Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

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

1210-0089

OMB Nos. 1210-0110

2013

This Form is Open to Public Inspection

		Complete all entries in accorda	ince with the instruc	tions to the Form 550	0-5F.		
Part I	Annual Report	Identification Information					
For calend	ar plan year 2013 or fis	scal plan year beginning 08/01/2013		and ending (07/31/2	2014	
A This ref	turn/report is for:	a single-employer plan	multiple-employer pl	an (not multiemployer)		a one-particip	oant plan
B This ref	turn/report is:	the first return/report the	ne final return/report				
		an amended return/report a	short plan year return	n/report (less than 12 m	onths))	
C Check	box if filing under:	Form 5558	utomatic extension			DFVC progra	am
		special extension (enter description))			_	
Part II	Basic Plan Info	rmation—enter all requested informati	on				
1a Name	of plan	·			1b	Three-digit	
GRAND LO	DGE OF KENTUCKY F	REE AND ACCEPTED MASONS PENS	ION PLAN			plan number	
					4-	(PN) •	001
					10	Effective date of 01/01/	
2a Plan s	nonsor's name and add	dress; include room or suite number (em	nlover if for a single-	emplover plan)	2h	Employer Identi	
		FREE AND ACCEPTED MASONS	proyor, ir for a oringro	omployer plany	25		07400
					2c	Sponsor's telep	hone number
300 MASON	NIC HOME DRIVE					502-893	
MASONIC F	HOME, KY 40041-9999				2d	Business code ((see instructions)
					1	81300	
3a Plan a	idministrator's name an	nd address XSame as Plan Sponsor Nar	me Same as Plan	Sponsor Address	3b	Administrator's I	EIN
					3c	Administrator's t	telephone number
4					<u> </u>		
		e plan sponsor has changed since the las mber from the last return/report.	st return/report filed fo	or this plan, enter the	4b	EIN	
	sor's name	mber from the last return/report.			4c	PN	
		at the beginning of the plan year			5a		9
b Total	number of participants	at the end of the plan year			5b		8
		account balances as of the end of the pla	• •	•			
	,	all of the state o			5c		V Vac D Na
_		s during the plan year invested in eligible if the annual examination and report of an					X Yes No
		? (See instructions on waiver eligibility an					X Yes No
If you	ı answered "No" to ei	ther line 6a or line 6b, the plan cannot	use Form 5500-SF	and must instead use	Form	5500.	
c If the	plan is a defined benefi	it plan, is it covered under the PBGC insu	urance program (see	ERISA section 4021)?	X	Yes No	Not determined
Caution: 4	A nenalty for the late of	or incomplete filing of this return/repo	rt will be assessed i	unless reasonable car	ısa is	established	
	•	ner penalties set forth in the instructions,					able a Schedule
SB or Sche		nd signed by an enrolled actuary, as well					
Dellel, It is	tiue, correct, and comp			_			
SIGN	Filed with authorized/v	valid electronic signature.	12/30/2014	DONALD YANKEY			
HERE	Signature of plan ac	dministrator	Date	Enter name of individ	ual siç	gning as plan adn	ninistrator
SIGN							
			+				
HERE	Signature of employ	yer/plan sponsor	Date	Enter name of individ	ual sid	ning as employe	er or plan sponsor
	Signature of employ	yer/plan sponsor ame, if applicable) and address; include		Enter name of individ			er or plan sponsor number (optional)

