862
ALTERA CORP COM	Shares of common stock	10,203	7,914
AMAZON COM INC COM	Shares of common stock	67,067	109,412
AMDOCS LTD COM GUERNSEY	Shares of common stock	26,781	24,625
AMERICA MOVIL S A B DE C V SPONSORED ADR REPSTG SER L SHS MEXICO	Shares of common stock	27,742	24,730
AMERICAN EAGLE OUTFITTERS NEW COM	Shares of common stock	8,594	7,079
AMERICAN ELEC PWR INC COM	Shares of common stock	24,934	33,990
AMERICAN EXPRESS CO COM	Shares of common stock	45,079	51,006
AMERICAN PUB ED INC COM	Shares of common stock	7,981	7,004
AMERISOURCEBERGEN CORP COM	Shares of common stock	35,717	39,953
AMETEK INC NEW COM	Shares of common stock	11,941	10,023
AMGEN INC COM	Shares of common stock	37,323	38,967

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
AMSURG CORP COM	Shares of common stock	\$ 7,457	\$ 7,718
ANALOG DEVICES INC COM	Shares of common stock	6,189	6,156
ANCESTRY COM INC COM	Shares of common stock	9,440	7,050
ANN INC COM	Shares of common stock	14,847	17,998
ANNALY CAP MGMT INC REIT	Shares of common stock	24,997	23,315
AON CORP COM	Shares of common stock	25,748	24,768
APACHE CORP COM	Shares of common stock	56,715	51,434
APPLE INC COM	Shares of common stock	174,612	255,484
APTARGROUP INC COM	Shares of common stock	3,989	4,512
ARCH CAP GROUP LTD COM NEW BERMUDA	Shares of common stock	26,384	28,362
ARM HLDGS PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	28,590	64,693
ARTHROCARE CORP COM	Shares of common stock	5,394	5,524
ARUBA NETWORKS INC COM	Shares of common stock	3,565	6,064
AT&T INC COM	Shares of common stock	45,599	43,636
ATLAS AIR WORLDWIDE HLDGS INC NEW COM	Shares of common stock	10,887	6,392
AURICO GOLD INC COM	Shares of common stock	8,363	7,934
AVAGO TECHNOLOGIES LTD COM SINGAPORE	Shares of common stock	12,351	12,780
AVALONBAY CMNTYS INC COM	Shares of common stock	18,299	28,056
BANCO BRADESCO S A SPONSORED ADR REPSTG PFD SHS BAZIL	Shares of common stock	38,183	33,499
BANCORPSOUTH INC COM	Shares of common stock	5,863	2,731
BANKUNITED INC COM	Shares of common stock	8,093	5,958
BARNES GROUP INC COM	Shares of common stock	13,375	12,513
BAYER A G SPONSORED ADR GERMANY	Shares of common stock	14,009	10,511
BAYERISCHE MOTOREN WERKE A G ADR GERMANY	Shares of common stock	10,233	14,547
BE AEROSPACE INC COM	Shares of common stock	12,509	13,972
BED BATH & BEYOND INC COM	Shares of common stock	10,337	11,175

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
BELDEN INC COM	Shares of common stock	\$ 7,905	\$ 7,866
BELO CORP COM SER A	Shares of common stock	5,825	4,763
BEMIS INC COM	Shares of common stock	22,541	22,364
BERRY PETE CO CL A	Shares of common stock	13,905	13,834
BEST BUY INC COM	Shares of common stock	6,544	6,501
BG GROUP PLC ADR FINAL INSTALLMENT NEW UNITED KINGDOM	Shares of common stock	35,182	33,265
BHP BILLITON LTD SPONSORED ADR AUSTRALIA	Shares of common stock	61,624	73,018
BIOGEN IDEC INC COM	Shares of common stock	57,753	57,474
BLOCK H & R INC COM	Shares of common stock	14,969	11,566
BLUE COAT SYS INC COM	Shares of common stock	2,685	1,749
BMC SOFTWARE INC COM	Shares of common stock	9,234	8,907
BNP PARIBAS SPONSORED ADR REPSTG 1/4 SH FRANCE	Shares of common stock	17,803	15,401
BOEING CO COM	Shares of common stock	21,842	20,876
BOSTON PRIVATE FINL HLDGS INC COM	Shares of common stock	5,286	4,757
BOSTON PROPERTIES INC COM	Shares of common stock	23,400	31,007
BRADY CORP CL A	Shares of common stock	8,314	7,004
BRAMBLES LTD UNSPONSORED ADR AUSTRALIA	Shares of common stock	26,114	22,184
BRIGGS & STRATTON CORP COM	Shares of common stock	4,575	2,891
BRITISH AMERN TOB PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	23,487	28,469
BROADSOFT INC COM	Shares of common stock	5,694	6,798
BROCADE COMMUNICATIONS SYS INC NEW COM	Shares of common stock	10,589	9,672
BROOKDALE SENIOR LIVING INC COM	Shares of common stock	15,379	8,540
BRUKER CORP COM	Shares of common stock	8,609	8,307
BRUNSWICK CORP COM	Shares of common stock	8,728	5,672

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
BUNZL PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	\$ 27,696	\$ 30,368
C H ROBINSON WORLDWIDE INC COM	Shares of common stock	11,204	9,723
CACI INTL INC CL A	Shares of common stock	5,318	5,493
CADENCE DESIGN SYSTEM INC COM	Shares of common stock	10,492	12,945
CALLAWAY GOLF CO COM	Shares of common stock	7,746	5,413
CAMERON INTL CORP COM	Shares of common stock	118,620	105,262
CANADIAN NATIONAL RAILWAY COM CANADA	Shares of common stock	23,902	25,434
CANON INC ADR REPSTG 5 SHS JAPAN	Shares of common stock	41,449	42,816
CAP GEMINI S A ADR FRANCE	Shares of common stock	28,156	17,213
CARDINAL FINL CORP COM	Shares of common stock	4,314	4,095
CARNIVAL CORP PAIRED CTF 1 COM PANAMA	Shares of common stock	16,778	18,210
CASEYS GEN STORES INC COM	Shares of common stock	5,974	6,460
CATALYST HEALTH SOLUTIONS INC COM	Shares of common stock	8,675	12,634
CATERPILLAR INC COM	Shares of common stock	62,658	42,606
CB RICHARD ELLIS GROUP INC CL A COM	Shares of common stock	89,228	46,491
CBL & ASSOC PPTYS INC COM	Shares of common stock	4,529	4,589
CBS CORP NEW CL B COM	Shares of common stock	5,638	5,523
CELANESE CORP DEL SER A COM	Shares of common stock	10,668	8,458
CENOVUS ENERGY INC COM CANADA	Shares of common stock	8,710	10,134
CENTERPOINT ENERGY INC COM	Shares of common stock	8,768	11,576
CENTRAL GARDEN & PET CO CL A NON-VTG COM	Shares of common stock	3,421	2,570
CENTRAL GARDEN & PET CO COM	Shares of common stock	4,108	2,877
CENTRICA PLC SPONSORED ADR NEW 2004 UNITED KINGDOM	Shares of common stock	20,652	21,741

