

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), 6057(b), 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 2013 This Form is Open to Public Inspection
---	---	---

Part I	Annual Report Identification Information
For calendar plan year 2013 or fiscal plan year beginning <u>01/01/2013</u> and ending <u>12/31/2013</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 MOSAIC PENSION PLAN FOR SALARIED AND NON-UNION HOURLY EMPLOYEES	<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;">002</td> </tr> <tr> <td colspan="2">1c Effective date of plan 02/01/1988</td> </tr> </table>	1b Three-digit plan number (PN) ▶	002	1c Effective date of plan 02/01/1988			
1b Three-digit plan number (PN) ▶	002						
1c Effective date of plan 02/01/1988							
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) MOS HOLDINGS, INC. ATRIA CORPORATE CENTER 3033 CAMPUS DRIVE - E490 PLYMOUTH, MN 55441	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">2b Employer Identification Number (EIN) 20-0891589</td> </tr> <tr> <td colspan="2">2c Sponsor's telephone number 763-577-2700</td> </tr> <tr> <td colspan="2">2d Business code (see instructions) 325300</td> </tr> </table>	2b Employer Identification Number (EIN) 20-0891589		2c Sponsor's telephone number 763-577-2700		2d Business code (see instructions) 325300	
2b Employer Identification Number (EIN) 20-0891589							
2c Sponsor's telephone number 763-577-2700							
2d Business code (see instructions) 325300							

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2014	FILED WITH AUTHORIZED SIGNATURE
	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
	Signature of DFE	Date	Enter name of individual signing as DFE
Preparer's name (including firm name, if applicable) and address; include room or suite number. (optional)			Preparer's telephone number (optional)

3a Plan administrator's name and address ☒ Same as Plan Sponsor Name ☐ Same as Plan Sponsor Address		3b Administrator's EIN	
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		3c Administrator's telephone number 4b EIN 4c PN	
5 Total number of participants at the beginning of the plan year		5	3948
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	490
b Retired or separated participants receiving benefits		6b	1787
c Other retired or separated participants entitled to future benefits.....		6c	1336
d Subtotal. Add lines 6a , 6b , and 6c		6d	3613
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits		6e	290
f Total. Add lines 6d and 6e		6f	3903
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	0
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 Characteristics Codes in the instructions: 1A 1I 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics 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 2013 This Form is Open to Public Inspection
--	--	---

For calendar plan year 2013 or fiscal plan year beginning 01/01/2013 and ending 12/31/2013

▶ **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>MOSAIC PENSION PLAN FOR SALARIED AND NON-UNION HOURLY EMPLOYEES</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>MOS HOLDINGS, INC.</u>	D Employer Identification Number (EIN) <u>20-0891589</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 _____ Day _____ Year _____	
2 Assets:	
a Market value	2a <u>233185040</u>
b Actuarial value	2b <u>218435984</u>
3 Funding target/participant count breakdown:	
a For retired participants and beneficiaries receiving payment.....	3a <u>1981</u> (1) Number of participants <u>94962387</u> (2) Funding Target
b For terminated vested participants.....	3b <u>1446</u> <u>35422428</u>
c For active participants:	
(1) Non-vested benefits	3c(1) <u>1367047</u>
(2) Vested benefits	3c(2) <u>52572020</u>
(3) Total active.....	3c(3) <u>521</u> <u>53939067</u>
d Total.....	3d <u>3948</u> <u>184323882</u>
4 If the plan is in at-risk status, check the box and complete lines (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 in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>6.23</u> %
6 Target normal cost	6 <u>1093731</u>

Statement by Enrolled Actuary

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

SIGN HERE		<u>09/26/2014</u>
Signature of actuary		Date
<u>RONALD J. KALVODA</u>		<u>14-06611</u>
Type or print name of actuary		Most recent enrollment number
<u>HEWITT ASSOCIATES LLC</u>		<u>952-886-8000</u>
Firm name		Telephone number (including area code)
<u>5600 WEST 83RD STREET</u> <u>8200 TOWER, SUITE 1100</u> <u>MINNEAPOLIS, MN 55437</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) 2013
v. 130118

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 (line 13 from prior year)	0	20388046
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	20388046
10 Interest on line 9 using prior year's actual return of <u>13.32</u> %		2715688
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		6424241
b Interest on (a) using prior year's effective interest rate of <u>6.93</u> % except as otherwise provided (see instructions)		445200
c Total available at beginning of current plan year to add to prefunding balance		6869441
d Portion of (c) to be added to prefunding balance		6869441
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29973175

Part III Funding Percentages		
14 Funding target attainment percentage	14	102.24 %
15 Adjusted funding target attainment percentage	15	118.50 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.17 %
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)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/12/2013	1751155				
07/12/2013	1751155				
10/15/2013	1751155				
01/14/2014	1751155				
			Totals ▶	18(b)	7004620
				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 contributions 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	6733268

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 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: 4.94%	2nd segment: 6.15%	3rd segment: 6.76 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 0
22 Weighted average retirement age			22 63
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 subject to 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 contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6).....		31a	1093731
b Excess assets, if applicable, but not greater than line 31a		31b	1093731
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment.....	0		0
b Waiver amortization installment	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)...		34	0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	0	0
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	6733268
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	6733268
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected		☐ 2 plus 7 years	☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made		☐ 2008	☐ 2009 ☐ 2010 ☐ 2011
42 Amount of acceleration adjustment		42	
43 Excess installment acceleration amount to be carried over to future plan years		43	

<p style="text-align: center;">SCHEDULE D (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p>	<p style="text-align: center;">DFE/Participating Plan Information</p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-weight: bold;">▶ File as an attachment to Form 5500.</p>	<p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large; font-weight: bold;">2013</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p>
---	---	--

For calendar plan year 2013 or fiscal plan year beginning 01/01/2013 and ending 12/31/2013

<p>A Name of plan <u>MOSAIC PENSION PLAN FOR SALARIED AND NON-UNION HOURLY EMPLOYEES</u></p>	<p>B Three-digit plan number (PN) ▶ <u>002</u></p>	
<p>C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MOS HOLDINGS, INC.</u></p>	<p>D Employer Identification Number (EIN) <u>20-0891589</u></p>	

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

<p>a Name of MTIA, CCT, PSA, or 103-12 IE: <u>THE MOSAIC CO. DEF. BEN. PN MT</u></p>		
<p>b Name of sponsor of entity listed in (a): <u>THE MOSAIC COMPANY</u></p>		
<p>c EIN-PN <u>36-6859475-002</u></p>	<p>d Entity code <u>M</u></p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>222486768</u></p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>