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Pai	rt III Financial Information									
7	Plan Assets and Liabilities		(a) Beginning of Yea				(b) End of Year			
	Total plan assets	7a	(a) Beginning of Yea				691735			
	Total plan liabilities	7b	02200	•			001100			
	Net plan assets (subtract line 7b from line 7a)	76 7c	62299	4			691735			
	Income, Expenses, and Transfers for this Plan Year	70			1					
	Contributions received or receivable from:		(a) Amount				(b) Total			
	(1) Employers	8a(1)	2000	0						
	(2) Participants	8a(2)								
	(3) Others (including rollovers)	8a(3)								
b	Other income (loss)	8b	7931							
С	Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c					99317			
d	Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	2455	8						
е	Certain deemed and/or corrective distributions (see instructions)	8e								
f	Administrative service providers (salaries, fees, commissions)	8f	601	8						
g	Other expenses	8g								
h	Total expenses (add lines 8d, 8e, 8f, and 8g)	8h					30576			
i	Net income (loss) (subtract line 8h from line 8c)	8i					68741			
j	Transfers to (from) the plan (see instructions)	8j								
Par	t IV Plan Characteristics									
9a	If the plan provides pension benefits, enter the applicable pension 1A 3D	feature co	des from the List of Plan Chara	acteris	stic Co	des in	the instructions:			
b	b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:									
Part V Compliance Questions										
10	During the plan year:				Yes	No	Amount			
а				10a		X				
b	Were there any nonexempt transactions with any party-in-interest on line 10a.)	`	•	10b		X				
С	Was the plan covered by a fidelity bond?			10c	X		150000			
d		fidelity bo	nd, that was caused by fraud	10d		X	100000			
—е	Were any fees or commissions paid to any brokers, agents, or oth									
•	insurance service, or other organization that provides some or all	of the ben	efits under the plan? (See			X				
	instructions.)			10e						
f	Has the plan failed to provide any benefit when due under the plan	n?		10f		X				
g	Did the plan have any participant loans? (If "Yes," enter amount a	s of year e	end.)	10g		X				
h	If this is an individual account plan, was there a blackout period? (2520.101-3.)	•		10h						
i	If 10h was answered "Yes," check the box if you either provided the exceptions to providing the notice applied under 29 CFR 2520.10			10i						
Part	VI Pension Funding Compliance									
11	Is this a defined benefit plan subject to minimum funding requirem 5500) and line 11a below)									
11a	Enter the unpaid minimum required contribution for current year fr					11a	0			
12	Is this a defined contribution plan subject to the minimum funding		· · · · · ·				ERISA? Yes X No			
	(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below,			. 01 30	- J. (OII)	JUL 01				
а	a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver									
If	you completed line 12a, complete lines 3, 9, and 10 of Schedule					Day	ı oui			
	Enter the minimum required contribution for this plan year	,	,p			12b				

Page	3	- [1
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С	Enter the amount contributed by the employer to the plan for this plan year	12c		
d	Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount).	12d		
е	Will the minimum funding amount reported on line 12d be met by the funding deadline?		Yes	No N/A
Part	VII Plan Terminations and Transfers of Assets			
13a	Has a resolution to terminate the plan been adopted in any plan year?	. 🔲 Y	'es X No	
	If "Yes," enter the amount of any plan assets that reverted to the employer this year	. 13a		
b	Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the of the PBGC?	control		Yes X No
С	If during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) which assets or liabilities were transferred. (See instructions.)	to		
1	3c(1) Name of plan(s):	3c(2) El	N(s)	13c(3) PN(s)
Part	VIII Trust Information (optional)			
14a	Name of trust	14b Tr	ust's EIN	

SCHEDULE SB (Form 5500)

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan **Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