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
CEPHEID COM	Shares of common stock	\$ 4,261	\$ 4,388
CERNER CORP COM	Shares of common stock	9,741	13,087
CF INDS HLDGS INC COM	Shares of common stock	23,348	22,334
CHART INDUSTRIES INC COM	Shares of common stock	7,178	5,990
CHEESECAKE FACTORY INC COM	Shares of common stock	9,316	9,638
CHEUNG KONG HLDGS LTD ADR HONG KONG	Shares of common stock	27,606	23,312
CHILDRENS PL RETAIL STORES INC COM	Shares of common stock	6,506	8,329
CHINA MOBILE LTD SPONSORED ADR HONG KONG	Shares of common stock	11,830	12,226
CHIPOTLE MEXICAN GRILL INC CL A COM	Shares of common stock	78,706	90,582
CIELO S A SPONSORED ADR	Shares of common stock	11,313	11,018
CIENA CORP NEW COM	Shares of common stock	7,482	4,122
CIGNA CORP COM	Shares of common stock	9,178	9,185
CITRIX SYS INC COM	Shares of common stock	96,870	93,573
CLARCOR INC COM	Shares of common stock	6,327	7,490
CLEAN HBRS INC COM	Shares of common stock	14,315	20,982
CMS ENERGY CORP COM	Shares of common stock	28,735	35,226
CNOOC LTD SPONSORED ADR HONG KONG	Shares of common stock	44,178	40,716
COACH INC COM	Shares of common stock	7,732	7,204
COCA COLA AMATIL LTD SPONSORED ADR AUSTRALIA	Shares of common stock	26,771	29,011
COCA COLA HELLENIC BOTTLING CO S A ADR SPONSORED ADR GREECE	Shares of common stock	15,696	12,167
COGENT COMMUNICATIONS GROUP INC NEW COM	Shares of common stock	5,014	4,667
COGNEX CORP COM	Shares of common stock	6,641	5,935
COGNIZANT TECHNOLOGY SOLUTIONS CL A	Shares of common stock	129,544	154,179
COHERENT INC COM	Shares of common stock	10,211	11,470

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
COMCAST CORP NEW CL A COM	Shares of common stock	\$ 33,515	\$ 27,635
COMPASS GROUP PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	35,354	37,496
COMPLETE PRODTN SVCS INC COM	Shares of common stock	14,943	10,499
COMSCORE INC COM	Shares of common stock	9,396	5,938
COMTECH TELECOMMUNICATIONS CP COM NEW	Shares of common stock	5,315	5,899
CONCHO RES INC COM	Shares of common stock	16,029	13,019
CONCUR TECHNOLOGIES INC COM	Shares of common stock	8,856	7,707
CONOCOPHILLIPS COM	Shares of common stock	61,436	70,728
CONSOL ENERGY INC COM	Shares of common stock	7,271	5,090
CONTINENTAL RES INC OKLAHOMA COM	Shares of common stock	20,488	16,494
COOPER TIRE & RUBR CO COM	Shares of common stock	13,248	8,168
CORN PRODS INTL INC COM	Shares of common stock	13,501	13,067
COSTAR GROUP INC COM	Shares of common stock	9,472	8,211
COURIER CORP COM	Shares of common stock	2,336	1,230
COVIDIEN PLC COM IRELAND	Shares of common stock	24,556	26,989
CROWN CASTLE INTL CORP COM	Shares of common stock	8,915	8,622
CROWN HLDGS INC COM	Shares of common stock	33,241	32,447
CSL LTD ADR AUSTRALIA	Shares of common stock	28,689	27,836
CUBIST PHARMACEUTICALS INC COM	Shares of common stock	7,518	10,773
CUMMINS INC COM	Shares of common stock	18,043	19,680
CVB FINL CORP COM	Shares of common stock	6,651	6,329
CVS CAREMARK CORP COM	Shares of common stock	31,050	33,724
CYTEC INDS INC COM	Shares of common stock	6,600	5,166
DANA HLDG CORP	Shares of common stock	9,634	8,379
DANONE SPONSORED ADR FRANCE	Shares of common stock	31,292	31,749
DAVITA INC COM	Shares of common stock	8,736	8,711
DECKERS OUTDOOR CORP COM	Shares of common stock	8,755	9,316

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
DENBURY RES INC COM NEW	Shares of common stock	\$ 8,716	\$ 6,003
DENDREON CORP COM	Shares of common stock	13,004	4,797
DENSO CORP UNSPONSORED ADR JAPAN	Shares of common stock	28,576	28,765
DEVRY INC DEL COM	Shares of common stock	22,929	16,632
DICKS SPORTING GOODS INC COM	Shares of common stock	6,672	5,989
DIEBOLD INC COM	Shares of common stock	8,847	7,758
DIGITAL RIV INC COM	Shares of common stock	14,753	10,386
DIGITAL RLTY TR INC REITS	Shares of common stock	7,626	7,502
DISCOVER FINL SVCS COM	Shares of common stock	8,255	9,979
DISCOVERY COMMUNICATIONS INC NEW SER A COM	Shares of common stock	8,651	8,088
DISH NETWORK CORP COM CL A	Shares of common stock	11,623	12,425
DISNEY WALT CO COM DISNEY	Shares of common stock	35,252	29,828
DOLE FOOD CO INC NEW COM	Shares of common stock	6,680	5,580
DOLLAR TREE INC COM	Shares of common stock	76,820	76,718
DR PEPPER SNAPPLE INC COM	Shares of common stock	18,078	17,878
DRIL-QUIP INC COM	Shares of common stock	8,761	7,170
DSW INC CL A	Shares of common stock	9,764	10,113
EAST WEST BANCORP INC COM	Shares of common stock	17,122	11,958
EDUCATION RLTY TR INC REIT	Shares of common stock	4,480	6,640
ELECTRONIC ARTS INC COM	Shares of common stock	19,804	20,859
EMC CORP COM	Shares of common stock	96,542	74,221
EMCOR GROUP INC COM	Shares of common stock	14,503	11,629
EMPLOYERS HLDGS INC COM	Shares of common stock	11,498	10,182
EMULEX CORP COM NEW	Shares of common stock	12,505	7,366
ENDO HEALTH SOLUTIONS INC COM	Shares of common stock	21,132	16,486
ENDURANCE SPECIALITY HLDGS LTD COM BERMUDA	Shares of common stock	7,532	6,830
ENERGY XXI (BERMUDA) LTD COM BERMUDA	Shares of common stock	12,152	8,893
ENSCO PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	8,024	6,914