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

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

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

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2013 This Form is Open to Public Inspection
For calendar plan year 2013 or fiscal plan year beginning <u>01/01/2013</u> and ending <u>12/31/2013</u>		
A Name of plan <u>MOSAIC PENSION PLAN FOR SALARIED AND NON-UNION HOURLY EMPLOYEES</u>		B Three-digit plan number (PN) ► <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>MOS HOLDINGS, INC.</u>		D Employer Identification Number (EIN) <u>20-0891589</u>

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
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	Total noninterest-bearing cash	1a		
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions	1b(1)	1871384	1751155
	(2) Participant contributions	1b(2)		
	(3) Other	1b(3)		
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
	(2) U.S. Government securities	1c(2)		
	(3) Corporate debt instruments (other than employer securities):			
	(A) Preferred	1c(3)(A)		
	(B) All other	1c(3)(B)		
	(4) Corporate stocks (other than employer securities):			
	(A) Preferred	1c(4)(A)		
	(B) Common	1c(4)(B)		
	(5) Partnership/joint venture interests	1c(5)		
	(6) Real estate (other than employer real property)	1c(6)		
	(7) Loans (other than to participants)	1c(7)		
	(8) Participant loans	1c(8)		
	(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)	231318104	222486768
	(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)		
	(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	233189488	224237923

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	233189488	224237923
---	-----------	-----------	-----------

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)	7004620	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)	1032	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7005652
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(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)		-273307
(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		6732345

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	15683910	
(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)		15683910
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		15683910

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-8951565
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: **KPMG LLP**

(2) EIN: **13-5565207**

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 lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

- 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.)
- 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.)

	Yes	No	Amount
4a		X	
4b		X	

	Yes	No	Amount
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		15000000
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)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☒ Yes ☐ No ☐ Not determined

Part V Trust Information (optional)

6a Name of trust THE MOSAIC CO. DEF BEN PN MAST TRST	6b Trust's EIN 366859475
--	------------------------------------

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 2013 This Form is Open to Public Inspection.
---	--	--

For calendar plan year 2013 or fiscal plan year beginning 01/01/2013 and ending 12/31/2013

A Name of plan <u>MOSAIC PENSION PLAN FOR SALARIED AND NON-UNION HOURLY EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>MOS HOLDINGS, INC.</u>	D Employer Identification Number (EIN) <u>20-0891589</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>36-1561860</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>33</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 (include any prior year accumulated funding deficiency not waived).....	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 or other authority 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
-----------------	-------------------

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. 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

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 lines 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 lines 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 lines 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 lines 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 lines 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 lines 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 line 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 lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: 18% Investment-Grade Debt: 75% High-Yield Debt: 1% Real Estate: 4% Other: 2%

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 line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):



**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Financial Statements

December 31, 2013 and 2012

(With Independent Auditors' Report Thereon)

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Table of Contents

	Page
Independent Auditors' Report	1
Financial Statements:	
Statements of Net Assets Available for Benefits	3
Statements of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5



KPMG LLP
4200 Wells Fargo Center
90 South Seventh Street
Minneapolis, MN 55402

Independent Auditors' Report

The Plan Administrator
Mosaic Pension Plan for Salaried and
Non-Union Hourly Employees:

We were engaged to audit the accompanying financial statements of the Mosaic Pension Plan for Salaried and Non-Union Hourly Employees (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2013 and 2012, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in note 3, which was certified by Russell Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2013 and 2012, and for the years then ended, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.



Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

/s/KPMG LLP

Minneapolis, Minnesota
September 26, 2014

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Statements of Net Assets Available for Benefits

December 31, 2013 and 2012

	<u>2013</u>	<u>2012</u>
Assets:		
Investments:		
Interest in The Mosaic Company Defined Benefit Plan		
Master Trust	\$ 222,486,768	\$ 231,318,104
Company contribution receivable	<u>1,751,155</u>	<u>1,871,384</u>
Net assets available for benefits	<u>\$ 224,237,923</u>	<u>\$ 233,189,488</u>

See accompanying notes to financial statements.

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Statements of Changes in Net Assets Available for Benefits

Years ended December 31, 2013 and 2012

	<u>2013</u>	<u>2012</u>
Additions:		
Company contributions	\$ 7,004,620	\$ 7,485,536
Other	1,032	827
Total additions	<u>7,005,652</u>	<u>7,486,363</u>
Deductions:		
Benefit payments	15,683,910	15,196,947
Administrative and investment expenses	<u>1,420,165</u>	<u>1,093,731</u>
Total deductions	17,104,075	16,290,678
Investment income from The Mosaic Company Defined Benefit Plan Master Trust	<u>1,146,858</u>	<u>27,809,455</u>
Net (decrease) increase	(8,951,565)	19,005,140
Net assets available for benefits:		
Beginning of year	<u>233,189,488</u>	<u>214,184,348</u>
End of year	<u>\$ 224,237,923</u>	<u>\$ 233,189,488</u>

See accompanying notes to financial statements.

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

(1) Description of the Plan

The following description of the Mosaic Pension Plan for Salaried and Non-Union Hourly Employees (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

Effective January 1, 1998, the Plan was amended to allow participants to freeze their service accruals under the Plan and begin participating in the Mosaic Investment Plan. For participants who chose this option, their benefit at retirement is based on credited service through December 31, 1997, and the participant's age and final average pay at retirement. Employees hired on or after January 1, 1998 are not eligible to participate in the Plan.

Effective March 31, 2003, the Plan was amended to provide that no participant will accrue any further benefits under the Plan after March 31, 2003. All participants who elected or were deemed to have elected prior to January 1, 1998 to remain in the Plan had their credited service and pay frozen as of March 31, 2003. All participants who elected prior to January 1, 1998 to participate in the Mosaic Investment Plan had their pay frozen as of March 31, 2003 (their credited service was frozen as of December 31, 1997). Vesting service for purposes of eligibility for the terminated vested benefit and early retirement benefit will continue to accrue until the participant's termination or retirement, as required by law. The age of each participant as of the date he or she elects to commence his or her pension benefit will continue to be used to determine the applicable early commencement factors for both terminated vested and early retirement benefits and lump-sum factors, also required by law.

(a) General

The Plan is a noncontributory, defined-benefit pension plan covering substantially all salaried and nonunion hourly employees of Mosaic Global Holdings Inc. and Mosaic Fertilizer LLC (collectively, the Company) who were hired prior to January 1, 1998. The Plan was established to provide retirement income for the benefit of salaried and nonunion hourly employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Effective January 1, 2006, the Plan was renamed the Mosaic Pension Plan for Salaried and Non-Union Hourly Employees.

