

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>ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>03/01/1988</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>34-1570175</u></td> </tr> <tr> <td colspan="2">2c Sponsor's telephone number <u>440-248-0500</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>327100</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>03/01/1988</u>		2b Employer Identification Number (EIN) <u>34-1570175</u>		2c Sponsor's telephone number <u>440-248-0500</u>		2d Business code (see instructions) <u>327100</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>										
1c Effective date of plan <u>03/01/1988</u>											
2b Employer Identification Number (EIN) <u>34-1570175</u>											
2c Sponsor's telephone number <u>440-248-0500</u>											
2d Business code (see instructions) <u>327100</u>											
2a Plan sponsor's name and address; include room or suite number (employer, if for a single-employer plan) <u>ZIRCOA, INC.</u> <u>31501 SOLON ROAD</u> <u>SOLON, OH 44139-3526</u>											

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2014	RONNE PROCH
	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	
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	166
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	62
b Retired or separated participants receiving benefits		6b	50
c Other retired or separated participants entitled to future benefits.....		6c	27
d Subtotal. Add lines 6a , 6b , and 6c		6d	139
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits		6e	13
f Total. Add lines 6d and 6e		6f	152
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	2
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: 1B 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) ☐ <u>0</u> 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>ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ZIRCOA, INC.</u>	D Employer Identification Number (EIN) <u>34-1570175</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>8511349</u>
b Actuarial value	2b <u>8472422</u>
3 Funding target/participant count breakdown:	
a For retired participants and beneficiaries receiving payment.....	3a <u>59</u> <u>4040857</u>
b For terminated vested participants.....	3b <u>38</u> <u>301677</u>
c For active participants:	
(1) Non-vested benefits	3c(1) <u>129746</u>
(2) Vested benefits	3c(2) <u>4464332</u>
(3) Total active.....	3c(3) <u>69</u> <u>4594078</u>
d Total.....	3d <u>166</u> <u>8936612</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>6.30</u> %
6 Target normal cost.....	6 <u>21711</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>10/07/2014</u>
	Signature of actuary	Date
<u>RICHARD F MCCLEARY, EA, MAAA</u>		<u>14-06309</u>
	Type or print name of actuary	Most recent enrollment number
<u>CBIZ RETIREMENT PLAN SERVICES</u>		<u>216-520-6179</u>
	Firm name	Telephone number (including area code)
<u>6050 OAK TREE BLVD. SOUTH</u> <u>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	52849
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	52849
10 Interest on line 9 using prior year's actual return of <u>10.91</u> %	0	5766
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		55394
b Interest on (a) using prior year's effective interest rate of <u>7.01</u> % except as otherwise provided (see instructions)		3883
c Total available at beginning of current plan year to add to prefunding balance		59277
d Portion of (c) to be added to prefunding balance		59277
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	117892

Part III Funding Percentages		
14 Funding target attainment percentage	14	93.48 %
15 Adjusted funding target attainment percentage	15	93.48 %
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	93.89 %
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
04/10/2013	86731	0			
07/09/2013	86731	0			
10/11/2013	86731	0			
12/20/2013	95652	0			
12/20/2013	500000	0			
			Totals ►	18(b)	855845
				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	813531
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 0
22 Weighted average retirement age				22 64
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	21711	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	520064	106124	
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	127835	
	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	127835	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	813531	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	685696	
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 C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 ZIRCOA, INC.	D Employer Identification Number (EIN) 34-1570175

Part I	Service Provider Information (see instructions)
---------------	--

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FIRST MERIT BANK

101 WEST PROSPECT AVENUE
CLEVELAND, OH 44115

34-0220600

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21	NONE	21372	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

REHMANN FINANCIAL LLC

5800 GRATIOT
PO BOX 2025
SIGINAW, MI 48605

38-3567902

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	NONE	12104	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name: SETH H. PITASKY, EA, MAAA	b EIN: 31-1498244
c Position: CONSULTING ACTUARY	
d Address: 13680 CLEVELAND AVENUE, NW UNIONTOWN, OH 44685	e Telephone: 330-983-0538

Explanation: THE CHANGE WAS MADE TO ANOTHER ACTUARY WITH THE SAME FIRM TO BETTER ACCOMMODATE THE NEEDS OF THE PLAN.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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>ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ZIRCOA, INC.</u>	D Employer Identification Number (EIN) <u>34-1570175</u>	

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

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	39400	0
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)	2360	2053
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	690790	663482
(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)		
(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)	7705820	8279627
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	73081	71429