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
EQUITY ONE INC COM	Shares of common stock	\$ 9,242	\$ 8,390
ERICSSON ADR CL B SEK 10 NEW SWEDEN	Shares of common stock	30,744	24,849
ESTERLINE TECHNOLOGIES CORP COM	Shares of common stock	8,700	9,850
ETHAN ALLEN INTERIORS INC COM	Shares of common stock	10,103	7,989
EXPEDIA INC DEL COM	Shares of common stock	4,710	5,279
EXPEDITORS INTL WASHINGTON INC COM	Shares of common stock	69,654	74,531
EXPRESS INC COM	Shares of common stock	7,653	7,467
EXPRESS SCRIPTS INC COM	Shares of common stock	84,712	66,244
EXXON MOBIL CORP COM	Shares of common stock	53,743	54,690
FABRINET COM CAYMAN ISLANDS	Shares of common stock	7,793	5,760
FANUC CORP UNSP ADR JAPAN	Shares of common stock	18,816	21,590
FEDERATED INVS INC PA CL B	Shares of common stock	9,267	6,661
FERRO CORP COM	Shares of common stock	6,117	4,446
FIDELITY NATL INFORMATION SVCS INC COM	Shares of common stock	19,262	17,681
FIFTH THIRD BANCORP COM	Shares of common stock	27,379	23,341
FINISAR CORP COM	Shares of common stock	3,939	5,788
FIRST CASH FINANCIAL SERVICES INC COM	Shares of common stock	6,730	6,251
FIRST FINL BANCORP OH COM	Shares of common stock	3,899	3,491
FIRST HORIZON NATL CORP COM	Shares of common stock	10,869	6,514
FIRST MIDWEST BANCORP DEL COM	Shares of common stock	10,186	6,866
FIRSTMERIT CORP COM	Shares of common stock	10,124	6,725
FOMENTO ECONOMICO MEXICANO SA SPON ADR UNITS MEXICO	Shares of common stock	25,839	30,271
FOREST LABS INC COM	Shares of common stock	18,636	18,105
FORTINET INC COM	Shares of common stock	18,344	14,969
FOSSIL INC COM	Shares of common stock	8,874	8,836

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
FRANKLIN RES INC COM	Shares of common stock	\$ 30,127	\$ 25,536
FREEPORT-MCMORAN COPPER & GOLD INC COM	Shares of common stock	26,754	27,679
FRESENIUS MED CARE AG SPONSORED ADR GERMANY	Shares of common stock	16,184	20,664
FRESH MKT INC COM	Shares of common stock	8,210	8,014
F5 NETWORKS INC COM	Shares of common stock	7,305	7,247
G & K SVCS INC CL A	Shares of common stock	9,881	9,424
GAMESTOP CORP NEW CL A COM	Shares of common stock	21,219	22,315
GAZPROM O A O SPONSORED ADR REG S RUSSIA	Shares of common stock	20,064	16,442
GENERAL CABLE CORP DEL NEW COM	Shares of common stock	6,936	5,020
GENERAL DYNAMICS CORP COM	Shares of common stock	26,908	22,415
GENERAL ELEC CO COM	Shares of common stock	59,092	58,825
GENESEE & WYO INC CL A COM	Shares of common stock	9,565	11,583
GENTEX CORP COM	Shares of common stock	10,430	8,610
GEO GROUP INC COM	Shares of common stock	11,310	9,354
GLOBAL PMTS INC COM	Shares of common stock	25,425	20,882
GOLDMAN SACHS GROUP INC COM	Shares of common stock	39,045	29,500
GOODRICH PETE CORP NEW COM	Shares of common stock	12,577	8,038
GOOGLE INC CL A COM	Shares of common stock	118,204	106,613
GRAFTECH INTL LTD COM	Shares of common stock	10,205	8,306
GREAT PLAINS ENERGY INC COM	Shares of common stock	20,721	21,018
GREEN MOUNTAIN COFFEE ROASTERS INC COM	Shares of common stock	7,629	16,729
GREIF INC CL A	Shares of common stock	7,895	5,447
GROUPE CGI INC CL A SUB VTG COM CANADA	Shares of common stock	16,738	14,333
GRUPO TELEVISIA SA DE CV SP ADR REP ORD MEXICO	Shares of common stock	25,163	23,227
HAIN CELESTIAL GROUP INC COM	Shares of common stock	7,008	9,807
HALLIBURTON CO COM	Shares of common stock	26,415	18,251

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
HANCOCK HLDG CO COM	Shares of common stock	\$ 11,381	\$ 9,571
HANSEN NAT CORP COM	Shares of common stock	6,690	6,634
HCC INS HLDGS INC COM	Shares of common stock	19,629	19,341
HEALTH CARE REIT INC COM	Shares of common stock	19,061	18,720
HEALTHSOUTH CORP NEW COM	Shares of common stock	21,213	15,363
HEALTHSPRING INC COM	Shares of common stock	11,091	10,500
HEINZ H J CO COM	Shares of common stock	7,659	7,219
HENRY JACK & ASSOC INC COM	Shares of common stock	11,811	10,925
HERBALIFE LTD COM CAYMAN ISLANDS	Shares of common stock	11,622	17,152
HESS CORP COM	Shares of common stock	45,716	41,968
HHGREGG INC COM	Shares of common stock	10,186	4,943
HMS HLDGS CORP COM	Shares of common stock	12,099	11,488
HOLLYFRONTIER CORP COM	Shares of common stock	7,639	5,480
HOLOGIC INC COM	Shares of common stock	13,440	10,830
HOME PPTYS INC REITS	Shares of common stock	3,731	3,689
HORACE MANN EDUCATORS CORP NEW COM	Shares of common stock	7,088	5,648
HOSPIRA INC COM	Shares of common stock	36,754	26,677
HUB GROUP INC CL A	Shares of common stock	10,768	8,622
HUMANA INC COM	Shares of common stock	21,123	23,710
HUNTSMAN CORP COM	Shares of common stock	6,864	5,415
HUTCHISON WHAMPOA LTD ADR HONG KONG	Shares of common stock	24,684	25,078
IBERIABANK CORP COM	Shares of common stock	8,985	7,718
ICON PUB LTD CO SPONSORED ADR IRELAND	Shares of common stock	10,804	7,927
IDACORP INC COM	Shares of common stock	4,543	4,911
IDEX CORP COM	Shares of common stock	5,464	5,235
IHS INC CL A COM	Shares of common stock	9,133	8,304
ILLUMINA INC COM	Shares of common stock	7,181	5,074
IMPERIAL TOBACCO GROUP PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	42,139	41,520