(b) Pension Benefits

Eligible employees became participants in the Plan on the date of hire. A participant's pension rights become vested when the participant completes 5 years of service or reaches age 65. Normal retirement age under the Plan is age 65. Participants become eligible for early retirement at or after age 55 with 10 or more years of service. Early retirement benefits for salaried employees are reduced 4% per year for commencement of pension benefits before age 62.

The retirement benefits for employees are calculated using a formula based upon the participant's final average salary (average salary during the highest paid 5 consecutive calendar years out of the participant's last 10 years of service), years of credited service, and the final average salary in excess

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

of “covered compensation” (the 35-year average of the Social Security wage base). The normal form of pension is a life annuity for an unmarried participant and a 50% joint and survivor annuity for a married participant. Other forms of pension available include a 10-year term certain annuity, a 75% joint and survivor annuity, and a 100% joint and survivor annuity. Employees may elect to receive their benefits in a lump-sum distribution.

Former participants of the FMI Employee Retirement Plan (merged into the Plan on January 1, 1999); the Retirement Plan for Non-Union Hourly Employees of IMC Global Operations, Inc. (merged into the Plan on January 1, 1999); and the Retirement Plan for Hourly Employees of IMC Fertilizer, Inc. represented by Local No. 4-786 Oil, Chemical, and Atomic Workers International Union (merged into the Plan on April 16, 1992) are eligible for benefits as detailed in the applicable plan documents in effect prior to the respective mergers.

(c) Funding Policy

Contributions to the Plan by the Company for the funding of current and past service cost of benefits are determined by the Plan’s actuary and are within the funding standards of ERISA. The Company has met the minimum funding requirements in 2013 and 2012.

While the Company has not expressed any intent to discontinue its contributions, it is free to do so at any time, subject to the provisions of ERISA. 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 then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

(2) Summary of Significant Accounting Policies

(a) Investment Valuation and Income Recognition

The Plan’s beneficial interest in The Mosaic Company Defined Benefit Plan Master Trust (Master Trust) is stated at net asset value as a practical expedient to fair value as described in note 4.

Purchases and sales of securities are accounted for on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest from investments is recorded on the accrual basis.

Net income or loss from the Master Trust is allocated monthly to each participating plan based on the ratio of each plan’s equity to the total equity of all participating plans prior to the allocations.

(b) Recent Accounting Pronouncements

In May 2011, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update No. 2011-04, *Fair Value Measurement (Topic 820): Amendments to Achieve Common Fair Value Measurement and Disclosure Requirements in U.S. GAAP and IFRS*, which is intended to

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

create consistency between U.S. GAAP and International Financial Reporting Standards (IFRS). The amendments include clarification on the application of certain existing fair value measurement guidance and expanded disclosures for fair value measurements that are estimated using significant unobservable (Level 3) inputs. The Plan adopted the provisions of the standard for the year ended December 31, 2012. The adoption of this standard did not have a material effect on the Plan's financial statements.

(c) *Basis of Accounting*

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

(d) *Actuarial Present Value of Accumulated Plan Benefits*

Accumulated plan benefits are the estimated future payments that are attributable under the Plan's provisions for service rendered by the participants to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries.

(e) *Benefits*

Benefit payments are recorded when paid.

(f) *Use of Estimates*

The preparation of financial statements in conformity with U.S. Generally Accepted Accounting Principles (GAAP) requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

(g) *Administrative Expenses*

The Company pays certain administrative expenses of the Plan.

(3) *Interest in Master Trust and Trustees Certifications*

The plan administrator has obtained a certification from Russell Trust Company, the trustee of the Plan, as of and for the years ended December 31, 2013 and 2012, respectively, that the information provided below to the plan administrator by the trustee is complete and accurate.

The Plan's investments are held in the Master Trust. The Plan's investments in the Master Trust are stated at the Plan's equity in the net assets of the Master Trust at December 31, 2013 and 2012. The Plan held a 52.4% and 52.9% interest in the Master Trust at December 31, 2013 and 2012, respectively. Administrative and investment expenses relating to the Master Trust are allocated to the individual plans based upon the ratio invested by each plan at the time the expense is paid.

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

The net assets of the Master Trust for the years ended December 31 are as follows:

	<u>2013</u>	<u>2012</u>
Investments, at fair value:		
Common collective trust funds	\$ 416,972,953	\$ 428,642,090
Partnership and limited liability company interests	5,802,669	7,117,779
Total investments	<u>422,775,622</u>	<u>435,759,869</u>
Payables:		
Pending investment transactions for securities purchased	2,567	—
Total payables	<u>2,567</u>	<u>—</u>
Receivables:		
Pending investment transactions for securities sold	1,495,884	1,455,941
Total receivables	<u>1,495,884</u>	<u>1,455,941</u>
Total assets	<u>424,268,939</u>	<u>437,215,810</u>
Net assets	<u>\$ 424,268,939</u>	<u>\$ 437,215,810</u>
Plan's interest in the Master Trust net assets	\$ 222,486,768	\$ 231,318,104

Net investment income (loss) of the Master Trust for the years ended December 31 is summarized as follows:

	<u>2013</u>	<u>2012</u>
Interest and dividend income	\$ 1,199,844	\$ 1,296,687
Net realized and unrealized (depreciation) appreciation in fair value of investments:		
Common collective trust funds	(947,943)	50,524,331
Partnership and limited liability company interests	<u>(807,548)</u>	<u>(358,341)</u>
Total net realized and unrealized (depreciation) appreciation in fair value of investments	(1,755,491)	50,165,990
Administrative and investment expenses	<u>(2,795,189)</u>	<u>(2,113,841)</u>
Net investment income (loss)	<u>\$ (3,350,836)</u>	<u>\$ 49,348,836</u>

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

Individual investments that represent 5% or more of the net assets of the Master Trust as of December 31 were as follows:

	<u>2013</u>	<u>2012</u>
Common collective trust funds:		
Russell Equity I Fund	\$ 23,835,241	\$ 23,844,160
Russell International Fund	25,862,667	26,303,478
Russell 16 yr LDI Fixed Income	111,042,508	24,050,306
Russell 14 yr LDI Fixed Income	40,556,715	60,063,543
Russell 12 yr LDI Fixed Income	29,887,286	45,861,636
Russell 10 yr LDI Fixed Income	30,053,884	*
Russell 8 yr LDI Fixed Income	23,731,768	*
Russell 6 yr LDI Fixed Income	21,454,781	*
Russell Long Duration Fixed Income Fund	44,246,206	150,681,671

* Less than 5% of net assets available for benefits in plan year.

The Master Trust has \$392,887 and \$552,395 in unfunded capital commitments outstanding at December 31, 2013 and 2012, respectively.

