

<div>Form 5500-SF</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>		<div>Short Form Annual Return/Report of Small Employee Benefit Plan</div> <div>This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500-SF.</div>		<div>OMB Nos. 1210-0110 1210-0089</div> <div>2013</div> <div>This Form is Open to Public Inspection</div>	
Part I Annual Report Identification Information					
For calendar plan year 2013 or fiscal plan year beginning 01/01/2013 and ending 12/31/2013					
A This return/report is for:		☒ a single-employer plan		☐ a multiple-employer plan (not multiemployer)	
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 Check box if filing under:		☒ Form 5558		☐ automatic extension	
		☐ special extension (enter description)		☐ DFVC program	
Part II Basic Plan Information—enter all requested information					
1a Name of plan			1b Three-digit plan number (PN) ▶		001
THE ANDERSON-DUBOSE COMPANY PENSION PLAN FOR HOURLY PAID EMPLOYEES			1c Effective date of plan		11/01/1991
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan)			2b Employer Identification Number (EIN)		34-1690243
THE ANDERSON-DUBOSE COMPANY			2c Sponsor's telephone number		440-542-3400
5300 TOD AVE. LORDSTOWN, OH 44481			2d Business code (see instructions)		484120
3a Plan administrator's name and address			3b Administrator's EIN		
☒ Same as Plan Sponsor Name ☐ Same as Plan Sponsor Address			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		
5a Total number of participants at the beginning of the plan year			5a		52
b Total number of participants at the end of the plan year			5b		52
c Number of participants with account balances as of the end of the plan year (defined benefit plans do not complete this item)			5c		
6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)			☒ Yes ☐ No		
b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)			☒ Yes ☐ No		
If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.					
c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)?			☒ Yes ☐ No ☐ Not determined		
Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.					
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.					
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2014	TONY WIGLUSZ		
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator		
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2014	TONY WIGLUSZ		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor		
Preparer's name (including firm name, if applicable) and address; include room or suite number (optional)				Preparer's telephone number (optional)	

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	3733629	4132748
b Total plan liabilities	7b		
c Net plan assets (subtract line 7b from line 7a)	7c	3733629	4132748
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)	300000	
(2) Participants	8a(2)		
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	332635	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		632635
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	229032	
e Certain deemed and/or corrective distributions (see instructions)	8e		
f Administrative service providers (salaries, fees, commissions)	8f	4484	
g Other expenses	8g	0	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		233516
i Net income (loss) (subtract line 8h from line 8c)	8i		399119
j Transfers to (from) the plan (see instructions)	8j		

Part IV Plan Characteristics

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1A
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions

10 During the plan year:	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)		X	
c Was the plan covered by a fidelity bond?	X		2000000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)		X	
f Has the plan failed to provide any benefit when due under the plan?		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year end.)		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and line 11a below) ☒ Yes ☐ No

11a Enter the unpaid minimum required contribution for current year from Schedule SB (Form 5500) line 39 **11a**

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? .. ☐ Yes ☒ No
(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year **12b**

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

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year?	☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year	13a
b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐ Yes ☒ No
c If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)	
13c(1) Name of plan(s):	13c(2) EIN(s)
	13c(3) PN(s)

Part VIII Trust Information (optional)