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
INCYTE CORP COM	Shares of common stock	\$ 5,595	\$ 5,043
INDUSTRIAL & COML BK CHINA ADR CHINA	Shares of common stock	41,324	28,107
INFINITY PPTY & CAS CORP COM	Shares of common stock	8,968	10,916
INFOSYS TECHNOLOGIES LTD SPONSORED ADR INDIA	Shares of common stock	22,778	20,785
INNOPHOS HLDGS INC COM	Shares of common stock	7,179	7,657
INPHI CORP COM	Shares of common stock	9,908	5,315
INSULET CORP COM	Shares of common stock	9,988	9,980
INTERCONTINENTAL EXCHANGE INC COM	Shares of common stock	7,985	7,923
INTERFACE INC CL A	Shares of common stock	4,127	4,720
INTERMEC INC COM	Shares of common stock	9,833	6,292
INTERNATIONAL BUSINESS MACHS COM	Shares of common stock	37,414	48,439
INTERNATIONAL SPEEDWAY CORP CL A	Shares of common stock	6,213	4,933
INTERVAL LEISURE GROUP INC COM	Shares of common stock	10,127	10,296
INTL PWR PLC SPONSORED ADR BRITAIN	Shares of common stock	16,913	15,915
INTUIT COM	Shares of common stock	10,646	10,579
INTUITIVE SURGICAL INC COM	Shares of common stock	7,475	10,200
ITC HLDGS CORP COM	Shares of common stock	19,124	24,390
ITT CORP NEW COM	Shares of common stock	15,403	13,062
J P MORGAN CHASE & CO COM	Shares of common stock	76,190	65,150
JOHNSON & JOHNSON COM	Shares of common stock	81,899	84,453
JONES LANG LASALLE INC COM	Shares of common stock	13,072	9,170
JOY GLOBAL INC COM	Shares of common stock	13,696	9,918
JULIUS BAER GROUP LTD ADR SWITZERLAND	Shares of common stock	20,030	22,903
KADANT INC COM	Shares of common stock	3,941	4,032
KANSAS CITY SOUTHERN NEW COM	Shares of common stock	11,844	12,290

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
KAYDON CORP COM	Shares of common stock	\$ 15,144	\$ 11,988
KEPPEL CORP LTD SPONSORED ADR SINGAPORE	Shares of common stock	21,581	21,637
KEY ENERGY SVCS INC COM	Shares of common stock	16,174	12,925
KEYCORP NEW COM	Shares of common stock	32,188	25,653
KINGFISHER PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	23,306	26,362
KODIAK OIL & GAS CORP COM	Shares of common stock	9,483	7,508
KOHL'S CORP COM	Shares of common stock	32,846	31,719
KOMATSU LTD SPON ADR NEW JAPAN	Shares of common stock	18,352	19,022
KONINKLIJKE AHOLD NV SPONSORED ADR 2007 NETHERLANDS	Shares of common stock	20,061	17,979
KRAFT FOODS INC CL A COM	Shares of common stock	23,460	26,461
KRATON PERFORMANCE POLYMERS INC COM	Shares of common stock	8,521	4,886
L OREAL CO ADR FRANCE	Shares of common stock	15,013	14,945
LABORATORY CORP AMER HLDGS NEW COM	Shares of common stock	9,817	8,854
LAM RESEARCH CORP COM	Shares of common stock	21,505	16,521
LAMAR ADVERTISING CO CL A	Shares of common stock	7,917	3,559
LAUDER ESTEE COS INC CL A	Shares of common stock	6,096	6,061
LEAR CORP NEW COM	Shares of common stock	30,496	26,169
LIFE TIME FITNESS INC COM	Shares of common stock	4,274	5,749
LIMITED BRANDS INC COM	Shares of common stock	11,884	12,939
LINEAR TECHNOLOGY CORP COM	Shares of common stock	9,863	9,871
LITTELFUSE INC COM	Shares of common stock	4,413	4,906
LKQ CORP COM	Shares of common stock	9,289	10,824
LOGMEIN INC COM	Shares of common stock	9,339	11,258
LULULEMON ATHLETICA INC COM	Shares of common stock	75,242	81,897
MAKO SURGICAL CORP COM	Shares of common stock	3,643	8,897
MARVELL TECHNOLOGY GROUP LTD COM BERMUDA	Shares of common stock	6,738	6,677

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
MCDONALDS CORP COM	Shares of common stock	\$ 34,620	\$ 51,287
MEAD JOHNSON NUTRITION CO COM	Shares of common stock	11,398	12,734
MEDICIS PHARMACEUTICAL CORP CL A NEW	Shares of common stock	7,694	10,105
MEDIDATA SOLUTIONS INC COM	Shares of common stock	7,844	8,088
MEDNAX INC COM	Shares of common stock	19,399	18,541
MELLANOX TECHNOLOGIES LTD COM ISRAEL	Shares of common stock	7,645	11,302
MENS WEARHOUSE INC COM	Shares of common stock	6,273	6,494
MERCK & CO INC NEW COM	Shares of common stock	38,431	39,534
METLIFE INC COM	Shares of common stock	50,091	37,449
MFA FINL INC REITS	Shares of common stock	6,521	6,100
MICROCHIP TECHNOLOGY INC COM	Shares of common stock	7,248	7,155
MICRON TECHNOLOGY INC COM	Shares of common stock	11,632	7,202
MICROSOFT CORP COM	Shares of common stock	48,965	54,161
MID-AMER APT CMNTYS INC COM	Shares of common stock	9,654	10,840
MONSANTO CO NEW COM	Shares of common stock	95,772	79,493
MOODYS CORP COM	Shares of common stock	8,393	9,105
MYLAN INC COM	Shares of common stock	20,977	15,954
NATIONAL GRID PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	16,995	19,642
NATIONAL PENN BANCSHARES INC COM	Shares of common stock	6,677	7,157
NESTLE S A SPONSORED ADR SWITZERLAND	Shares of common stock	44,942	62,935
NETLOGIC MICROSYSTEMS INC COM	Shares of common stock	7,546	14,340
NICE SYS LTD SPONSORED ADR ISRAEL	Shares of common stock	13,468	12,595
NIDEC CORP SPONSORED ADR JAPAN	Shares of common stock	22,077	19,167
NORDSTROM INC COM	Shares of common stock	10,902	11,557