OMB No. 1210-0110

2013

This Form is Open to Public Inspection

- 10	JIISIOII DEII	one Guarant,	y Corpon	auon		File as	an attac	chm	ent to Form	5500 or	5500-	SF.							
For ca	llendar p	lan year	2013 (or fiscal plan y	ear be	ginning	08/01/201	13				and end	ing 0	7/31/20	14				
				earest dollar.															
			of \$1,0	000 will be ass	essed	for late filing	of this rep	port	t unless reaso	onable ca		s establish	ied.						
	ne of plant		ENTUC	CKY FREE AN	ID ACC	CEPTED MAS	SONS PE	NSI	ION PLAN		В	Three-di	•	۷))		00	1	
C Plar	n spons	or's name	as sh	own on line 2	a of Fo	orm 5500 or 5	500-SF				D	Employer	Identifi	cation N	Number	r (EII	۷)		
GRAN	D LODG	GE OF KE	NTUC	CKY FREE AN	D ACC	CEPTED MAS	SONS						61-02	207400	ı				
E Type	e of plan	: X Sino	gle	Multiple-A	М	ultiple-B		F	Prior year pla	n size:	100	or fewer	101	-500	More	e thar	า 500		
Part	I B	asic Inf	form	_ ation						·				<u> </u>					
		valuation			Month		Day		Year										
	ssets:	raidatioi		<u> </u>							_								
а	Market	value											2a						622603
b	Actuari	al value											2b	,					597941
3 F	unding	target/par	rticipar	nt count break	down:					(1) N	lumbe	er of partic	ipants		(2	?) Fui	nding T	arget	
				and beneficia		eceiving paym	nent		3a			· · ·		3	`				160823
b	For ter	minated v	vested	participants					3b					0					C
С	For act	ive partic	ipants	•															
	(1)	Non-ves	sted be	enefits					3c(1)										3568
	(2)	Vested I	benefit	s					3c(2)									;	357869
	(3)	Total ac	tive						3c(3)					6				,	361437
d	Total								3d					9				Ę	522260
4 If	the pla	n is in at-ı	risk sta	atus, check the	e box a	and complete	lines (a) a	and	(b)		. 🔲								
а	I Fundin	g target o	disrega	arding prescrib	ed at-ı	risk assumptio	ons				<u></u>		4a						
b	Fundin	g target r	eflecti	ng at-risk ass	umptio	ns, but disreg	arding tra	ansi	tion rule for p	lans that	have	been in	4b						
	at-ri	sk status	for fev	ver than five o	onsec	utive years an	nd disrega	ardir	ng loading fa	ctor				'					
	ffective	interest r	ate															6.	.43 %
													6						10989
To the accordance of the company of	he best of ordance wi bination, o	th applicable	ge, the ir	ary formation supplied regulations. In my of anticipated exp	opinion	, each other assur	ompanying somption is rea	sched	lules, statements able (taking into a	and attachm	nents, if experier	any, is comp	lete and a	ccurate. E onable ex	Each preso	cribed ns) and	assumpti	ion was ap ner assump	plied in otions, in
SIG															09/18	/201	4		
				Signa	ture of	actuary					_				Date		•		
KENNE	THEF	HOHMAN		Olgino		actuary									14-03				
11211112		101111111111		Type or pr	int nan	ne of actuary					_		Mos	t recen	t enrolli			er	
RRYAN	I PENIDI	ETON S	:\Λ/ΔΤς	S & MCALLIST		no or actuary							IVIOO	. 100011				OI .	
DICIAN	* 1 EIVD	10140			irm na	ıme					_	т	elephor	ne num	502-2			code)	
		Y AVENI XY 40243		JITE 101									Сюрног	ic riairi	DOI (IIIC	Jiddii	ig area	10000)	
				Add	ress of	the firm					_								
If the ac	•	as not fully	y refle	cted any regu	ation o	or ruling prom	ulgated u	ınde	er the statute	in comple	eting t	this sched	ule, che	ck the	box and	d see	9		

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Schedule SB (Form 5500) 2013