14a Name of trust	14b Trust's EIN

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
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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>THE ANDERSON-DUBOSE COMPANY PENSION PLAN FOR HOURLY PAID EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>THE ANDERSON-DUBOSE COMPANY</u>	D Employer Identification Number (EIN) <u>34-1690243</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☒ 100 or fewer ☐ 101-500 ☐ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2013</u>	
2 Assets:	
a Market value	2a <u>3733447</u>
b Actuarial value	2b <u>3725097</u>
3 Funding target/participant count breakdown:	
a For retired participants and beneficiaries receiving payment.....	3a <u>15</u> <u>2802313</u>
b For terminated vested participants.....	3b <u>19</u> <u>683525</u>
c For active participants:	
(1) Non-vested benefits	3c(1) <u>224357</u>
(2) Vested benefits	3c(2) <u>454376</u>
(3) Total active.....	3c(3) <u>18</u> <u>678733</u>
d Total.....	3d <u>52</u> <u>4164571</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>6.34</u> %
6 Target normal cost.....	6 <u>0</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>10/09/2014</u>
Signature of actuary		Date
<u>JEFFREY A. SCHAPPEL, EA, MAAA</u>		<u>14-07786</u>
Type or print name of actuary		Most recent enrollment number
<u>CBIZ BENEFITS & INSURANCE, INC.</u>		<u>216-447-9000</u>
Firm name		Telephone number (including area code)
<u>6050 OAK TREE BLVD, SUITE 500</u> <u>CLEVELAND, OH 44131</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	232597
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	232597
10 Interest on line 9 using prior year's actual return of <u>10.28</u> %		23911
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		143544
b Interest on (a) using prior year's effective interest rate of <u>7.05</u> % except as otherwise provided (see instructions)		10119
c Total available at beginning of current plan year to add to prefunding balance		153663
d Portion of (c) to be added to prefunding balance		153663
12 Other reductions in balances due to elections or deemed elections		16731
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	393440

Part III Funding Percentages		
14 Funding target attainment percentage	14	80.00 %
15 Adjusted funding target attainment percentage	15	80.00 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	85.11 %
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
04/15/2013	75000				
06/15/2013	75000				
10/13/2013	75000				
01/21/2013	75000				
			Totals ►	18(b)	300000
				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	288417
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
0	0	0	0

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 4
22 Weighted average retirement age				22 60
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	0	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	832914	207643	
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	207643	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....			0
36 Additional cash requirement (line 34 minus line 35).....	36	207643	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	288417	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	80774	
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
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment 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.

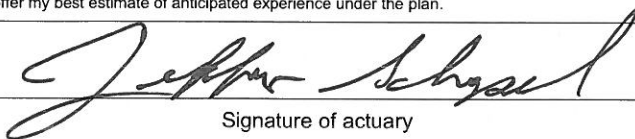
A Name of plan The Anderson-Dubose Company Pension Plan for Hourly Paid Employees	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF The Anderson-Dubose Company	D Employer Identification Number (EIN) 34-1690243
E Type of plan: ☒ Single ☐ Multiple-A ☐ 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	3,733,447
b Actuarial value	2b	3,725,097
3 Funding target/participant count breakdown:	(1) Number of participants	(2) Funding Target
a For retired participants and beneficiaries receiving payment.....	3a 15	2,802,313
b For terminated vested participants.....	3b 19	683,525
c For active participants:		
(1) Non-vested benefits	3c(1)	224,357
(2) Vested benefits	3c(2)	454,376
(3) Total active.....	3c(3) 18	678,733
d Total.....	3d 52	4,164,571
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	6.34 %
6 Target normal cost	6	0

Statement by Enrolled Actuary

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

**SIGN
HERE**

Signature of actuary

Jeffrey A. Schapel, EA, MAAA

Type or print name of actuary

CBIZ Benefits & Insurance, Inc.

Firm name

6050 Oak Tree Blvd, Suite 500

Cleveland

OH 44131

Address of the firm

10/10/2014

Date

14-07786

Most recent enrollment number

(216) 447-9000

Telephone number (including area code)

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

**Schedule SB, Part V –
Summary of Plan Provisions**

1. Anniversary Date January 1
2. Eligibility Non-Union employees compensated on an hourly or mileage basis enter the first day of month coincident with or next following completion of one year of service. Closed to new participants as of 12/31/2010.
3. Eligibility for Benefits
 - a) Normal Retirement The first day of the month coinciding or immediately following the earlier of 1) the participant's 65th birthday or 2) 24 years of service.
 - b) Early Retirement The first day of the month coinciding or following age 55 with 10 years of service.
 - c) Late Retirement A participant may remain in employment beyond his Normal Retirement Date.
 - d) Deferred Vested 5 years of Credited Service
 - e) Death Benefit If eligible for Deferred Vested Pension.
4. Benefit Amounts
 - a) Normal Retirement A monthly pension for life (or, if married, an actuarial equivalent 50% Joint and Survivor) equal to 1.75% of Compensation earned in each Plan Year of Participation. Benefit Accruals were calculated and frozen as of December 31, 2010.
 - b) Early Retirement A monthly pension for life commencing at Normal Retirement Date, equal to employee's accrued monthly pension using his Credited Service as of Early Retirement or an actuarially equivalent benefit payable at early retirement.
 - c) Late Retirement A monthly pension for life commencing at Late Retirement Date, calculated as of the employee's Actual Retirement Date.
 - d) In-Service An automatic monthly Pension commencing the April 1st of the calendar year following the calendar year in which the Participant reaches age 70½. This pension will be recalculated annually to reflect the Participant's current service and compensation.
 - e) Death Benefit Present value of Accrued Benefit.