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
NORTHERN OIL & GAS INC NEV	Shares of common stock	\$ 8,656	\$ 8,241
NORTHWEST BANCSHARES INC MD COM	Shares of common stock	11,523	11,362
NOVARTIS A G SPONSORED ADR SWITZERLAND	Shares of common stock	31,839	36,306
NOVELLUS SYS INC COM	Shares of common stock	14,536	13,957
NOVO-NORDISK A S ADR DENMARK	Shares of common stock	14,239	24,780
OCCIDENTAL PETE CORP DEL COM	Shares of common stock	147,672	123,981
OGE ENERGY CORP COM	Shares of common stock	13,927	17,873
OIL STS INTL INC COM	Shares of common stock	8,415	7,485
OM GROUP INC COM	Shares of common stock	7,704	6,233
ONYX PHARMACEUTICALS INC COM	Shares of common stock	5,422	3,991
OPENTABLE INC COM	Shares of common stock	5,250	6,073
OPTIMER PHARMACEUTICALS INC COM	Shares of common stock	7,475	8,761
ORACLE CORP COM	Shares of common stock	49,938	52,249
ORION MARINE GROUP INC COM	Shares of common stock	7,832	3,958
OSHKOSH TRUCK CORP COM	Shares of common stock	14,618	8,358
OWENS ILL INC COM NEW	Shares of common stock	6,814	5,685
PACKAGING CORP AMER COM	Shares of common stock	6,520	6,501
PACWEST BANCORP DEL COM	Shares of common stock	10,094	6,705
PALL CORP COM	Shares of common stock	11,363	9,964
PANERA BREAD CO CL A	Shares of common stock	13,415	13,096
PANTRY INC COM	Shares of common stock	7,792	6,744
PARAMETRIC TECHNOLOGY CORP NEW COM	Shares of common stock	8,558	7,275
PAREXEL INTL CORP COM	Shares of common stock	5,080	5,982
PARTNERRE LTD BERMUDA COM BERMUDA	Shares of common stock	29,058	20,594
PATRIOT COAL CORP COM	Shares of common stock	9,261	4,154
PATTERSON-UTI ENERGY INC COM	Shares of common stock	16,598	10,023
PEABODY ENERGY CORP COM	Shares of common stock	57,650	40,148

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
PEPSICO INC COM	Shares of common stock	\$ 33,510	\$ 38,997
PERRIGO CO COM	Shares of common stock	88,213	139,838
PFIZER INC COM	Shares of common stock	66,659	73,142
PG&E CORP COM	Shares of common stock	61,203	59,812
PHARMASSET INC COM	Shares of common stock	4,611	4,613
PLATINUM UNDERWRITERS HLDGS LTD COM BERMUDA	Shares of common stock	9,559	8,272
PLUM CREEK TIMBER CO INC COM	Shares of common stock	9,518	8,712
PNC FINL SVCS GROUP INC COM	Shares of common stock	57,543	62,069
POLARIS INDS INC COM	Shares of common stock	7,504	6,596
POLYPORE INTL INC COM	Shares of common stock	78,941	69,576
PORTLAND GEN ELEC CO COM NEW	Shares of common stock	10,827	12,342
POTASH CORP SASK INC COM CANADA	Shares of common stock	66,601	59,255
PPG INDS INC COM	Shares of common stock	14,714	13,213
PPL CORP COM	Shares of common stock	32,942	34,391
PRESTIGE BRANDS HLDGS INC COM	Shares of common stock	6,339	6,064
PRICE T ROWE GROUP INC COM	Shares of common stock	7,420	6,401
PRICELINE COM INC COM NEW	Shares of common stock	75,428	116,410
PROASSURANCE CORP COM	Shares of common stock	8,689	10,875
PRUDENTIAL FINL INC COM	Shares of common stock	35,724	38,659
PUBLIC SVC ENTERPRISE GROUP COM	Shares of common stock	23,956	25,028
PUBLICIS S A NEW NEW SPONSORED ADR COM FRANCE	Shares of common stock	14,681	13,486
QLIK TECHNOLOGIES INC COM	Shares of common stock	7,634	8,003
QUALCOMM INC COM	Shares of common stock	106,127	108,494
QUEST DIAGNOSTICS INC COM	Shares of common stock	24,864	22,755
QUICKSILVER RESOURCES INC COM	Shares of common stock	6,924	3,866
RANGE RES CORP COM	Shares of common stock	6,915	6,898
RAYONIER INC REIT	Shares of common stock	9,246	10,632