(4) Fair Value Measurements

FASB Accounting Standards Codification Topic 820, *Fair Value Measurements* (ASC Topic 820), defines fair value as the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. When determining the fair value measurements for assets and liabilities required to be recorded at fair value, the Plan considers the principal or most advantageous market in which it would transact and considers assumptions that market participants would use when pricing the asset or liability, such as inherent risk, transfer restrictions, and risk of nonperformance.

ASC Topic 820 also establishes a fair value hierarchy that requires the Plan to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. A financial instrument's categorization within the fair value hierarchy is based upon the lowest level of input that is significant to the fair value measurement. ASC Topic 820 established three levels of inputs that may be used to measure fair value:

- Level 1: quoted prices in active markets for identical assets or liabilities;
- Level 2: inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities; or

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

- Level 3: unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

Investments are stated at fair value. The common/collective trust funds are stated at net asset value (NAV), as determined by the fund managers, and generally have daily liquidity. NAV is based on the fair value of the underlying investments held by the fund, less liabilities, and divided by the units outstanding. Partnership and limited liability company interests are stated primarily at the independently audited NAV of the underlying fund, which approximates fair value. These interests have liquidity restrictions based on the nature of the underlying investments.

Investments Measured at Fair Value on a Recurring Basis

The Master Trust is considered a Level 3 investment. Master Trust investments measured at fair value on a recurring basis consisted of the following as of December 31, 2013 and 2012 (Levels 1, 2, and 3 inputs are defined above):

	Fair value measurements at December 31, 2013			
	Level 1	Level 2	Level 3	Total
Common collective trust funds:				
U.S. equities	\$ —	\$ 51,706,744	\$ —	\$ 51,706,744
International equities	—	30,216,701	—	30,216,701
Fixed income funds	—	316,229,533	—	316,229,533
Real estate funds	—	—	18,819,975	18,819,975
Partnership and limited liability company interests	—	—	5,802,669	5,802,669
Total investments measured at fair value	\$ —	\$ 398,152,978	\$ 24,622,644	\$ 422,775,622

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

Fair value measurements at December 31, 2012				
	Level 1	Level 2	Level 3	Total
Common collective trust funds:				
U.S. equities	\$ —	\$ 51,904,919	\$ —	\$ 51,904,919
International equities	—	30,517,151	—	30,517,151
Fixed income funds	—	329,593,588	—	329,593,588
Real estate funds	—	—	16,626,432	16,626,432
Partnership and limited liability company interests	—	—	7,117,779	7,117,779
Total investments measured at fair value	\$ —	\$ 412,015,658	\$ 23,744,211	\$ 435,759,869

There were no transfers between Levels 1 and 2 during the years ended December 31, 2013 and 2012.

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 investments for the years ended December 31, 2013 and 2012.

	Common collective trust funds – real estate	Partnership and limited liability company interests
Beginning balance at December 31, 2011	\$ 15,233,934	\$ 8,285,615
Total realized and unrealized gains (losses)	1,392,498	(358,341)
Purchases	20,000,000	—
Sales/distributions	(20,000,000)	(809,495)
Ending balance at December 31, 2012	16,626,432	7,117,779
Total realized and unrealized gains (losses)*	2,193,543	(807,548)
Purchases	—	159,508
Sales/distributions	—	(667,070)
Ending balance at December 31, 2013	\$ 18,819,975	\$ 5,802,669

* \$1,385,995 approximates the net unrealized gains included in the net increase in net assets available for benefits for assets held as of December 31, 2013

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

(5) Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits is the estimated amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by participants to reflect the time value of money (through discounts or 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.

At December 31, 2012, the actuarial present value of accumulated plan benefits was as follows:

Vested benefits:	
Participants currently receiving payments	\$ 96,320,237
Other participants	92,961,072
	<hr/>
Total vested benefits	189,281,309
Nonvested benefits	1,002,563
	<hr/>
Total actuarial present value of accumulated plan benefits	\$ <u>190,283,872</u>

The changes in the actuarial present value of accumulated plan benefits for the period January 1, 2012 to December 31, 2012 were as follows:

Actuarial present value of accumulated plan benefits as of the beginning of the period	\$ 179,383,915
Benefits paid	(15,196,947)
Increase due to passage of time	11,689,907
Other changes	14,406,997
	<hr/>
Actuarial present value of accumulated plan benefits as of the end of the period	\$ <u>190,283,872</u>

Other changes within the above table primarily relate to changes in actuarial assumptions from the prior period to the current period presented. The more significant assumptions underlying the actuarial computations for the Plan are as follows:

Interest rate	5.90%
Assumed retirement age	Probability scale extending from age 55 (5% probability of retirement) through age 70 (100% probability of retirement)
Mortality	2013 Static Mortality Table for Annuitants and Non-Annuitants per Section 1.430(h)(3)-1(e)

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

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.

(6) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS), dated September 8, 2010, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (IRC), and therefore, the related trust is exempt from taxation. The Plan has been amended since receiving the determination letter. However, the plan administrator believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not 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 December 31, 2013, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. 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 2010.

(7) Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan, subject to the provisions of ERISA. In such event, all benefits become fully vested and nonforfeitable.

(8) Risks and Uncertainties

The Plan invests in various investment securities through the Master Trust. Investment securities are exposed to various risks such as interest rate, market, 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.

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 their near term could materially affect the amounts reported and disclosed in the financial statements.

**MOSAIC PENSION PLAN FOR
SALARIED AND NON-UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 002

Notes to Financial Statements

December 31, 2013 and 2012

(9) Subsequent Events

The Plan has evaluated subsequent events from the statements of net assets available for benefits date through September 26, 2014, the date at which the financial statements were available to be issued, and determined there are no other items to disclose.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration 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 2013 This Form is Open to Public Inspection
---	--	---

For calendar plan year 2013 or fiscal plan year beginning 01/01/2013 and ending 12/31/2013

► **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 Mosaic Pension Plan for Salaried & Non-Union Hourly Ees	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MOS HOLDINGS, INC.	D Employer Identification Number (EIN) 20-0891589	

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>1</u> Day <u>1</u> Year <u>2013</u>		
2	Assets:		
	a Market value	2a	233,185,040
	b Actuarial value	2b	218,435,984
3	Funding target/participant count breakdown:	(1) Number of participants	(2) Funding Target
	a For retired participants and beneficiaries receiving payment	3a	1,981
	b For terminated vested participants	3b	1,446
	c For active participants:		
	(1) Non-vested benefits	3c(1)	1,367,047
	(2) Vested benefits	3c(2)	52,572,020
	(3) Total active	3c(3)	521
	d Total	3d	3,948
4	If the plan is in at-risk status, check the box and complete lines (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 in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	6.23 %
6	Target normal cost	6	1,093,731