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

Interest Rate	2013 MAP-21 Rates: 4.94% 1 st Segment Rate 6.15% 2 nd Segment Rate 6.76% 3 rd Segment Rate
Mortality Rates	2013 Combined Mortality for healthy lives Disability Mortality per IRS Rev. Ruling 96-7 for Disabled
Retirement Age	Age 65 or 24 years of service
Salary Scale	N/A
Termination Rates	T-1 rates per the Society of Actuaries Handbook
Form of payment	Straight Life Annuity.
Employees excluded	Those not eligible to participate.
Marriage	85% of actives are assumed to be married. Wives are assumed to be three years younger than their husbands.
Actuarial Value of Assets	Actuarial Value of Assets – The Actuarial Value of Assets (AVA) must be within 10% of the Market Value of Assets on the valuation date and no more than 24 months of past experience can be recognized in the smoothing process.
Changes since prior year	The mortality table has been updated as required and the Segmented interest rates for the October before the valuation date has been utilized for the current valuation.

**Schedule SB, line 26 –
Schedule of Active Participant Data**

	Years of credited service:										Total
	< 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Attained Age											
Under 25	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	1	0	0	0	0	0	0	0	1
40 to 44	0	1	2	0	1	0	0	0	0	0	4
45 to 49	0	1	3	0	1	0	0	0	0	0	5
50 to 54	0	0	3	2	1	0	0	0	0	0	6
55 to 59	0	0	0	0	1	0	0	0	0	0	1
60 to 64	0	0	1	0	0	0	0	0	0	0	1
65 to 69	0	0	0	0	0	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	10	2	4	0	0	0	0	0	18

**Schedule SB, line 32 –
Schedule of Amortization Bases**

Type of Base	Date Established	Remaining Balance	Payment	Years Remaining At Val Date
Shortfall	1/1/2008	\$115,266	59,022	2
Shortfall	1/1/2009	(29,036)	(10,149)	3
Shortfall	1/1/2010	282,453	75,800	4
Shortfall	1/1/2011	121,303	26,655	5
Shortfall	1/1/2012	(41,576)	(7,855)	6
Shortfall	1/1/2013	384,504	64,170	7
Total		\$832,914	\$207,643	

**Schedule SB, line 22 –
Description of Weighted Average Retirement Age**

The average retirement age of active employees is computed using the normal retirement definition of the attainment of age 65 or 24 years of service.

**Schedule SB, line 19 –
Discounted Employer Contributions**

<u>Date Paid</u>	<u>Contribution Amount</u>	<u>Contribution Due Date</u>	<u>Discounted to 01/01/2013</u>
4/15/2013	\$35,868	4/15/2013	\$35,245
4/15/2013	\$35,868	7/15/2013	\$35,245
4/15/2013	\$3,264	10/15/2013	\$3,207
6/15/2013	\$32,604	10/15/2013	\$31,710
6/15/2013	\$35,868	1/15/2014	\$34,885
6/15/2013	\$6,528	9/15/2014	\$6,349
10/13/2013	\$75,000	9/15/2014	\$71,485
1/21/2014	<u>\$75,000</u>	9/15/2014	<u>\$70,291</u>
	300,000		288,417

The Anderson-Dubose Company Pension Plan for Hourly Paid Employees
Plan Sponsor EIN: **34-1690243** Plan Number: **001**