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	8511451	9016591

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	8511451	9016591
---	-----------	---------	---------

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)	855845	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		855845
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	11	
(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)		11
(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)	135377	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		135377
(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)	-1652	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-1652

		(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)		
(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)		700691
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		1690272

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1093318	
(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)		1093318
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)	91814	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		91814
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1185132

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		505140
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: **SS&G, INC.**

(2) EIN: **34-1945695**

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	
4c		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	
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
4e	X		1000000
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	
4f		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	
4g		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	
4h		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		
4i	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		
4j	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	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
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.			
4n			

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

6b Trust's EIN

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>ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ZIRCOA, INC.</u>	D Employer Identification Number (EIN) <u>34-1570175</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>34-1602396</u> <u>25-1435979</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>12</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: 0.0% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

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): _____

**ZIRCOA, INC.
HOURLY EMPLOYEES'
PENSION PLAN**

***FINANCIAL
STATEMENTS***

***FOR THE
YEARS ENDED
DECEMBER 31,
2013 AND 2012***

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

TABLE OF CONTENTS

	<u>Page</u>
INDEPENDENT AUDITORS' REPORT	1-2
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits.....	3
Statements of Changes in Net Assets Available for Benefits.....	4
Notes to Financial Statements	5-13
SUPPLEMENTAL INFORMATION:	
Schedule of Assets (Held at End of Year)	14
Schedule of Reportable Transactions	15

INDEPENDENT AUDITORS' REPORT

Akron Office
301 Springside Drive
Akron, OH 44333
330-668-9696
fax: 330-668-2538
www.SSandG.com

To the Benefit Plan Administrative Committee of the
Zircoa, Inc. Hourly Employees' Pension Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Zircoa, Inc. Hourly Employees' Pension Plan (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

Plan 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 audit 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 D, which was certified by FirstMerit Bank, N.A, the trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedules. 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 and for the years ended December 31, 2013 and 2012, 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.

Providing the
services that
bring solutions

Member of the AICPA
Registered with the PCAOB
Founding member of LEA Global

Other Matter

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Reportable Transactions are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

Report on Form and Content in Compliance With the Department of Labor's Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, 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.



October 14, 2014

SS&G

www.SSandG.com

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	<u>DECEMBER 31,</u>	
	<u>2013</u>	<u>2012</u>
ASSETS		
Investments, at fair value:		
Mutual funds	\$ 8,279,627	\$ 7,705,820
Limited partnership	71,429	73,081
Money market funds	<u>663,482</u>	<u>690,790</u>
Total investments	<u>9,014,538</u>	8,469,691
Receivables:		
Employer contributions	-	39,400
Receivable from actuary for overpayment of benefits	-	45,743
Accrued income	<u>2,053</u>	<u>2,360</u>
Total receivables	<u>2,053</u>	<u>87,503</u>
Net assets available for benefits	<u>\$ 9,016,591</u>	<u>\$ 8,557,194</u>

See accompanying notes to financial statements.

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	FOR THE YEARS ENDED DECEMBER 31,	
	<u>2013</u>	<u>2012</u>
ADDITIONS TO NET ASSETS:		
Investment income:		
Interest and dividend income	\$ 135,388	\$ 177,890
Net appreciation in fair value of investments	<u>699,039</u>	<u>662,861</u>
	834,427	840,751
Contributions:		
Employer	810,102	657,600
Other	<u>-</u>	<u>45,743</u>
	810,102	703,343
Total additions to net assets	1,644,529	1,544,094
DEDUCTIONS FROM NET ASSETS:		
Benefits paid directly to participants	1,093,318	945,001
Administrative expenses	<u>91,814</u>	<u>36,847</u>
	1,185,132	981,848
Total deductions to net assets	1,185,132	981,848
Net increase	459,397	562,246
Net assets available for benefits:		
Beginning of year	<u>8,557,194</u>	<u>7,994,948</u>
End of year	<u>\$ 9,016,591</u>	<u>\$ 8,557,194</u>

See accompanying notes to financial statements.

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE A – Description of the plan

The following description for the Zircoa, Inc. Hourly Employees' Pension Plan (the Plan) provides general information about the Plan's provisions. Zircoa, Inc. (the Company) is the Plan sponsor. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions, copies of which may be obtained from the Plan sponsor.

General

The Plan is a noncontributory, defined benefit plan covering union employees of the Company's Solon, Ohio plant. The contributions of the Company are designed to fund the Plan's current service cost on a current basis and to fund over a period, not to exceed 30 years, the estimated accrued benefit cost arising from qualifying service before the establishment of the Plan.