Pa	rt II	Begin	ning of Year	Carryov	er and Prefunding B	alances						
							(a) (Carryover balance	Э	(b) [Prefundi	ng balance
7		•	0 ,		cable adjustments (line 13 f	•			49312			0
8			•	-	unding requirement (line 35				0			0
9									49312			0
10	Interest	on line 9	using prior year's	actual ret	turn of <u>15.69</u> %				7737			
11	Prior ye	ar's exce	ess contributions to	o be added	d to prefunding balance:							
	a Prese	nt value	of excess contribu	utions (line	38a from prior year)							18307
	b Interest on (a) using prior year's effective interest rate of 7.11 or as otherwise provided (see instructions)										1302	
	C Total a	available	at beginning of cur	rent plan ye	ear to add to prefunding balar	nce						19609
	d Portio	on of (c)	to be added to pre	funding ba	alance							0
12	Other re	ductions	s in balances due	to election	s or deemed elections				0			0
13	Balance	at begir	nning of current ye	ar (line 9 -	+ line 10 + line 11d – line 12	?)			57049			0
Pa	art III	Fun	ding Percenta	iges								
14	Funding	target a	ttainment percent	age							14	103.56 %
			g target attainment								15	114.49 %
Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.								117.06 %				
17	If the cu	rrent val	ue of the assets o	f the plan i	is less than 70 percent of the	e funding targ	get, enter s	such percentage.			17	%
Pa	art IV	Con	tributions and	d Liquid	ity Shortfalls							
18	Contribu			•	rear by employer(s) and emp	ployees:						
	(a) Date	Э	(b) Amount pa employer(aid by	(c) Amount paid by employees	(a) Da (MM-DD-		(b) Amount p employer		(0	Amou emple	nt paid by oyees
09	/17/2014			20000								
						Totals ►	18(b)		20000	18(c)		0
19	Discoun	ted emp	loyer contributions	s – see ins	tructions for small plan with	a valuation d	ate after th	ne beginning of th	ne year:			
	a Contr	ibutions	allocated toward ι	ınpaid min	imum required contributions	s from prior ye	ears		19a			0
	b Contr	ibutions	made to avoid res	trictions a	djusted to valuation date				19b			0
	C Contri	butions a	allocated toward mi	nimum req	uired contribution for current y	ear adjusted	to valuatior	n date	. 19c			18642
20	Quarterl	y contrib	outions and liquidit	y shortfalls	3 :							
	a Did th	ne plan h	ave a "funding sh	ortfall" for t	the prior year?							Yes X No
	b If line	20a is "	Yes," were require	d quarterly	y installments for the curren	t year made i	n a timely	manner?				Yes No
	C If line	20a is "	Yes," see instructi	ons and co	omplete the following table a	as applicable:						
					Liquidity shortfall as of e	nd of quarter						
		(1) 1s	st		(2) 2nd		(3)	3rd			(4) 4th	1

Pa	rt V	Assumptio	ns Used to Determine	Funding Target and Targe	t Normal Cost					
21	Discou	nt rate:								
	a Segi	ment rates:	1st segment: 4.94%	2nd segment: 6.15%	3rd segment 6.76 %		N/A, fu	ıll yield	curve	e used
	b Appl	icable month (enter code)			21b				0
22	Weight	ed average ret	irement age			22				65
23	Mortalit	ty table(s) (see	e instructions)	escribed - combined X Pre	scribed - separate	Substitu	te			
Pa	rt VI	Miscellane	ous Items							
24				cuarial assumptions for the current	plan year? If "Yes," see	instructions	regarding re	equired		
		_							Yes	X No
25	Has a r	method change	e been made for the current pl	an year? If "Yes," see instructions	regarding required attac	chment			Yes	X No
26	Is the p	olan required to	provide a Schedule of Active	Participants? If "Yes," see instruc	tions regarding required	attachment		X	Yes	No
27		•	o alternative funding rules, ent	ter applicable code and see instruc	tions regarding	27				_
Pa	rt VII			ım Required Contribution	s For Prior Years	1				
28			-	years		28				0
29			•	I unpaid minimum required contrib						0
						29				0
30	Remair	ning amount of	unpaid minimum required cor	ntributions (line 28 minus line 29)		30				0
Pa	rt VIII	Minimum	Required Contribution	For Current Year						
31	Target	normal cost a	nd excess assets (see instruct	ions):						
	a Targe	et normal cost	(line 6)			31a				10989
	b Exce	ss assets, if ap	oplicable, but not greater than	line 31a		31b	1098			
32	Amortiz	zation installme	ents:		Outstanding Bala	ance	I	nstallm	ent	
	a Net s	hortfall amortiz	zation installment			0				0
	b Waiv	er amortization	n installment			0				0
33				ter the date of the ruling letter grar) and the waived amount		33				
34	Total fu	unding requirer	ment before reflecting carryove	er/prefunding balances (lines 31a -	31b + 32a + 32b - 33)	34				0
-			<u> </u>	Carryover balance	Prefunding bala	nce	To	otal bala	ance	
35	Balanc	es elected for i	use to offset funding	,	, and the second					
				0		0				0
36	Additio	nal cash requir	rement (line 34 minus line 35).			36				0
37				ontribution for current year adjuste		37				18642
38	Presen	t value of exce	ess contributions for current ye	ar (see instructions)		1				
	a Total	(excess, if any	y, of line 37 over line 36)			38a				18642
-				prefunding and funding standard c		38b				0
39				ear (excess, if any, of line 36 over		39				0
40)		40				0
Pa	rt IX			Pension Relief Act of 2010)				
			de to use PRA 2010 funding re			•				
	a Sche	dule elected				Г	2 plus 7 yea	irs	15	years
	b Eligib	ole plan vear(s) for which the election in line	41a was made				2010		2011
42			•			42	<u> </u>			
				d over to future plan years		43				