**Schedule SB, Part V –
Summary of Plan Provisions**

1. Anniversary Date January 1
2. Eligibility Non-Union employees compensated on an hourly or mileage basis enter the first day of month coincident with or next following completion of one year of service. Closed to new participants as of 12/31/2010.
3. Eligibility for Benefits
 - a) Normal Retirement The first day of the month coinciding or immediately following the earlier of 1) the participant's 65th birthday or 2) 24 years of service.
 - b) Early Retirement The first day of the month coinciding or following age 55 with 10 years of service.
 - c) Late Retirement A participant may remain in employment beyond his Normal Retirement Date.
 - d) Deferred Vested 5 years of Credited Service
 - e) Death Benefit If eligible for Deferred Vested Pension.
4. Benefit Amounts
 - a) Normal Retirement A monthly pension for life (or, if married, an actuarial equivalent 50% Joint and Survivor) equal to 1.75% of Compensation earned in each Plan Year of Participation. Benefit Accruals were calculated and frozen as of December 31, 2010.
 - b) Early Retirement A monthly pension for life commencing at Normal Retirement Date, equal to employee's accrued monthly pension using his Credited Service as of Early Retirement or an actuarially equivalent benefit payable at early retirement.
 - c) Late Retirement A monthly pension for life commencing at Late Retirement Date, calculated as of the employee's Actual Retirement Date.
 - d) In-Service An automatic monthly Pension commencing the April 1st of the calendar year following the calendar year in which the Participant reaches age 70½. This pension will be recalculated annually to reflect the Participant's current service and compensation.
 - e) Death Benefit Present value of Accrued Benefit.

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

Interest Rate	2013 MAP-21 Rates: 4.94% 1 st Segment Rate 6.15% 2 nd Segment Rate 6.76% 3 rd Segment Rate
Mortality Rates	2013 Combined Mortality for healthy lives Disability Mortality per IRS Rev. Ruling 96-7 for Disabled
Retirement Age	Age 65 or 24 years of service
Salary Scale	N/A
Termination Rates	T-1 rates per the Society of Actuaries Handbook
Form of payment	Straight Life Annuity.
Employees excluded	Those not eligible to participate.
Marriage	85% of actives are assumed to be married. Wives are assumed to be three years younger than their husbands.
Actuarial Value of Assets	Actuarial Value of Assets – The Actuarial Value of Assets (AVA) must be within 10% of the Market Value of Assets on the valuation date and no more than 24 months of past experience can be recognized in the smoothing process.
Changes since prior year	The mortality table has been updated as required and the Segmented interest rates for the October before the valuation date has been utilized for the current valuation.

**Schedule SB, line 26 –
Schedule of Active Participant Data**

	Years of credited service:										Total
	< 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Attained Age											
Under 25	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	1	0	0	0	0	0	0	0	1
40 to 44	0	1	2	0	1	0	0	0	0	0	4
45 to 49	0	1	3	0	1	0	0	0	0	0	5
50 to 54	0	0	3	2	1	0	0	0	0	0	6
55 to 59	0	0	0	0	1	0	0	0	0	0	1
60 to 64	0	0	1	0	0	0	0	0	0	0	1
65 to 69	0	0	0	0	0	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	10	2	4	0	0	0	0	0	18

**Schedule SB, line 32 –
Schedule of Amortization Bases**

Type of Base	Date Established	Remaining Balance	Payment	Years Remaining At Val Date
Shortfall	1/1/2008	\$115,266	59,022	2
Shortfall	1/1/2009	(29,036)	(10,149)	3
Shortfall	1/1/2010	282,453	75,800	4
Shortfall	1/1/2011	121,303	26,655	5
Shortfall	1/1/2012	(41,576)	(7,855)	6
Shortfall	1/1/2013	384,504	64,170	7
Total		\$832,914	\$207,643	

**Schedule SB, line 22 –
Description of Weighted Average Retirement Age**

The average retirement age of active employees is computed using the normal retirement definition of the attainment of age 65 or 24 years of service.