Effective May 31, 2011, the Plan sponsor froze the Plan to new participants.

The Zircoa, Inc. Benefit Plan Administrative Committee (the Committee) is responsible for the general administration of the Plan. FirstMerit Bank, N.A. is the trustee of the Plan.

Funding

The Company has agreed to voluntarily contribute such amounts as are necessary to provide assets sufficient to meet the benefits to be paid to Plan members and satisfy the Employee Retirement Income Security Act of 1974 (ERISA) minimum funding requirements. The Plan has met the ERISA minimum funding requirements for the years ended December 31, 2013 and 2012.

Pension benefits

The purpose of the Plan is to provide pension benefits to participants upon their retirement. Normal retirement is at age 65, or five years of vested service, if later. The Plan also provides for early retirement upon reaching established age and service levels, disability, retirement, and certain termination retirement provisions.

Plan termination

The Company reserves the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Should the Plan terminate, the net assets of the Plan will be allocated for the payment to the participants in an order of priority as prescribed by ERISA and its related regulations and the Plan document.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated Plan benefits and may also depend on the financial condition of the Company and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC), as well as the priority of those benefits. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

In 2014, the Plan Sponsor resolved to terminate the Plan (see Note J).

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE A – Description of the plan, continued

Administrative expenses

Certain Plan administrative expenses are paid by the Company.

NOTE B – Summary of significant accounting policies

Basis of accounting

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

Valuation of investments

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note E for discussion of fair value measurements.

Purchases and sales of securities are reflected on a trade date basis. Gains or losses on sales of securities are based on average cost. Interest income is recorded on the accrual basis. Dividend income includes capital gains and is recorded on the ex-dividend date.

Actuarial present value of accumulated benefits

Accumulated plan benefits (see Note C) represent the actuarial present value of the estimated future periodic payments, including lump-sum distributions, which are attributable under the Plan's provisions to the services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, and (b) present employees or their beneficiaries. Benefits under the Plan are based upon years of credited service, as defined by the Plan, multiplied by a predetermined benefit accrual rate, at the date the benefit information is presented (the valuation date). Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to employee services rendered to the valuation date.

Payment of benefits

Benefits are recorded when paid.

Use of estimates

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

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE B – Summary of significant accounting policies, continued

Events occurring after reporting date

The Plan has evaluated subsequent events through October 14, 2014, the date the financial statements were available to be issued, and has determined that there were no subsequent events that have occurred through that date that have not already been reflected in the financial statements and/or disclosed in the Notes thereto.

NOTE C – Accumulated plan benefits

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

The accumulated Plan benefits as of the beginning of each plan year are as follows:

	January 1,	
	<u>2013</u>	<u>2012</u>
Vested benefits:		
Participants and beneficiaries currently receiving payments	\$ 3,480,630	\$ 3,265,432
Other vested participants	<u>4,040,094</u>	<u>4,416,485</u>
Total vested benefits	7,520,724	7,681,917
Nonvested benefits	<u>134,630</u>	<u>173,690</u>
Total actuarial present value of accumulated Plan benefits	<u>\$ 7,655,354</u>	<u>\$ 7,855,607</u>

The changes in total actuarial present value of accumulated Plan benefits are as follows:

	January 1,	
	<u>2013</u>	<u>2012</u>
Actuarial present value of accumulated Plan benefits at beginning of year	\$ 7,855,607	\$ 6,432,973
(Decrease) increase during the year due to:		
Benefits paid	(945,001)	(379,033)
Change in discount period	553,716	468,259
Benefits accumulated	<u>191,032</u>	<u>1,333,408</u>
	<u>(200,253)</u>	<u>1,422,634</u>
Actuarial present value of accumulated Plan benefits at end of year	<u>\$ 7,655,354</u>	<u>\$ 7,855,607</u>

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE C – Accumulated plan benefits, continued

The significant actuarial assumptions used in the latest valuations as of January 1, 2013 and 2012 are as follows:

Mortality	Healthy: PPA Separate Static Annuitant and Non-Annuitant Mortality Tables
Retirement Age	Rates varying by age (age 55 to 65)
Interest Rate	6.30% for 2013 and 7.01% for 2012
Actuarial Method	Unit Credit Cost Method

The foregoing 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. A decision was made in 2014 to terminate the Plan, as a result of this decision different actuarial assumptions might be applicable to 2014 (see Note J).