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). 2013

OMB No. 1210-0110

This Form is Open to Public Inspection

	► File as an attachi	ment to Form 5	5500 or 5500-SF.			
For calendar plan year 2013 or fiscal plan	n year beginning 08/	01/2013	and ending	g	07/31/20)14
Round off amounts to nearest doll						
► Caution: A penalty of \$1,000 will be	assessed for late filing of this report	t unless reasona	able cause is established	d.		
A Name of plan			B Three-digit			
			plan numb	er (PN)	>	001
GRAND LODGE OF KENTUCKY	F. & A.M. PENSION PLA	AN				
C Plan sponsor's name as shown on line	2a of Form 5500 or 5500-SF	CC. X	D Employer Id	entification	n Number (EIN)	
as a same of the extension of contraction when the contraction was been a						
GRAND LODGE OF KENTUCKY	FREE AND ACCEPTED MAS	SONS	61-02074	0.0		-
E Type of plan: X Single Multiple-A	A Multiple-B	Prior year plan s	size: X 100 or fewer	101-500	More than 500)
Part I Basic Information					*	
1 Enter the valuation date:	Month8 Day1	Year 2	013			
2 Assets:						
a Market value				2a		622,603
b Actuarial value				2b		597,941
3 Funding target/participant count bre	akdown:		(1) Number of participa	ants	(2) Funding	g Target
a For retired participants and benef	iciaries receiving payment	3a		3		160,823
b For terminated vested participant	s	3b		0		0
c For active participants:						
(1) Non-vested benefits		3c(1)				3,568
(2) Vested benefits		3c(2)				357,869
(3) Total active		3c(3)		6		361,437
d Total		3d		9		522,260
4 If the plan is in at-risk status, check	the box and complete lines (a) and	(b)				
a Funding target disregarding preso	ribed at-risk assumptions			4a		
b Funding target reflecting at-risk as		tion rule for plan	s that have been in	4b		
5 Effective interest rate				5		6.43 %
6 Target normal cost				6		10,989
Statement by Enrolled Actuary						
To the best of my knowledge, the information suppraccordance with applicable law and regulations. In combination, offer my best estimate of anticipated	my opinion, each other assumption is reasona					
SIGN . 1					*	
HERE	*			Sept.	18,2014	
Sig	nature of actuary				Date	
KENNETH F. HOHMAN					14-03101	
Type or	print name of actuary			Most rece	ent enrollment nun	nber
BRYAN PENDLETON SWATS & M	ICALLISTER			(50	2) 244-7828	3
11807 BRINLEY AVENUE, SUI	Firm name		Tele	ephone nu	mber (including ar	ea code)
5. 5 5 7 5 8 7 5 5 5 5 5 5 5 5 5 5 5 5 5 5	- extraction - exist Districts					
LOUISVILLE		243-1090				
A	ddress of the firm					
If the actuary has not fully reflected any requirestructions	gulation or ruling promulgated unde	er the statute in o	completing this schedule	, check th	e box and see	