**Schedule SB, line 19 –
Discounted Employer Contributions**

<u>Date Paid</u>	<u>Contribution Amount</u>	<u>Contribution Due Date</u>	<u>Discounted to 01/01/2013</u>
4/15/2013	\$35,868	4/15/2013	\$35,245
4/15/2013	\$35,868	7/15/2013	\$35,245
4/15/2013	\$3,264	10/15/2013	\$3,207
6/15/2013	\$32,604	10/15/2013	\$31,710
6/15/2013	\$35,868	1/15/2014	\$34,885
6/15/2013	\$6,528	9/15/2014	\$6,349
10/13/2013	\$75,000	9/15/2014	\$71,485
1/21/2014	<u>\$75,000</u>	9/15/2014	<u>\$70,291</u>
	300,000		288,417

The Anderson-Dubose Company Pension Plan for Hourly Paid Employees
Plan Sponsor EIN: **34-1690243** Plan Number: **001**

**Schedule SB, Part V –
Summary of Plan Provisions**

1. Anniversary Date January 1
2. Eligibility Non-Union employees compensated on an hourly or mileage basis enter the first day of month coincident with or next following completion of one year of service. Closed to new participants as of 12/31/2010.
3. Eligibility for Benefits
 - a) Normal Retirement The first day of the month coinciding or immediately following the earlier of 1) the participant's 65th birthday or 2) 24 years of service.
 - b) Early Retirement The first day of the month coinciding or following age 55 with 10 years of service.
 - c) Late Retirement A participant may remain in employment beyond his Normal Retirement Date.
 - d) Deferred Vested 5 years of Credited Service
 - e) Death Benefit If eligible for Deferred Vested Pension.
4. Benefit Amounts
 - a) Normal Retirement A monthly pension for life (or, if married, an actuarial equivalent 50% Joint and Survivor) equal to 1.75% of Compensation earned in each Plan Year of Participation. Benefit Accruals were calculated and frozen as of December 31, 2010.
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**Schedule SB, Part V –
Statement of Actuarial Assumptions/Methods**

Interest Rate	2013 MAP-21 Rates: 4.94% 1 st Segment Rate 6.15% 2 nd Segment Rate 6.76% 3 rd Segment Rate
Mortality Rates	2013 Combined Mortality for healthy lives Disability Mortality per IRS Rev. Ruling 96-7 for Disabled
Retirement Age	Age 65 or 24 years of service
Salary Scale	N/A
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Marriage	85% of actives are assumed to be married. Wives are assumed to be three years younger than their husbands.
Actuarial Value of Assets	Actuarial Value of Assets – The Actuarial Value of Assets (AVA) must be within 10% of the Market Value of Assets on the valuation date and no more than 24 months of past experience can be recognized in the smoothing process.
Changes since prior year	The mortality table has been updated as required and the Segmented interest rates for the October before the valuation date has been utilized for the current valuation.

**Schedule SB, line 26 –
Schedule of Active Participant Data**

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	< 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Attained Age											
Under 25	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	1	0	0	0	0	0	0	0	1
40 to 44	0	1	2	0	1	0	0	0	0	0	4
45 to 49	0	1	3	0	1	0	0	0	0	0	5
50 to 54	0	0	3	2	1	0	0	0	0	0	6
55 to 59	0	0	0	0	1	0	0	0	0	0	1
60 to 64	0	0	1	0	0	0	0	0	0	0	1
65 to 69	0	0	0	0	0	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	10	2	4	0	0	0	0	0	18

**Schedule SB, line 32 –
Schedule of Amortization Bases**

Type of Base	Date Established	Remaining Balance	Payment	Years Remaining At Val Date
Shortfall	1/1/2008	\$115,266	59,022	2
Shortfall	1/1/2009	(29,036)	(10,149)	3
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Total		\$832,914	\$207,643	

**Schedule SB, line 22 –
Description of Weighted Average Retirement Age**

The average retirement age of active employees is computed using the normal retirement definition of the attainment of age 65 or 24 years of service.

**Schedule SB, line 19 –
Discounted Employer Contributions**

<u>Date Paid</u>	<u>Contribution Amount</u>	<u>Contribution Due Date</u>	<u>Discounted to 01/01/2013</u>
4/15/2013	\$35,868	4/15/2013	\$35,245
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	300,000		288,417

The Anderson-Dubose Company Pension Plan for Hourly Paid Employees
Plan Sponsor EIN: **34-1690243** Plan Number: **001**

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Plan Sponsor EIN: **34-1690243** Plan Number: **001**

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