NOTE D – Information certified by the trustee

For 2013 and 2012, the financial information included in the Plan's financial statements, except for contributions and distributions for withdrawals and terminations, has been derived from information certified as complete and accurate by the trustee, First Merit Bank, N.A. in accordance with Section 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. As elected by the Plan administrator, no auditing procedures have been performed on this information except to compare such information to the information included in the accompanying financial statements.

The fair values of individual investments that represent 5% or more of the Plan's net assets at December 31 are as follows:

	<u>2013</u>	<u>2012</u>
Russell Fixed Income III Fund	\$ 1,223,389	\$ 1,179,643
Russell International Developed Fund	926,135	812,578
Delaware Limited Term Fund	849,263	842,346
Russell US Core Equity Fund	842,433	714,336
Russell US Defensive Equity Fund	822,637	714,032
Frank Russell Fixed Income Fund	769,966	741,743
Russell Global Equity Fund	738,987	625,695
Federated Investment Prime Obligations Fund	663,482	690,790
Lord Abbett Short Duration Income Fund	513,412	520,186

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE D – Information certified by the trustee, continued

All investments were non participant-directed investments at December 31, 2013 and 2012.

For the years ended December 31, 2013 and 2012, Plan investments (including investments bought, sold and held during the year) appreciated in value by \$699,039 and \$662,861 respectively, as follows:

Mutual funds	\$ 700,691	\$ 667,780
Limited partnership	<u>(1,652)</u>	<u>(4,919)</u>
	<u>\$ 699,039</u>	<u>\$ 662,861</u>

NOTE E – Fair value measurements

Fair Value Measurements and Disclosure establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobserved inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 inputs must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE E – Fair value measurements, continued

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2013 and 2012.

Money market funds: Valued at \$1 per unit including applicable interest and fees.

Mutual funds: Valued at the net asset value of shares held by the Plan at year-end based on quoted market prices in an active market.

Limited partnership: The value of the limited partnership interests are determined by its underlying assets, which consist mainly of commodities and financial instruments, traded on an active market or based upon similar assets in an active market.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2013 and 2012, respectively:

	Fair Value Measurements at December 31, 2013 Using			
	Level 1	Level 2	Level 3	Total
Mutual funds:				
Managed futures	\$ 72,543	\$ -	\$ -	\$ 72,543
Short-term bond	1,706,101	-	-	1,706,101
Intermediate term bond	1,993,355	-	-	1,993,355
Multisector bond	148,980	-	-	148,980
Large blend	1,665,070	-	-	1,665,070
Foreign large blend	926,135	-	-	926,135
Small blend	295,220	-	-	295,220
World stock	1,001,407	-	-	1,001,407
Global real estate	237,279	-	-	237,279
Diversified emerging markets	233,537	-	-	233,537
Total Mutual funds	8,279,627	-	-	8,279,627
Limited partnership	-	-	71,429	71,429
Money market funds	-	663,482	-	663,482
Balance at December 31, 2013	<u>\$ 8,279,627</u>	<u>\$ 663,482</u>	<u>\$ 71,429</u>	<u>\$ 9,014,538</u>

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE E – Fair value measurements, continued

	Fair Value Measurements at December 31, 2012 Using			
	Level 1	Level 2	Level 3	Total
Mutual funds:				
Managed futures	\$ 74,451	\$ -	\$ -	\$ 74,451
Short-term bond	1,702,719	-	-	1,702,719
Intermediate term bond	1,921,386	-	-	1,921,386
Multisector bond	150,955	-	-	150,955
Large blend	1,428,368	-	-	1,428,368
Foreign large blend	812,578	-	-	812,578
Small blend	243,171	-	-	243,171
World stock	864,297	-	-	864,297
Global real estate	263,996	-	-	263,996
Diversified emerging markets	<u>243,899</u>	<u>-</u>	<u>-</u>	<u>243,899</u>
Total Mutual funds	7,705,820	-	-	7,705,820
Limited partnership	-	-	73,081	73,081
Money market funds	<u>-</u>	<u>690,790</u>	<u>-</u>	<u>690,790</u>
Balance at December 31, 2012	<u>\$ 7,705,820</u>	<u>\$ 690,790</u>	<u>\$ 73,081</u>	<u>\$ 8,469,691</u>

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31, 2013 and 2012:

	Fair Value Measurements Using Significant Unobservable Inputs (Level 3) Years Ended December 31,
Balance, January 1, 2012	\$ 78,000
Unrealized loss	<u>(4,919)</u>
Balance, December 31, 2012	73,081
Unrealized loss	<u>(1,652)</u>
Balance, December 31, 2013	<u><u>\$ 71,429</u></u>

NOTE F – Risks and uncertainties

The Plan invests in various investment securities. 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 such changes could materially affect the amounts reported in the statements of net assets available for benefits.