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
RBC BEARINGS INC COM	Shares of common stock	\$ 10,038	\$ 12,916
REALPAGE INC COM	Shares of common stock	10,974	8,323
RED HAT INC COM	Shares of common stock	10,050	10,100
REED ELSEVIER P L C SPONSORED ADR NEW COM UNITED KINGDOM	Shares of common stock	33,552	31,819
REGAL BELOIT CORP COM	Shares of common stock	11,182	8,123
REGIS CORP MINN COM	Shares of common stock	5,231	4,847
REINSURANCE GROUP AMER INC COM	Shares of common stock	8,285	7,490
REPUBLIC SVCS INC COM	Shares of common stock	16,987	16,612
REYNOLDS AMERN INC COM	Shares of common stock	29,979	34,069
RF MICRODEVICES INC COM	Shares of common stock	11,837	10,480
ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	Shares of common stock	29,078	27,937
ROCKWELL AUTOMATION INC COM	Shares of common stock	10,691	7,168
ROCKWOOD HLDGS INC COM	Shares of common stock	7,128	7,715
ROSETTA RES INC COM	Shares of common stock	3,755	4,483
ROSS STORES INC COM	Shares of common stock	13,359	19,043
ROYAL DUTCH SHELL PLC SPONSORED ADR CL B UNITED KINGDOM	Shares of common stock	29,292	29,412
RTI INTL METALS INC COM	Shares of common stock	6,514	5,713
SAIC INC COM	Shares of common stock	19,998	13,227
SALIX PHARMACEUTICALS LTD COM	Shares of common stock	4,554	3,730
SANDERSON FARMS INC COM	Shares of common stock	5,793	6,650
SANDISK CORP COM	Shares of common stock	12,490	12,107
SANDRIDGE ENERGY INC COM	Shares of common stock	12,680	6,628
SAP AG SPONSORED ADR GERMANY	Shares of common stock	29,058	28,398
SCHLUMBERGER LTD COM NETHERLANDS ANTILLES	Shares of common stock	118,505	95,329

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

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
SCHNEIDER ELEC SA ADR FRANCE	Shares of common stock	\$ 11,258	\$ 9,962
SCHOOL SPECIALTY INC COM	Shares of common stock	9,991	3,700
SCHWEITZER-MAUDUIT INTL INC COM	Shares of common stock	5,965	6,313
SCIENTIFIC GAMES CORP CL A COM	Shares of common stock	7,554	4,891
SEATTLE GENETICS INC COM	Shares of common stock	2,950	2,818
SEMPRA ENERGY COM	Shares of common stock	60,497	61,594
SENSATA TECH HLDG NV COM NETHERLANDS	Shares of common stock	7,380	6,430
SHIRE PLC ADR JERSEY	Shares of common stock	12,793	19,444
SHUTTERFLY INC COM	Shares of common stock	6,601	11,654
SIGNATURE BK NEW YORK N Y COM	Shares of common stock	13,176	15,175
SILGAN HOLDINGS INC COM	Shares of common stock	11,906	13,520
SIMON PPTY GROUP INC NEW COM	Shares of common stock	30,332	30,574
SIRONA DENTAL SYS INC COM	Shares of common stock	6,614	7,719
SIX FLAGS ENTMT CORP NEW COM	Shares of common stock	11,398	9,037
SKYWORKS SOLUTIONS INC COM	Shares of common stock	4,654	5,065
SMITH & NEPHEW PLC SPDN ADR NEW UNITED KINGDOM	Shares of common stock	18,962	16,222
SODASTREAM INTERNATIONAL LTD COM ISRAEL	Shares of common stock	5,908	4,594
SOLARWINDS INC COM	Shares of common stock	5,553	5,351
SOLERA HLDGS INC COM	Shares of common stock	8,741	7,676
SOLUTIA INC NEW COM	Shares of common stock	19,143	11,308
SOTHEBYS HLDGS INC CL A	Shares of common stock	6,471	5,679
SOUTHWESTERN ENERGY CO COM	Shares of common stock	10,068	8,766
STARWOOD HOTELS & RESORTS WORLDWIDE INC COM	Shares of common stock	94,464	72,865
STEEL DYNAMICS INC COM	Shares of common stock	8,421	4,682
STERICYCLE INC COM	Shares of common stock	10,959	10,978
STERIS CORP COM	Shares of common stock	8,937	7,493
STIFEL FINL CORP COM	Shares of common stock	6,561	4,993

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Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
SUNCOR ENERGY INC NEW COM CANADA	Shares of common stock	\$ 26,095	\$ 16,256
SUNOCO INC COM	Shares of common stock	16,186	12,435
SWEDBANK A B SPONSORED ADR SWEDEN	Shares of common stock	21,242	13,685
SWIFT ENERGY CO COM	Shares of common stock	21,345	16,551
SYMANTEC CORP COM	Shares of common stock	14,476	13,643
SYNGENTA AG SPONSORED ADR SWITZERLAND	Shares of common stock	22,458	21,526
SYNOPSYS INC COM	Shares of common stock	9,075	9,403
SYNOVUS FINL CORP COM	Shares of common stock	4,283	1,791
TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	Shares of common stock	29,824	30,587
TALEO CORP COM CL A	Shares of common stock	7,798	8,102
TARGET CORP COM	Shares of common stock	29,382	31,729
TCF FINL CORP COM	Shares of common stock	11,085	7,694
TD AMERITRADE HLDG CORP COM	Shares of common stock	18,097	14,970
TELEDYNE TECHNOLOGIES INC COM	Shares of common stock	10,337	11,629
TELEFLEX INC COM	Shares of common stock	11,183	10,700
TEMPUR-PEDIC INTL INC COM	Shares of common stock	14,593	18,834
TERADATA CORP DELAWARE COM	Shares of common stock	16,070	17,611
TERADYNE INC COM	Shares of common stock	15,950	11,869
TESCO PLC SPONSORED ADR UNITED KINGDOM	Shares of common stock	26,221	27,964
TETRA TECH INC NEW COM	Shares of common stock	19,387	16,191
TEVA PHARMACEUTICAL INDS LTD ADR ISRAEL	Shares of common stock	54,556	35,955
TEXAS CAP BANCSHARES INC COM	Shares of common stock	7,897	7,084
THERMO FISHER SCIENTIFIC CORP COM	Shares of common stock	13,591	18,433
THORATEC CORP COM NEW	Shares of common stock	7,002	7,736
TIBCO SOFTWARE INC COM	Shares of common stock	7,265	8,172