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	Ronald J. Kalvoda <i>RJK</i> Signature of actuary	9/26/2014 Date
	Ronald J. Kalvoda Type or print name of actuary	14-06611 Most recent enrollment number
	Hewitt Associates LLC Firm name	(952) 886-8000 Telephone number (including area code)
	5600 West 83rd Street 8200 Tower, Suite 1100 Minneapolis MN 55437 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 ☐

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 (line 13 from prior year)	0	20,388,046
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	20,388,046
10	Interest on line 9 using prior year's actual return of <u>13.32</u> %		2,715,688
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		6,424,241
	b Interest on (a) using prior year's effective interest rate of <u>6.93</u> % except as otherwise provided (see instructions)		445,200
	c Total available at beginning of current plan year to add to prefunding balance		6,869,441
	d Portion of (c) to be added to prefunding balance		6,869,441
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29,973,175

Part III Funding Percentages			
14	Funding target attainment percentage	14	102.24 %
15	Adjusted funding target attainment percentage	15	118.50 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.17 %
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)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/12/2013	1,751,155				
07/12/2013	1,751,155				
10/15/2013	1,751,155				
01/14/2014	1,751,155				
Totals ►			18(b)	7,004,620	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 contributions 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	6,733,268

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 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: 4.94 %	2nd segment: 6.15 %	3rd segment: 6.76 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 63
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 subject to 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 contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):												
a Target normal cost (line 6).....	31a	1,093,731										
b Excess assets, if applicable, but not greater than line 31a	31b	1,093,731										
32 Amortization installments:	<table border="1"> <thead> <tr> <th></th> <th>Outstanding Balance</th> <th>Installment</th> </tr> </thead> <tbody> <tr> <td>a Net shortfall amortization installment.....</td> <td>0</td> <td>0</td> </tr> <tr> <td>b Waiver amortization installment</td> <td>0</td> <td>0</td> </tr> </tbody> </table>				Outstanding Balance	Installment	a Net shortfall amortization installment.....	0	0	b Waiver amortization installment	0	0
	Outstanding Balance	Installment										
a Net shortfall amortization installment.....	0	0										
b Waiver amortization installment	0	0										
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33											
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..	34	0										
		Carryover balance	Prefunding balance									
35 Balances elected for use to offset funding requirement.....	0	0	0									
36 Additional cash requirement (line 34 minus line 35).....	36	0										
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	6,733,268										
38 Present value of excess contributions for current year (see instructions)												
a Total (excess, if any, of line 37 over line 36)	38a	6,733,268										
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0										
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0										
40 Unpaid minimum required contributions for all years	40	0										

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		
42 Amount of acceleration adjustment	42		
43 Excess installment acceleration amount to be carried over to future plan years	43		

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2013

Date	Amount	Days to Discount to 1/1/2013 at 6.23%	Interest Adjusted Contribution
April 12, 2013	\$ 1,751,155	101	\$ 1,722,113
July 12, 2013	1,751,155	192	1,696,359
October 15, 2013	1,751,155	287	1,669,884
January 14, 2014	<u>1,751,155</u>	378	<u>1,644,912</u>
Total Contribution	\$ 7,004,620		\$ 6,733,268

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a)	(b)	(c)	(d)
Age	Rate	Weight	Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	3.00%	0.8574	1.50
59.5	3.00%	0.8317	1.48
60.5	10.00%	0.8067	4.88
61.5	10.00%	0.7260	4.47
62.5	20.00%	0.6534	8.17
63.5	10.00%	0.5227	3.32
64.5	25.00%	0.4705	7.59
65.5	50.00%	0.3529	11.56
66.5	50.00%	0.1764	5.87
67.5	50.00%	0.0882	2.98
68.5	50.00%	0.0441	1.51
69.5	50.00%	0.0221	0.77
70	100.00%	0.0110	0.77
Weighted Average			62.92

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2013), each adjusted as needed to fall within the 25-year average interest rate corridor under MAP-21:
1st Segment Rate	4.94%.
2nd Segment Rate	6.15%.
3rd Segment Rate	6.76%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2013), without regard to the MAP-21 interest rate corridor:
1st Segment Rate	1.62%.
2nd Segment Rate	4.40%.
3rd Segment Rate	5.45%.
Cash Balance Interest Crediting Rate	6.00%.
Cash Balance Annuity Conversion Rate	Not applicable.
Optional Payment Form Election Percentage	80% elect a lump sum. 20% elect a life annuity.
	Terminated vested participants who do not elect a lump sum immediately upon termination are assumed to elect a life annuity.
Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums.
Optional Payment Form Conversion Mortality	Current IRC section 417(e) table for lump sums.
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 60.
Mortality Rates	
Healthy and Disabled	2013 static mortality table for annuitants and non-annuitants per Section 1.430(h)(3)-1(e).
Withdrawal Rates	See Table 2.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Disability Rates	None.
Decrement Timing	Middle-of-year decrements, with 100% retirement occurring at beginning of year.
Surviving Spouse Benefit	It is assumed that 90% of males and 90% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2011 Plan Year	6.65%, limited to 6.46%.
2012 Plan Year	6.80%.
Trust Expenses Included in Target Normal Cost	Prior year's administrative and investment expenses (\$1,093,731 for 2013).
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2013.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 1

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	3.00%
59	3.00%
60	10.00%
61	10.00%
62	20.00%
63	10.00%
64	25.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 2—Page 1 of 2

Withdrawal Rates

Age	Years of Service			
	0	1	2	3+
15	42.45%	32.45%	27.45%	22.45%
16	42.45%	32.45%	27.45%	22.45%
17	42.45%	32.45%	27.45%	22.45%
18	42.45%	32.45%	27.45%	22.45%
19	42.45%	32.45%	27.45%	22.45%
20	42.45%	32.45%	27.45%	22.45%
21	40.95%	30.95%	25.95%	20.95%
22	39.44%	29.44%	24.44%	19.44%
23	37.94%	27.94%	22.94%	17.94%
24	36.44%	26.44%	21.44%	16.44%
25	34.94%	24.94%	19.94%	14.94%
26	34.03%	24.03%	19.03%	14.03%
27	33.13%	23.13%	18.13%	13.13%
28	32.22%	22.22%	17.22%	12.22%
29	31.32%	21.32%	16.32%	11.32%
30	30.42%	20.42%	15.42%	10.42%
31	29.81%	19.81%	14.81%	9.81%
32	29.20%	19.20%	14.20%	9.20%
33	28.60%	18.60%	13.60%	8.60%
34	27.99%	17.99%	12.99%	7.99%
35	27.38%	17.38%	12.38%	7.38%
36	26.77%	16.77%	11.77%	6.77%
37	26.17%	16.17%	11.17%	6.17%
38	25.55%	15.55%	10.55%	5.55%
39	24.94%	14.94%	9.94%	4.94%
40	24.33%	14.33%	9.33%	4.33%
41	24.01%	14.01%	9.01%	4.01%
42	23.69%	13.69%	8.69%	3.69%
43	23.36%	13.36%	8.36%	3.36%
44	23.03%	13.03%	8.03%	3.03%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 2—Page 2 of 2