ZIRCOA INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE F – Risks and uncertainties, continued

Plan contributions are made and the actuarial present value of accumulated Plan benefits are 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 process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

NOTE G – Receivable from actuary

During 2013, it was discovered that an error had been made by the Plan's actuary in the calculation of lump distributions related to participants who elected early retirement. Accordingly, the Plan actuary reimbursed the Plan for the overpayments to the participants. As of December 31, 2012, a receivable of \$45,743 was recorded which was received by the Plan in 2013.

NOTE H – Income tax status

The Plan obtained its latest determination letter on July 29, 2010 in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require 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 tax authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2013 and 2012, 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.

NOTE I – Reconciliation of financial statements to form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31:

	<u>2012</u>
Net assets available for benefits per the financial statements	\$ 8,557,194
Receivable from actuary for overpayment of benefits	<u>(45,743)</u>
Net assets available for benefits per the Form 5500	<u><u>\$ 8,511,451</u></u>

ZIRCOA INC. HOURLY EMPLOYEES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE I – Reconciliation of financial statements to form 5500, continued

The following is a reconciliation of net increase in net assets available for benefits per the financial statements to Form 5500 at December 31:

	<u>2013</u>	<u>2012</u>
Net increase per the financial statements	\$ 459,397	\$ 562,246
Other contribution	<u>45,743</u>	<u>(45,743)</u>
Net increase per the Form 5500	<u>\$ 505,140</u>	<u>\$ 516,503</u>

NOTE J – Subsequent events

On March 28, 2014, the Plan Sponsor approved a Plan amendment to terminate and liquidate Plan assets by July 2015. Under this plan the participants will be given the option to take a lump sum distribution of their actuarially-determined present value of future benefits or have the Plan Sponsor establish an individual annuity with an insurance company based on their future benefits under provisions of the current Plan.

SCHEDULE SB ATTACHMENT

Line 26 - Schedule of Active Participant Data

Plan Name: Zircoa, Inc. Hourly Employees' Pension Plan

EIN/PN: 34-1570175/003

Valuation Date: January 1, 2013

Att. Age:	Years of Credited Service														Total
	Under 1	1	2	3	4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up		
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
25 to 29	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
30 to 34	-	-	-	-	1	3	1	-	-	-	-	-	-	5	
35 to 39	-	-	-	-	-	3	1	1	-	-	-	-	-	5	
40 to 44	-	-	-	-	1	3	1	-	-	-	-	-	-	5	
45 to 49	-	-	-	-	-	3	1	2	2	-	-	-	-	8	
50 to 54	-	-	-	-	-	1	3	5	1	1	4	-	-	15	
55 to 59	-	-	-	-	1	4	-	1	-	1	3	5	1	16	
60 to 64	-	-	-	-	-	5	-	1	-	2	2	2	-	12	
65 to 69	-	-	-	-	-	-	-	-	-	-	1	-	1	2	
70 & Up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	-	-	-	-	3	23	7	10	3	4	10	7	2	69	

Section XII

SUMMARY of ASSUMPTIONS

Census Date 1/1/2013

Funding Valuation Interest Rates IRS-Prescribed Three-Segment Rates, for the month that includes the valuation date (Jan).

Minimum Required Contribution		Maximum Deductible Contribution	
Segment I:	4.94%	Segment I:	1.62%
Segment II:	6.15%	Segment II:	4.40%
Segment III:	6.76%	Segment III:	5.45%

The PPA Funding Target effective rate for the 2013 Plan Year was 6.30%.

ASC 960 Discount Rate The selection of the ASC 960 discount rate is the Plan Sponsor's view of the long-term rate of return on assets based on the actual trust assets. The discount rate used for the 2013 plan year is 7.50%.

Salary Scale None assumed – The plan is frozen

Taxable Wage Base Increase Assumption None assumed.

Inflation None assumed.

Expenses Expenses for the upcoming Plan Year are assumed to be equal to last year's actual administrative expenses. For the January 1, 2013 Plan Year, this amount is \$21,711.

Expected Return on Asset The expected return on assets is assumed to be equal to the third segment rate for the plan year. For 2013, this is 6.76%. For 2012, this was 7.52%. For 2011, this was 6.46%.