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Common stocks (continued)			
TIDEWATER INC COM	Shares of common stock	\$ 7,850	\$ 5,887
TIFFANY & CO NEW COM	Shares of common stock	8,078	7,846
TIME WARNER CABLE INC COM	Shares of common stock	23,076	20,869
TJX COS INC NEW COM	Shares of common stock	54,188	78,989
TNS INC COM	Shares of common stock	10,379	8,836
TOTAL S A SPONSORED ADR FRANCE	Shares of common stock	12,505	15,135
TOWERS WATSON & CO CL A COM	Shares of common stock	32,498	38,618
TOYOTA MOTOR CORP SP ADR REP2COM JAPAN	Shares of common stock	24,226	20,615
TRANSCANADA CORP COM CANADA	Shares of common stock	28,738	33,202
TRAVELERS COS INC COM	Shares of common stock	28,375	27,630
TRIUMPH GROUP INC NEW COM	Shares of common stock	4,808	6,629
TYCO INTL LTD NEW F COM SWITZERLAND	Shares of common stock	16,174	17,278
U S AWYS GROUP INC	Shares of common stock	6,011	3,933
ULTA SALON COSMETICS & FRAGRANCE INC COM	Shares of common stock	6,052	7,343
ULTIMATE SOFTWARE GROUP INC COM	Shares of common stock	8,136	9,811
UNILEVER N V NEW NEW YORK SHSADR NETHERLANDS	Shares of common stock	57,006	56,336
UNION PAC CORP COM	Shares of common stock	96,242	114,665
UNITED CONTL HLDGS INC COM	Shares of common stock	10,555	8,314
UNITED NAT FOODS INC COM	Shares of common stock	10,625	10,816
UNITED RENTALS INC COM	Shares of common stock	11,692	7,881
UNITED TECHNOLOGIES CORP COM	Shares of common stock	52,262	53,544
UNITEDHEALTH GROUP INC COM	Shares of common stock	54,395	67,105
URS CORP NEW COM	Shares of common stock	20,457	13,911
US BANCORP DEL COM NEW	Shares of common stock	52,848	54,636
V F CORP COM	Shares of common stock	11,148	16,162
VARIAN MED SYS INC COM	Shares of common stock	13,617	13,301

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
VERA BRADLEY INC COM	Shares of common stock	\$ 5,098	\$ 5,444
VERIFONE SYS INC COM	Shares of common stock	10,363	8,300
VERIZON COMMUNICATIONS INC COM	Shares of common stock	28,318	32,347
VIMPELCOM LTD SPONSORED ADR BERMUDA	Shares of common stock	19,141	9,435
VIROPHARMA INC COM	Shares of common stock	4,681	4,716
VISTAPRINT NV COM NETHERLANDS	Shares of common stock	12,161	6,460
VITAMIN SHOPPE INC COM	Shares of common stock	9,799	10,858
VODAFONE GROUP PLC SPONSORED ADR NEW UNITED KINGDOM	Shares of common stock	74,310	68,281
VOLCANO CORP COM	Shares of common stock	7,947	7,882
VOLVO AKTIEBOLAGET ADR B SWEDEN	Shares of common stock	25,483	14,637
WAL-MART STORES INC COM	Shares of common stock	31,421	30,984
WARNACO GROUP INC COM NEW	Shares of common stock	20,448	17,330
WASTE CONNECTIONS INC COM	Shares of common stock	9,585	13,934
WATERS CORP COM	Shares of common stock	6,487	6,417
WATSON PHARMACEUTICALS INC COM	Shares of common stock	14,124	17,677
WATTS WATER TECHNOLOGIES INC CL A	Shares of common stock	6,942	5,890
WEBMD HEALTH CORP CL A COM	Shares of common stock	16,373	10,733
WELLS FARGO & CO NEW COM	Shares of common stock	70,503	75,086
WESCO INTL INC COM	Shares of common stock	5,101	4,932
WESTAR ENERGY INC COM	Shares of common stock	3,809	4,439
WESTERN DIGITAL CORP COM	Shares of common stock	18,784	12,526
WESTERN UNION CO COM	Shares of common stock	9,289	7,859
WHITING PETE CORP NEW COM	Shares of common stock	8,945	8,103
WHOLE FOODS MKT INC COM	Shares of common stock	8,031	8,947
WILLIS GROUP HLDGS PLC COM IRELAND	Shares of common stock	19,893	22,134

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

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

September 30, 2011

Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Common stocks (continued)			
WINDSTREAM CORP COM	Shares of common stock	\$ 22,272	\$ 23,114
WMS INDS INC COM	Shares of common stock	10,009	6,631
WOODWARD INC COM	Shares of common stock	10,901	10,987
WORLD FUEL SVCS CORP COM	Shares of common stock	7,659	7,085
WORLEYPARSONS LTD UNSPON ADR AUSTRALIA	Shares of common stock	29,659	25,050
WPP PLC ADR COM JERSEY	Shares of common stock	25,145	23,025
WRIGHT EXPRESS CORP COM	Shares of common stock	10,464	11,792
WYNN RESORTS LTD COM	Shares of common stock	9,882	9,091
XCEL ENERGY INC COM	Shares of common stock	11,522	11,580
XYRATEX LTD COM BERMUDA	Shares of common stock	11,676	7,758
ZEBRA TECHNOLOGIES CORP CL A	Shares of common stock	8,027	8,199
ZIONS BANCORPORATION COM	Shares of common stock	14,779	10,405
		10,920,121	10,766,180
Preferred stock			
VOLKSWAGEN A G SPONSORED ADR REPSTG PREF SH GERMANY	Shares of preferred stock	15,768	10,202
Mutual funds			
COLUMBIA ACORN INTERNATIONAL FUND CLASS Z SHARES	Shares of mutual funds	880,660	832,760
COLUMBIA LARGE CAP INDEX FUND CLASS Z SHARES	Shares of mutual funds	9,701,032	9,834,113
HARBOR INTERNATIONAL FUND INSTL CL	Shares of mutual funds	2,043,128	1,852,995
LAZARD EMERGING MKTS EQUITY PORTFOLIO INSTL CL	Shares of mutual funds	1,952,338	1,799,197
NATIXIS FDS TR IV AEW REAL ESTATE FD CL Y COM	Shares of mutual funds	674,759	812,922
PIMCO COMMODITY REALRETURN STRATEGY FUND	Shares of mutual funds	1,677,464	1,464,668
		16,929,381	16,596,655
TOTAL INVESTMENTS		\$ 39,539,168	\$ 40,166,093

Elmer's Pension Plan

EIN: 51-0370365 Plan #001

Schedule H, Line 4j – Schedule of Reportable Transactions

Year Ended September 30, 2011

Identity of Party Involved	Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
<u>Category 1 – Single transaction in excess of 5% of Plan assets</u>						
BOFA Government Reserves Capital Class	Money Market fund	\$ 2,920,867	\$ –	\$ 2,920,867	\$ 2,920,867	\$ –
<u>Category 3 – Series of transactions in excess of 5% of Plan assets</u>						
BOFA Government Reserves		16,324,288	–	16,324,288	16,324,288	–
Capital Class	Money Market fund	–	15,674,874	15,674,874	15,674,874	–

There were no category 2 or 4 reportable transactions during the year ended September 30, 2011.