Withdrawal Rates

Age	Years of Service			
	0	1	2	3+
45	22.70%	12.70%	7.70%	2.70%
46	22.35%	12.35%	7.35%	2.35%
47	22.01%	12.01%	7.01%	2.01%
48	21.66%	11.66%	6.66%	1.66%
49	21.31%	11.31%	6.31%	1.31%
50	20.95%	10.95%	5.95%	0.95%
51	20.59%	10.59%	5.59%	0.59%
52	20.23%	10.23%	5.23%	0.23%
53+	20.00%	10.00%	5.00%	0.00%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, Part V—Summary of Plan Provisions

IMC Global Salaried Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The annual normal retirement pension is the sum of (1), (2), and (3):

1. 1.35% of the highest five-year average earnings for each of the first 25 years of service,
2. 1% of such average earnings for each of the next 10 years of service,
3. .43% of highest five-year average earnings in excess of the covered compensation amount for each of the first 35 years of service.

For participants that elected to be covered under the profit sharing plan, credited service is frozen as of December 31, 1997.

Effective April 1, 2003, the plan was frozen. No additional accruals will be credited after March 31, 2003.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 4% per year for commencement before age 62.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit, but based on final average pay and service at termination. The benefit is actuarially reduced for commencement before age 65.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Death Benefits:

Before Retirement

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's 55th birthday or date of participant's death. The benefit is actuarially reduced for payment before the deceased participant's 55th birthday.

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect.

After Retirement

Eligibility

Beneficiaries of retired employees currently receiving monthly payments.

Benefit

Lump-sum payment equal to one year's pension under the life annuity form. This is in addition to optional forms of payment that provide continuing monthly benefits to designated beneficiaries.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.

Actuarial Equivalence

1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

IMC Phosphates Salaried and Nonunion Hourly Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The Accrued Benefit calculated using IMC Phosphates service only or,
2. The Accrued Benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 4% per year for commencement before age 62.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit, but based on final average pay and service at termination. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Before Retirement

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of Accrued Benefit payable at the later of participant's 55th birthday or date of participant's death. The benefit is actuarially reduced for payment before the deceased participant's 55th birthday.

Deferred vested employees— The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

After Retirement Eligibility	Beneficiaries of retired employees currently receiving monthly payments.
Benefit	Lump-sum payment equal to one year's pension under the life annuity form. This is in addition to optional forms of payment that provide continuing monthly benefits to designated beneficiaries.
Forms of Payment	Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.
Definitions Accrued Benefit	<p>Sum of (1), (2), and (3):</p> <ol style="list-style-type: none">1.35% of the highest five-year average earnings for each of the first 25 years of service,1% of such average earnings for each of the next 10 years of service,.43% of highest five-year average earnings in excess of the covered compensation amount for each of the first 35 years of service. <p>For participants that elected to be covered under the profit sharing plan, credited service is frozen as of December 31, 1997.</p> <p>Effective April 1, 2003, the plan was frozen. No additional accruals will be credited after March 31, 2003.</p>
Actuarial Equivalence	1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

IMC Global Nonunion Hourly Provisions

Normal Retirement

Eligibility Age 65.

Benefit \$17.00 per month per year of credited service through December 31, 1997. No more benefits are accruing under this plan as all participants were moved to the profit sharing plan as of December 31, 1997.

Early Retirement

Eligibility Age 55 with five years of service.

Benefit Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced from age 65.

Deferred Vested Retirement

Eligibility Five years of service.

Benefit Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility Surviving spouse of vested employees whether active or terminated vested.

Benefit Active employees—50% of accrued benefit payable at the later of participant's 55th birthday or date of participant's death.

Deferred vested employees— The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.

Actuarial Equivalence

1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

FMI Provisions

As of January 1, 1998 there are no longer any active participants in the plan. On July 1, 1996 FMI changed the design of the pension plan from a final average pay plan to a cash balance plan. Those participants that terminated prior to July 1, 1996 are valued using the plan provisions of the prior final average pay plan and those participants that terminated after July 1, 1996 are valued using the new cash balance plan provisions.

Final Average Pay Plan

Normal Retirement

Eligibility	Age 65.
Benefit	The accrued benefit at date of termination as provided by IMC Global Inc.

Early Retirement

Eligibility	Age 55 with 10 years of service.
Benefit	Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 5% per year for commencement before age 60. If a participant retires between age 60 and 62, a Social Security Supplement will be paid until age 62. A participant transferred to IMC Phosphates will receive the subsidized early retirement benefit only if they retire from the joint venture at the same time they retire from the FMI plan.

Deferred Vested Retirement

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Surviving Spouse of Disabled Employees with 10 Years of Service and 60 Age/Service Points	Benefit equal to 50% of the normal retirement benefit without reduction for early payment or adjustment for the joint and survivor form of payment payable immediately following the participant's death.
---	---

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Surviving Spouse of Terminated
Vested Employees

The benefit that would have been payable if the participant had retired immediately prior to death with the "Joint and 50% Survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

Surviving Spouse of Retired

The survivor portion of a joint and survivor annuity if elected.

Forms of Payment

Single life annuity, 50% or 75% joint and survivor.

Cash Balance Plan

Normal Retirement

Eligibility

Age 60.

Benefit

The Cash Balance Account.

Early Retirement

Eligibility

Age 60 or Age 55 with five years of service.

Benefit

The Cash Balance Account.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

The Cash Balance Account including interest credits from the date of termination until the first payment date. Benefits may commence at the earlier of age 60 or age 55 with five years of service.

Death Benefits

Eligibility

Surviving spouse of vested employees.

Benefit

The Cash Balance Account payable immediately.

Forms of Payment

Single life annuity, 50% or 75% joint and survivor, lump sum.