Section XII

SUMMARY of ASSUMPTIONS

Pre-retirement

IRS 2013 P.V. M Non-annuitants (1.430(h) and IRS 2013 P.V. F Non-annuitants (1.430(h) - Pre-retirement mortality was assumed in the valuation. Sample rates are as follows:

Age	Males	Females
20	0.0002	0.0001
25	0.0003	0.0001
30	0.0004	0.0002
35	0.0007	0.0003
40	0.0009	0.0005
45	0.0010	0.0007
50	0.0013	0.0010
55	0.0018	0.0020
60	0.0031	0.0034

Post-retirement

IRS 2013 P.V. M Annuitants (1.430(h)(3)- and IRS 2013 P.V. F Annuitants (1.430(h)(3) - Post-retirement mortality was assumed in the valuation. Sample rates are as follows:

Age	Males	Females
65	0.0101	0.0094
70	0.0164	0.0151
75	0.0285	0.0239
80	0.0526	0.0399
85	0.0962	0.0687
90	0.1693	0.1240
95	0.2570	0.1869
100	0.3377	0.2328
105	0.3979	0.2931

Disability Mortality

Rev. Rul. 96-7 males dis. after 1994 and Rev. Rul. 96-7 females dis. after 1994 - Post-disablement mortality was assumed in the valuation. Sample rates are as follows:

Age	Males	Females
20	0.0245	0.0096
25	0.0274	0.0119
30	0.0306	0.0148
35	0.0341	0.0176
40	0.0383	0.0205
45	0.0430	0.0239
50	0.0480	0.0279
55	0.0531	0.0325
60	0.0581	0.0379

Section XII

SUMMARY of ASSUMPTIONS

Withdrawal Rates

ESTIMATED SOA 1971-1975 for Zircoa - Termination rates were assumed in the valuation. Employees were assumed to terminate in accordance with the rates shown below:

Age	Males	Females
20	0.1750	0.1750
25	0.1750	0.1750
30	0.0850	0.0850
35	0.0850	0.0850
40	0.0580	0.0580
45	0.0400	0.0400
50	0.0100	0.0100
55	0.0100	0.0100
60	0.0100	0.0100

Retirement Rates

Employees were assumed to retire in accordance with the rates shown below:

Age	Males	Females
55	0.0100	0.0100
56	0.0100	0.0100
57	0.0100	0.0100
58	0.0100	0.0100
59	0.0100	0.0100
60	0.0250	0.0250
61	0.0250	0.0250
62	0.1500	0.1500
63	0.1500	0.1500
64	0.2000	0.2000
65	1.0000	1.0000

Disability Rates

Below is a sample of representative rates:

Age	Males	Females
20	0.0003	0.0003
25	0.0004	0.0004
30	0.0005	0.0005
35	0.0007	0.0007
40	0.0012	0.0012
45	0.0020	0.0020
50	0.0036	0.0036
55	0.0072	0.0072
60	0.0126	0.0126

Marriage

85% of males and 65% of females are assumed to be married.

Section XII

SUMMARY of ASSUMPTIONS

Age of Spouse	The female spouse is assumed to be 3 years younger than the male spouse.
Benefit Commencement Age	Earliest retirement eligibility for active participants according to the plan document for active participants. Age 65 for current and future vested terminations. Age 65 for death benefits. Immediate commencement for disability.
Form of Payment	The normal form of payment as defined in the plan document. For married participants, this is a 50% Joint and Survivor benefit with the first 6 years guaranteed. For unmarried participants, this is a straight-life annuity with the first 6 years guaranteed.
Changes in assumptions since the last valuation	The interest rates were updated from 2012 to 2013 in accordance with PPA. The mortality tables were updated from 2012 to 2013 in accordance with PPA. The expense load was changed from \$14,668 to \$21,711.

Section XIII

SUMMARY of METHODS

Actuarial Cost Method

The actuarial cost method used to determine the liabilities was the unit credit cost method.

Under the unit credit cost method, the actuarial accrued liability is the sum of the individual accrued liabilities for all participants. The individual accrued liability for an active participant is the present value of the accrued benefit as of the valuation date.

Under the unit credit cost method, the normal cost is the sum of the individual normal costs for each participant. For active participants, the individual normal cost is the present value of the benefit earned during the year being valued.

The plan is currently frozen so there is no normal cost attributable to benefit accruals.