PLAN YEAR: 2013 EIN/PN: 61-0207400/001

Effective Interest Rate: 6.43%

Date of		Days After	Discounted to
Contribution	Amount	8/1/2013	8/1/2013
9/17/2014	20,000.00	412	18,641.51
Total	\$20,000.00		\$18,641.51

Summary of Actuarial Assumptions

(Sample Values per 1,000 Lives)

PLAN YEAR: 2013

EIN/PN: 61-0207400/001

	Age						
	25	40	55	60			
Mortality Rates							
IRS Generational Mortality Tables with Pre and Post	Commencement	Rates					
Males (pre-commencement)	0.38	1.08	3.03	4.88			
Females (pre-commencement)	0.21	0.71	2.53	3.93			
Males (post-commencement)	0.38	1.08	5.91	8.20			
Females (post-commencement)	0.21	0.71	3.53	6.20			
With projected mortality improvements after year 20 scales) Withdrawal Rates	00 under Projecti	on Scale AA	(male and le	male			
Estimated Experience (1st Year Select)	342.40	316.90	250.60	219.40			
Estimated Experience (2nd Year Select)	140.20	133.30	116.20	105.90			
Estimated Experience (Ultimate)	86.40	51.30	34.50	31.30			
Disablement Rates							
Experience of Railroad Retirement System	1.00	2.40	21.30	10.80			

Salary Scale

5.00% per annum increases to age 65

Rate of Retirement

100% at age 65

Rate of Investment Return

	Segment 1	Segment 2	Segment 3
	(0 to 5 Years)	(5 to 20 Years)	(More than 20 Years)
Adjusted 24-Mo. Avg. Segment Rates Minimum Funding Target Liability	4.94% per annum	6.15% per annum	6.76% per annum
<u>Unadjusted 24-Mo. Avg. Segment Rates</u> Maximum Deductible Liability PBGC Variable Premium Liability (alternative method)	1.39% per annum	4.05% per annum	5.08% per annum
Other Measurements Plan termination value ASC 960	1.24% per annum	4.25% per annum	5.43% per annum
	7.25% per annum	7.25% per annum	7.25% per annum

Actuarial Valuation Method

Unit Credit

Asset Valuation Method

Market value adjusted for any accruals and further adjusted for weighted gains and losses during the prior 2 years. Weighted gains and losses for each plan year reflect interest at the applicable third segment rate. The resulting value shall not be more than 110% or less than 90% of market value.

PLAN YEAR: 2013

EIN/PN: 61-0207400/001

Form of Payment

Single life annuity

Provision for Expenses

Replacement of previous plan year's administrative expenses

Other Assumptions

Marital status at benefit commencement -- 90% married with female spouses 4 years younger than male spouses.

Top-Heavy status -- not top-heavy.

Current Code section 401(a)(17) compensation limitation -- \$255,000.

Current Code section 415(b) annual benefit limitation -- \$205,000.

Cost-of-Living escalation for Code section 401(a)(17) and 415(b) -- none.