Interest Credits

The rate of interest is equal to the yield on 10-year Treasuries as of the last day of the preceding year.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan change:

An update to the mortality for determining minimum lump-sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2013

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39			2							
40-44	6	5	7	1						
45-49		4	21	13	1					
50-54	4	5	27	20	26	14				
55-59	2	7	18	44	49	52	27	4		
60-64	1	4	13	31	28	28	25	6		
65-69		2	3	3	6	3	7	1		
70+					1					

N-521

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2013

Date	Amount	Days to Discount to 1/1/2013 at 6.23%	Interest Adjusted Contribution
April 12, 2013	\$ 1,751,155	101	\$ 1,722,113
July 12, 2013	1,751,155	192	1,696,359
October 15, 2013	1,751,155	287	1,669,884
January 14, 2014	<u>1,751,155</u>	378	<u>1,644,912</u>
Total Contribution	\$ 7,004,620		\$ 6,733,268

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a)	(b)	(c)	(d)
Age	Rate	Weight	Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	3.00%	0.8574	1.50
59.5	3.00%	0.8317	1.48
60.5	10.00%	0.8067	4.88
61.5	10.00%	0.7260	4.47
62.5	20.00%	0.6534	8.17
63.5	10.00%	0.5227	3.32
64.5	25.00%	0.4705	7.59
65.5	50.00%	0.3529	11.56
66.5	50.00%	0.1764	5.87
67.5	50.00%	0.0882	2.98
68.5	50.00%	0.0441	1.51
69.5	50.00%	0.0221	0.77
70	100.00%	0.0110	0.77
Weighted Average			62.92

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2013), each adjusted as needed to fall within the 25-year average interest rate corridor under MAP-21:
1st Segment Rate	4.94%.
2nd Segment Rate	6.15%.
3rd Segment Rate	6.76%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2013), without regard to the MAP-21 interest rate corridor:
1st Segment Rate	1.62%.
2nd Segment Rate	4.40%.
3rd Segment Rate	5.45%.
Cash Balance Interest Crediting Rate	6.00%.
Cash Balance Annuity Conversion Rate	Not applicable.
Optional Payment Form Election Percentage	80% elect a lump sum. 20% elect a life annuity.
	Terminated vested participants who do not elect a lump sum immediately upon termination are assumed to elect a life annuity.
Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums.
Optional Payment Form Conversion Mortality	Current IRC section 417(e) table for lump sums.
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 60.
Mortality Rates	
Healthy and Disabled	2013 static mortality table for annuitants and non-annuitants per Section 1.430(h)(3)-1(e).
Withdrawal Rates	See Table 2.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Disability Rates	None.
Decrement Timing	Middle-of-year decrements, with 100% retirement occurring at beginning of year.
Surviving Spouse Benefit	It is assumed that 90% of males and 90% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2011 Plan Year	6.65%, limited to 6.46%.
2012 Plan Year	6.80%.
Trust Expenses Included in Target Normal Cost	Prior year's administrative and investment expenses (\$1,093,731 for 2013).
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2013.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 1

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	3.00%
59	3.00%
60	10.00%
61	10.00%
62	20.00%
63	10.00%
64	25.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 2—Page 1 of 2

Withdrawal Rates

Age	Years of Service			
	0	1	2	3+
15	42.45%	32.45%	27.45%	22.45%
16	42.45%	32.45%	27.45%	22.45%
17	42.45%	32.45%	27.45%	22.45%
18	42.45%	32.45%	27.45%	22.45%
19	42.45%	32.45%	27.45%	22.45%
20	42.45%	32.45%	27.45%	22.45%
21	40.95%	30.95%	25.95%	20.95%
22	39.44%	29.44%	24.44%	19.44%
23	37.94%	27.94%	22.94%	17.94%
24	36.44%	26.44%	21.44%	16.44%
25	34.94%	24.94%	19.94%	14.94%
26	34.03%	24.03%	19.03%	14.03%
27	33.13%	23.13%	18.13%	13.13%
28	32.22%	22.22%	17.22%	12.22%
29	31.32%	21.32%	16.32%	11.32%
30	30.42%	20.42%	15.42%	10.42%
31	29.81%	19.81%	14.81%	9.81%
32	29.20%	19.20%	14.20%	9.20%
33	28.60%	18.60%	13.60%	8.60%
34	27.99%	17.99%	12.99%	7.99%
35	27.38%	17.38%	12.38%	7.38%
36	26.77%	16.77%	11.77%	6.77%
37	26.17%	16.17%	11.17%	6.17%
38	25.55%	15.55%	10.55%	5.55%
39	24.94%	14.94%	9.94%	4.94%
40	24.33%	14.33%	9.33%	4.33%
41	24.01%	14.01%	9.01%	4.01%
42	23.69%	13.69%	8.69%	3.69%
43	23.36%	13.36%	8.36%	3.36%
44	23.03%	13.03%	8.03%	3.03%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Table 2—Page 2 of 2

Withdrawal Rates

Age	Years of Service			
	0	1	2	3+
45	22.70%	12.70%	7.70%	2.70%
46	22.35%	12.35%	7.35%	2.35%
47	22.01%	12.01%	7.01%	2.01%
48	21.66%	11.66%	6.66%	1.66%
49	21.31%	11.31%	6.31%	1.31%
50	20.95%	10.95%	5.95%	0.95%
51	20.59%	10.59%	5.59%	0.59%
52	20.23%	10.23%	5.23%	0.23%
53+	20.00%	10.00%	5.00%	0.00%

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, Part V—Summary of Plan Provisions

IMC Global Salaried Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The annual normal retirement pension is the sum of (1), (2), and (3):

1. 1.35% of the highest five-year average earnings for each of the first 25 years of service,
2. 1% of such average earnings for each of the next 10 years of service,
3. .43% of highest five-year average earnings in excess of the covered compensation amount for each of the first 35 years of service.

For participants that elected to be covered under the profit sharing plan, credited service is frozen as of December 31, 1997.

Effective April 1, 2003, the plan was frozen. No additional accruals will be credited after March 31, 2003.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 4% per year for commencement before age 62.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit, but based on final average pay and service at termination. The benefit is actuarially reduced for commencement before age 65.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Death Benefits:

Before Retirement

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's 55th birthday or date of participant's death. The benefit is actuarially reduced for payment before the deceased participant's 55th birthday.

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect.

After Retirement

Eligibility

Beneficiaries of retired employees currently receiving monthly payments.

Benefit

Lump-sum payment equal to one year's pension under the life annuity form. This is in addition to optional forms of payment that provide continuing monthly benefits to designated beneficiaries.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.

Actuarial Equivalence

1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

IMC Phosphates Salaried and Nonunion Hourly Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The Accrued Benefit calculated using IMC Phosphates service only or,
2. The Accrued Benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 4% per year for commencement before age 62.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the Normal Retirement benefit, but based on final average pay and service at termination. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Before Retirement

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of Accrued Benefit payable at the later of participant's 55th birthday or date of participant's death. The benefit is actuarially reduced for payment before the deceased participant's 55th birthday.