Columns for “Lease Rental” and “Expense Incurred with Transaction” are not applicable.

Attachment to the 2010 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

Schedule SB, Line 26 - Schedule of Active Participant Data

Age and Service Distribution of Active Members

Attained Age	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years		Total	
	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay	No.	Avg. Pay
<25			1																		1	
25-29			7		1																8	
30-34			1		2		5														8	
35-39			3		4		7		2												16	
40-44			2		1		9		4		6		1								23	3,946
45-49			1		3		10		4		3		4		1						26	4,347
50-54			1		2		9		6		6		4		2		1				31	5,145
55-59			1		1		5		3		1		3		2		1				17	
60-64			1				2		4		1		1		1		1				11	
65-69							1				1										2	
70&Up																						
Total			18		14		48		23	5,100	18		13		6		3				143	4,192

Completed Years of Service on October 1, 2010^{1,2}

¹ Vesting Service

² The Plan is "hard-frozen" and the average annual accrued benefit is in lieu of compensation

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

A. Actuarial Assumptions for Funding Purposes

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

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

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

1st Rate	4.16%
2nd Rate	6.52%
3rd Rate	6.68%

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

Attachment to the 2010 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

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

A. Actuarial Assumptions for Funding Purposes (continued)

Marital Status

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

B. Actuarial Methods for Funding Purposes

1. Actuarial Cost Method

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

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

The normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year. The 2010 target normal cost is increased by \$360,000 to reflect expected administrative expenses, which are paid from the Trust.

2. Asset Valuation Method

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

Name of Plan
ELMERS PENSION PLAN

Three-digit plan number
002

Name of Plan Sponsor
ELMERS PRODUCTS, INC.

Employer Identification Number
51-0370365

Attachment to Schedule H, Part IV Line 4j

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

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <hr/> <small>Department of Labor Employee Benefits Security Administration</small> <hr/> <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 10/01/2010 and ending 09/30/2011

► Round off amounts to nearest dollar.

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

A Name of plan ELMERS PENSION PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ELMERS PRODUCTS, INC	D Employer Identification Number (EIN) 51-0370365	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		
F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500		

Part I Basic Information

1 Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2010</u>			
2 Assets:			
a Market value.....	2a	41684803	
b Actuarial value.....	2b	41341976	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Funding Target	
a For retired participants and beneficiaries receiving payment	3a	560	30779213
b For terminated vested participants	3b	675	17837697
c For active participants:			
(1) Non-vested benefits.....	3c(1)		206069
(2) Vested benefits.....	3c(2)		2851162
(3) Total active	3c(3)	143	3057231
d Total	3d	1378	51674141
4 If the plan is at-risk, check the box and complete items (a) and (b) ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	6.45%	
6 Target normal cost.....	6	360000	

Statement by Enrolled Actuary

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

SIGN HERE	 Signature of actuary	<u>06/06/2012</u> Date
CINDY FRATERRIGO Type or print name of actuary		<u>1106229</u> Most recent enrollment number
PRICEWATERHOUSECOOPERS LLP Firm name		<u>312-298-2000</u> Telephone number (including area code)
ONE NORTH WACKER CHICAGO IL 60606 Address of the firm		

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

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

Schedule SB (Form 5500) 2010
v.092308.1

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

21 Discount rate:			
a Segment rates:	1st segment: 4 . 16%	2nd segment: 6 . 52%	3rd segment: 6 . 68%
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 3
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous items

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

Part VII Reconciliation of unpaid minimum required contributions for prior years

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

Part VIII Minimum required contribution for current year

31 Target normal cost, adjusted, if applicable (see instructions)	31	360000
32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	10332165	2085489
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	2445489
	Carryover balance	Prefunding balance
35 Balances used to offset funding requirement	0	0
36 Additional cash requirement (item 34 minus item 35)	36	2445489
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (Item 19c)	37	5477692
38 Interest-adjusted excess contributions for current year (see instructions)	38	3032203
39 Unpaid minimum required contribution for current year (excess, if any, of item 36 over item 37)	39	0
40 Unpaid minimum required contribution for all years	40	0

Attachment to the 2010 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

I. Description of Weighted Average Retirement Age

Attached.

II. Statement of Actuarial Assumptions and Methods

Attached.

III. Summary of Plan Provisions

Attached.

IV. Change in Actuarial Assumptions

None.

V. Change in Actuarial Methods

None.

VI. Schedule of Active Participant Data

Attached.

VII. Schedule of Amortization Bases

Attached.

Attachment to the 2010 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions

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

Attachment to the 2010 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

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

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

Retirement Benefits

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

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

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

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

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

Benefit accruals were frozen effective January 1, 2008.

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

Attachment to the 2010 Schedule SB (Form 5500)

Elmers Pension Plan
EIN: 51-0370365 / PN: 002

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Retirement Benefits (continued)

(c) Early

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

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

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

(d) Postponed

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

(e) Disability

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

Attachment to the 2010 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

Schedule SB, Part V - Summary of Plan Provisions

A. Summary of Plan Provisions (continued)

Death Benefits

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

Termination with Vested Rights

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

Form of Payment

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

Maximum Benefit

The annual retirement benefit cannot exceed the lesser of:

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

Changes in Plan Provisions

None.

Name of Plan

ELMERS PENSION PLAN

Three-digit plan number

002

Name of Plan Sponsor

ELMERS PRODUCTS, INC.

Employer Identification Number

51-0370365

Attachment to Schedule H, Part IV Line 4i

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

Attachment to the 2010 Schedule SB (Form 5500)

Elmers Pension Plan

EIN: 51-0370365 / PN: 002

Schedule SB, Line 32 – Schedule of Amortization Bases

<u>Type of Base</u>	<u>Valuation Date</u> <u>Base was</u> <u>Established</u>	<u>Number of</u> <u>Years Remaining</u>	<u>Amortization</u> <u>Installment</u>	<u>Present Value</u> <u>of Remaining</u> <u>Installments</u>
Shortfall	10/1/2010	7	283,897	1,711,902
Shortfall	10/1/2009	6	416,438	2,226,047
Shortfall	10/1/2008	5	1,385,154	6,394,216
Total			2,085,489	10,332,165

Attachment to the 2010 Schedule SB (Form 5500)

**Elmers Pension Plan
EIN: 51-0370365 / PN: 002**

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

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

62