Changes in Assumptions From Prior Actuarial Valuation

	Previous	Current Three Segment Yield Curve (4.94%, 6.15% & 6.76%)				
Minimum Funding Target Segment Rates	Three Segment Yield Curve (5.54%, 6.85% & 7.52%)					
Reason: In recognition of interest rate environment as measured by methodology set forth in Co §430(h)(2) and IRS Notice 2013-11. Previous Current						
Unadjusted 24-Mo. Avg Segment Rates (No Lookback)	Three Segment Yield Curve (1.77%, 4.67% & 5.78%)	Three Segment Yield Curve (1.39%, 4.05% & 5.08%)				
Reason: In recognition of interes § 430(h)(2).	est rate environment as measured by n	nethodology set forth in Code				

Summary of Provisions of the Plan

This summary is not a Summary Plan Description or a plan document. You should not rely solely on this summary in making a determination of eligibility for the plan or its benefits.

PLAN YEAR: 2013

EIN/PN: 61-0207400/001

Effective Date and Plan Year

The plan was established effective January 1, 1978, with the latest plan restatement effective August 1, 2011. The plan year ends on each July 31, which coincides with the Employer's fiscal year.

Eligibility

Each employee other than a collective bargaining employee is eligible to become a participant in the plan on the August 1 immediately following the completion of one year of service in which the employee works 1,000 hours.

Service

Service credited for vesting purposes means the number of plan years in which the participant completes at least 1,000 hours of service, subject to certain break in service rules. A year of service is credited for benefit purposes for each year the employee completes 500 hours of service, or is employed on the last day of the plan year.

Compensation

A participant's compensation, for purposes of the plan, shall mean his "W-2" compensation, including bonuses and overtime pay, paid during the plan year. Annual compensation is limited as required in Internal Revenue Code Sec. 401(a)(17).

Normal Retirement

Condition

The normal retirement date of a participant is the first day of the calendar month coincident with or next following his attainment of age 65.

Benefit

The normal retirement benefit, 1/12th of which is payable monthly for life, is equal to the sum of the following:

- 3.50% of average earnings multiplied by service not in excess of 5 years, plus
- 2.50% of average earnings multiplied by service after 5 years, but not in excess of 20 years.

"Average earnings" is the average annual compensation of a participant for the five consecutive plan years which produce the highest average out of the final ten plan years of service.

Accrued Benefit

The accrued benefit is the monthly benefit with payments beginning at normal retirement that has been earned due to compensation and benefit service as of any determination date. The accrued benefit is payable for the life of the participant, and is computed in the same manner as for normal retirement, using the participant's average earnings and benefit service at the determination date.

Early Retirement

Condition

A participant may retire early after attainment of age 55 and completion of 10 years of service.

Benefit

The deferred benefit, to commence at the participant's normal retirement date, and payable for life, is equal to the participant's accrued benefit determined as of his early retirement date.

PLAN YEAR: 2013

EIN/PN: 61-0207400/001

Upon written application to the pension committee, retirement benefits may commence immediately upon early retirement. In that event, the benefit determined above shall be actuarially reduced to take account of the period of time between the participant's actual retirement date and his normal retirement date.

Late Retirement

Condition

A participant may choose to postpone his retirement beyond his normal retirement date, in which event no benefit shall be payable until actual retirement.

Benefit

The benefit, payment of which commences the first day of the month following the participant's actual date of retirement, is computed in the same manner as the normal retirement benefit based upon service accrued and compensation earned through the date of retirement. This benefit shall not be less than the actuarially equivalent of the benefit the participant would have received at his normal retirement date.

Disability Retirement

Condition

In the event a participant has completed ten years of vesting service, and becomes totally and permanently disabled, as determined by the Social Security, he will be entitled to a disability benefit.

Benefit

The disability retirement benefit, which commences on the first day of the calendar month following twelve months of disability, is computed as the actuarial equivalent of the participant's accrued benefit determined as of the participant's date of termination of employment.

Death Before Retirement

Condition

In the event of the death of a participant after completing one year of service under the plan, and while either (i) actively employed by the employer, or (ii) on deferred vested status but prior to receiving any retirement benefits, a monthly survivorship benefit shall be payable to the participant's surviving spouse.