Deferred vested employees— The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

After Retirement Eligibility	Beneficiaries of retired employees currently receiving monthly payments.
Benefit	Lump-sum payment equal to one year's pension under the life annuity form. This is in addition to optional forms of payment that provide continuing monthly benefits to designated beneficiaries.
Forms of Payment	Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.
Definitions Accrued Benefit	<p>Sum of (1), (2), and (3):</p> <ol style="list-style-type: none">1.35% of the highest five-year average earnings for each of the first 25 years of service,1% of such average earnings for each of the next 10 years of service,.43% of highest five-year average earnings in excess of the covered compensation amount for each of the first 35 years of service. <p>For participants that elected to be covered under the profit sharing plan, credited service is frozen as of December 31, 1997.</p> <p>Effective April 1, 2003, the plan was frozen. No additional accruals will be credited after March 31, 2003.</p>
Actuarial Equivalence	1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

IMC Global Nonunion Hourly Provisions

Normal Retirement

Eligibility Age 65.

Benefit \$17.00 per month per year of credited service through December 31, 1997. No more benefits are accruing under this plan as all participants were moved to the profit sharing plan as of December 31, 1997.

Early Retirement

Eligibility Age 55 with five years of service.

Benefit Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced from age 65.

Deferred Vested Retirement

Eligibility Five years of service.

Benefit Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility Surviving spouse of vested employees whether active or terminated vested.

Benefit Active employees—50% of accrued benefit payable at the later of participant's 55th birthday or date of participant's death.

Deferred vested employees— The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "Joint and 50% Survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10-year certain and life annuity, lump sum.

Actuarial Equivalence

1976 PET mortality table and 6% interest. IRC section 417(e) basis for lump sums.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

FMI Provisions

As of January 1, 1998 there are no longer any active participants in the plan. On July 1, 1996 FMI changed the design of the pension plan from a final average pay plan to a cash balance plan. Those participants that terminated prior to July 1, 1996 are valued using the plan provisions of the prior final average pay plan and those participants that terminated after July 1, 1996 are valued using the new cash balance plan provisions.

Final Average Pay Plan

Normal Retirement

Eligibility	Age 65.
Benefit	The accrued benefit at date of termination as provided by IMC Global Inc.

Early Retirement

Eligibility	Age 55 with 10 years of service.
Benefit	Benefit determined in same manner as the Normal Retirement benefit. The benefit is reduced 5% per year for commencement before age 60. If a participant retires between age 60 and 62, a Social Security Supplement will be paid until age 62. A participant transferred to IMC Phosphates will receive the subsidized early retirement benefit only if they retire from the joint venture at the same time they retire from the FMI plan.

Deferred Vested Retirement

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the Normal Retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Surviving Spouse of Disabled Employees with 10 Years of Service and 60 Age/Service Points	Benefit equal to 50% of the normal retirement benefit without reduction for early payment or adjustment for the joint and survivor form of payment payable immediately following the participant's death.
---	---

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Surviving Spouse of Terminated
Vested Employees

The benefit that would have been payable if the participant had retired immediately prior to death with the "Joint and 50% Survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

Surviving Spouse of Retired

The survivor portion of a joint and survivor annuity if elected.

Forms of Payment

Single life annuity, 50% or 75% joint and survivor.

Cash Balance Plan

Normal Retirement

Eligibility

Age 60.

Benefit

The Cash Balance Account.

Early Retirement

Eligibility

Age 60 or Age 55 with five years of service.

Benefit

The Cash Balance Account.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

The Cash Balance Account including interest credits from the date of termination until the first payment date. Benefits may commence at the earlier of age 60 or age 55 with five years of service.

Death Benefits

Eligibility

Surviving spouse of vested employees.

Benefit

The Cash Balance Account payable immediately.

Forms of Payment

Single life annuity, 50% or 75% joint and survivor, lump sum.

Interest Credits

The rate of interest is equal to the yield on 10-year Treasuries as of the last day of the preceding year.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan change:

An update to the mortality for determining minimum lump-sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500)—2013 Plan Year
Mosaic Pension Plan for Salaried and Non-Union Hourly Employees
EIN: 20-0891589 PN: 002

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2013

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39			2							
40-44	6	5	7	1						
45-49		4	21	13	1					
50-54	4	5	27	20	26	14				
55-59	2	7	18	44	49	52	27	4		
60-64	1	4	13	31	28	28	25	6		
65-69		2	3	3	6	3	7	1		
70+					1					

N-521

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), 6057(b), and 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2013 This Form is Open to Public Inspection
---	--	---

Part I Annual Report Identification Information			
For calendar plan year 2013 or fiscal plan year beginning <u>01/01/2013</u> and ending <u>12/31/2013</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>Mosaic Pension Plan for Salaried and Non-Union Hourly Employees</u>	1b Three-digit plan number (PN) ►	<u>002</u>	
	1c Effective date of plan	<u>02/01/1988</u>	
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) <u>MOS Holdings, Inc.</u> <u>Atria Corporate Center</u> <u>3033 Campus Drive - E490</u> <u>Plymouth</u> <u>MN 55441</u>	2b Employer Identification Number (EIN) <u>20-0891589</u>	2c Sponsor's telephone number <u>(763) 577-2700</u>	2d Business code (see instructions) <u>325300</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		<u>02/11/2014</u>	<u>Thomas Armani</u>
	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
Preparer's name (including firm name, if applicable) and address; include room or suite number. (optional)			Preparer's telephone number (optional)

3a Plan administrator's name and address ☒ Same as Plan Sponsor Name ☐ Same as Plan Sponsor Address		3b Administrator's EIN	
		3c Administrator's telephone number	
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:		4b EIN	
a Sponsor's name		4c PN	
5 Total number of participants at the beginning of the plan year		5	3,948
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	490
b Retired or separated participants receiving benefits		6b	1,787
c Other retired or separated participants entitled to future benefits		6c	1,336
d Subtotal. Add lines 6a , 6b , and 6c		6d	3,613
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits		6e	290
f Total. Add lines 6d and 6e		6f	3,903
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	0
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 Characteristics Codes in the instructions: 1A 1I 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)	
(1)	☐ Insurance	(1)	☐ Insurance
(2)	☐ Code section 412(e)(3) insurance contracts	(2)	☐ Code section 412(e)(3) insurance contracts
(3)	☒ Trust	(3)	☒ Trust
(4)	☐ General assets of the sponsor	(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		b General Schedules	
(1)	☒ R (Retirement Plan Information)	(1)	☒ H (Financial Information)
(2)	☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2)	☐ I (Financial Information - Small Plan)
(3)	☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3)	☐ A (Insurance Information)
		(4)	☐ C (Service Provider Information)
		(5)	☒ D (DFE/Participating Plan Information)
		(6)	☐ G (Financial Transaction Schedules)