Valuation Assets

The actuarial value of assets is determined by averaging the assets over a two-year period, adjusted for expected earnings and principal transactions, as prescribed under PPA. The actuarial value of assets is held to a minimum of 90% and a maximum of 110% of Market Value.

Changes in methods since the last valuation

None.

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN

FOR THE YEAR DECEMBER 31, 2013

EIN: 34-1570175 PLAN NUMBER: 003

SCHEDULE H – Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

<u>(a) Identity of party involved</u>	<u>(b) Description of transaction</u>	<u>(c) Purchase price</u>	<u>(d) Selling price</u>	<u>(e) Lease rental</u>	<u>(f) Expense incurred with transaction</u>	<u>(g) Cost of asset</u>	<u>(h) Current value of asset on transaction date</u>	<u>(i) Net gain or (loss)</u>
<i>Category 1 - Single transaction exceeds 5% of plan assets</i>								
Federated Inv. Prime Global Fund	580,758 shares bought on January 2, 2013	\$ 580,758	\$ -	\$ -	\$ -	\$ 580,758	\$ 580,758	\$ -
Federated Inv. Prime Global Fund	500,688 shares bought on December 20, 2013	500,688	-	-	-	500,688	500,688	-

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 ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ZIRCOA, INC.	D Employer Identification Number (EIN) 34-1570175
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 01 Day 01 Year 2013	
2 Assets:	
a Market value	2a 8511349
b Actuarial value	2b 8472422
3 Funding target/participant count breakdown:	
a For retired participants and beneficiaries receiving payment.....	3a 59 4040857
b For terminated vested participants.....	3b 38 301677
c For active participants:	
(1) Non-vested benefits	3c(1) 129746
(2) Vested benefits	3c(2) 4464332
(3) Total active.....	3c(3) 69 4594078
d Total.....	3d 166 8936612
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 6.30%
6 Target normal cost.....	6 21711

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	RICHARD F MCCLEARY, EA, MAAA RFM	10-07-2014
Signature of actuary		Date
RICHARD F MCCLEARY, EA, MAAA		1406309
Type or print name of actuary		Most recent enrollment number
CBIZ RETIREMENT PLAN SERVICES		216-520-6179
Firm name		Telephone number (including area code)
6050 OAK TREE BLVD. SOUTH SUITE 500 CLEVELAND OH 44131		
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

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 64
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	21711	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	520064	106124	
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	127835	
	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	127835	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	813531	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	685696	
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

Line 19 - Discounted Employer Contributions

Plan Name: Zircoa, Inc. Hourly Employees' Pension Plan

EIN/PN: 34-1570175/003

Valuation Date: January 1, 2013

Total Contributed: \$855,845.00

Total Discounted to Valuation Date: \$813,531.00

Date	Amount	Plan Year	Effective Rate of Interest	Amount Discounted	Penalty Rate of Interest	Additional Amount Discounted	Present Value on Date of Valuation
04/10/2013	86,731	2013	6.30%	1,425	0.00%	-	85,306
07/09/2013	86,731	2013	6.30%	2,701	0.00%	-	84,030
10/11/2013	86,731	2013	6.30%	4,013	0.00%	-	82,718
12/20/2013	95,652	2013	6.30%	5,488	0.00%	-	90,164
12/20/2013	500,000	2013	6.30%	28,687	0.00%	-	471,313

Plan Name: Zircoa, Inc. Hourly Employees' Pension Plan
Plan EIN: 34-1570175
Plan Number: 003
Schedule SB, Line 22 – Description of Weighted Average Retirement Age

The average retirement age for Line 22 was computed by creating a hypothetical life table decremented only with retirement, and then calculating the table's average retirement age.

Age	Weight	Weighted Retirement Age
55	1.00%	0.55
56	0.99%	0.55
57	0.98%	0.56
58	0.97%	0.56
59	0.96%	0.57
60	2.38%	1.43
61	2.32%	1.41
62	13.56%	8.41
63	11.53%	7.26
64	13.06%	8.36
65	52.25%	33.96
Average Retirement Age		63.63
Line 22, Rounded		64