Benefit

The monthly benefit is payable on the first day of the calendar month following the participant's date of death or the earliest date the participant could have elected benefit payments to commence, whichever is later, and continuing for the lifetime of the surviving spouse. The benefit is equal to the benefit the participant would have received if the participant had terminated employment the day before his death (or on his actual date of termination if earlier), had lived to the benefit commencement date, and elected an immediate joint and 100% to survivor benefit.

Termination of Employment After 4 or More Years of Vesting Service

Condition

If a participant terminates his employment after completing 4 or more years of vesting service, he is entitled to a deferred vested benefit with payment commencing on his normal retirement date.

PLAN YEAR: 2013

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Benefit

The amount of the benefit is calculated as the product of a vesting percentage and the participant's accrued benefit determined as of his date of termination. A participant's vesting percentage can be determined from the following table:

Years of Vesting <u>Service</u>	Vesting <u>Percentage</u>			
less than 4	0%			
4	40%			
5 or more	100%			

Other Termination of Employment

If employment is otherwise terminated before retirement, no benefits are provided under the plan.

Top-Heavy Status

If in any year the plan is determined to be top heavy, the following provisions will take effect:

- A minimum accrued benefit will be determined for each participant equal to 2% of the average earnings, multiplied by the participant's years of service during which the plan is top heavy, limited to 10 such years.
- Participants will become vested in their accrued benefits according to the following schedule:

Years of Vesting <u>Service</u>	Vesting <u>Percentage</u>			
less than 2	0%			
2	20%			
3	40%			
4	60%			
5 or more	100%			

Optional Modes of Benefit Payments

Subject to the applicable plan conditions, a participant may select an optional method of benefit payment, in lieu of the prescribed life income, which is actuarially equivalent thereto. The purpose of the optional method is to permit the guarantee of retirement income payments for a minimum period of time (i.e., 10 years) or to provide a continued life income to a surviving beneficiary after the death of a participant (i.e., 50%, 75%, or 100% joint and survivor).

However, if no option is elected and the participant and his spouse are married on the date his benefit commences, the monthly benefit will automatically be paid in the form of a 50% joint and survivor annuity.

If the single sum value of the participant's benefit is not greater than \$1,000, the single sum shall be paid in lieu of any other benefits due under the plan.

Actuarial Equivalence

Actuarial equivalent values shall be computed based on the 1983 Group Annuity Mortality Table for Males, and an interest rate equal to 7.50%. However, for purposes of determining single sum benefits, such benefit shall not be less than the amount based on the mortality and interest rates, defined under Code Section 417(e)(3), in effect for the June preceding the first day of the calendar year in which the benefit is to be paid.

PLAN YEAR: 2013

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Contributions to the Plan

The employer contributes actuarially determined amounts to finance the plan benefits. No contributions by participating employees are required.

Investment of Plan Funds

The assets of the pension plan will be invested by the trustee in accordance with the terms of the trust agreement.

PLAN YEAR: 2013					
EIN/PN: 61-0207400/001					

AGE						YEARS OF	SERVICE				
GROUP		Under 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - UP
1 - 24	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
25 - 29	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
30 - 34	Number	0	1	0	1	0	0	0	0	0	0
	Avg Comp*	0	N/A	0	N/A	0	0	0	0	0	0
35 - 39	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
40 - 44	Number	0	0	0	0	1	0	0	0	0	0
	Avg Comp*	0	0	0	0	N/A	0	0	0	0	0
45 - 49	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
50 - 54	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
55 - 59	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
60 - 64	Number	0	0	0	0	0	0	1	0	0	0
	Avg Comp*	0	0	0	0	0	0	N/A	0	0	0
65 - 69	Number	0	0	0	0	0	0	0	0	0	0
	Avg Comp*	0	0	0	0	0	0	0	0	0	0
70 - UP	Number	0	0	0	0	0	1	0	1	0	0
	Avg Comp*	0	0	0	0	0	N/A	0	N/A	0	0

 $^{^{\}star}$ Average compensation is omitted since the plan has fewer than 1,000 active participants.