Section XIV SUMMARY of PLAN PROVISIONS

Plan Effective Date	March 1, 1988. The plan was most recently amended effective April 1, 2013.
Status of Plan	The plan is currently frozen to new entrants and no further benefit accruals are granted.
Eligibility Requirements	None.
Vesting	100% vesting upon earning 5 Years of Vesting Service.
Accrued Benefit Formula	A dollar multiplier of \$34 per Year of Service. Accrued benefits frozen as of May 31, 2011.
Average Compensation	The average of the pensionable earnings during all years of service of the participant. In no event shall pensionable earnings exceed the limitation specified in Section 401(a)(17) of the Internal Revenue Code.
Normal Retirement Age	Upon attainment of 65 and five Years of Credited Service.
Early Retirement	<u>Special Early Retirement Pension:</u> The first day of the month coincident with or next following the date a Participant either (a) attains age 62 and is credited with at least five years of Credited Service or (b) attains age 55 and is credited with at least 30 years of Credited Service. <u>Benefit:</u> unreduced accrued benefit. <u>Regular Early Retirement Pension:</u> Upon attainment of age 55 and completion of 5 Years of Credited Service. <u>Benefit:</u> The accrued benefit is reduced $1/180^{\text{th}}$ for each of first 60 calendar months and $1/360^{\text{th}}$ for each additional calendar month prior to age 65.

Section XIV SUMMARY of PLAN PROVISIONS

Disability Retirement

Eligibility: Upon earning 10 Years of Credited Service, and when, on the basis of medical evidence satisfactory to the Administrative committee a participant is found to be unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or to be of long-continued and indefinite duration, excepting impairments resulting from criminal enterprise, habitual drunkenness, addiction to narcotics or intentional self-inflicted injury.

Benefit: The unreduced benefit accrued to date of disablement payable immediately.

Pre-Retirement Death

Eligibility: Upon earning 5 Years of Service.

Benefit: The spouse is eligible for 50% of the benefit that would have been payable, if the Participant had live to Early Retirement Eligibility and elected a 50% Qualified Joint and Survivor Annuity. The benefit is payable upon the Participant's Normal Retirement Date.

Normal Form of Payment

Unless otherwise elected, the benefit payable a participant who has been married at least one year is an actuarially equivalent 50% Joint and Survivor benefit with the first 6 years guaranteed. For unmarried participants, the Normal Form is a straight-life annuity with the first 6 years guaranteed.

Optional Forms

Benefits may be elected from:

- 50%, 75% and 100% Joint and Survivor
- Social Security Level Income
- Straight Life Annuity

Changes in Plan Provisions since the last valuation

None.

ZIRCOA, INC. HOURLY EMPLOYEES' PENSION PLAN**DECEMBER 31, 2013****EIN: 34-1570175 PLAN NUMBER: 003****SCHEDULE H – Line 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

<u>(a)</u>	<u>(b) Identity of issue, borrower, lessor or similar party</u>	<u>(c) Description of investment including maturity date, rate of interest, collateral, par or maturity</u>	<u>(d) Cost</u>	<u>(e) Current value</u>
	LoCorr Managed Futures Strategy Fund	Mutual Funds	\$ 80,217	\$ 72,543
	Russell Emerging Markets Fund	Mutual Funds	221,026	233,537
	Russell Global Equity Fund	Mutual Funds	529,090	738,987
	Russell Global Infrastructure Fund	Mutual Funds	224,657	262,420
	Russell International Developed Fund	Mutual Funds	702,364	926,135
	Russell Real Estate Securities Fund	Mutual Funds	213,372	237,279
	Russell US Core Equity Fund	Mutual Funds	551,808	842,433
	Russell US Defensive Equity Fund	Mutual Funds	563,804	822,637
	Russell US Small Cap Equity Fund	Mutual Funds	209,648	295,220
	Deleware Limited Term Fund	Mutual Funds	877,911	849,263
	Frank Russell Fixed Income Fund	Mutual Funds	787,565	769,966
	Lord Abbett Short Duration Income Fund	Mutual Funds	512,423	513,412
	MFS Limited Maturity Fund	Mutual Funds	345,208	343,426
	Russell Fixed Income III Fund	Mutual Funds	1,230,020	1,223,389
	Russell Global Opportunity Credit Fund	Mutual Funds	151,130	148,980
	Futures Port Fund	Limited Partnership	78,000	71,429
	Federated Investment Prime Obligations Fund	Money Market Funds	663,482	663,482

SCHEDULE SB ATTACHMENT

Line 32 - Amortization Bases Used in the Valuation

Plan Name: Zircoa, Inc. Hourly Employees' Pension Plan

EIN/PN: 34-1570175/003

Valuation Date: January 1, 2013

Original Valuation	Remaining Years	Amortization Type	Outstanding Balance	Current Year Amortization
1/1/2013	7	7 year	64,247	10,722
1/1/2012	6	7 year	154,457	29,182
1/1/2011	5	7 year	301,360	66,220
Total:			520,064	106,124