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 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

2016

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 05/01/1968

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
PARKER HANNIFIN CORPORATION

6035 PARKLAND BLVD
CLEVELAND, OH 44124-4186

2b Employer Identification Number (EIN)
34-0451060

2c Plan Sponsor's telephone number
216-896-3000

2d Business code (see instructions)
333200

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.	04/13/2018	PATRICIA EMOND
	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)

Preparer's telephone number

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:	**4b** EIN	
a Sponsor's name	**4c** PN	
5 Total number of participants at the beginning of the plan year	**5**	32706
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	0
a(2) Total number of active participants at the end of the plan year	**6a(2)**	0
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	0
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	0
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	0
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**	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1E

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [X]	Insurance	**(1)** [ ]	Insurance
(2) [X]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2016 Form M-1 annual report. If the plan was not required to file the 2016 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

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

2016

This Form is Open to Public Inspection

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

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

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

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 07 Day 01 Year 2016

2 Assets:

a Market value	**2a**	2621574961
b Actuarial value	**2b**	2750794385

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	16795	1385366536	1385366536
b For terminated vested participants	5181	218594397	218594397
c For active participants	10730	808085108	843856546
d Total	32706	2412046041	2447817479

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**	6.06 %
6 Target normal cost	**6**	61626124

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

02/28/2018
Date

GREGORY H. REYNOLDS
Type or print name of actuary

14-06401
Most recent enrollment number

AON CONSULTING, INC.
Firm name

216-573-9700
Telephone number (including area code)

5005 ROCKSIDE ROAD
INDEPENDENCE, 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 [ ]

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	212812911
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	212812911
10	Interest on line 9 using prior year's actual return of 2.13%	0	4532915
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		140824040
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 6.26%		8815585
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		149639625
d	Portion of (c) to be added to prefunding balance		129000000
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	346345826

Part III Funding Percentages

14	Funding target attainment percentage	14	98.22%
15	Adjusted funding target attainment percentage	15	112.37%
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	99.72%
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
			Totals ► 18(b)	0	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	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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:	2nd segment:	3rd segment:	
4.43%	5.91%	6.65%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes	☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is 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**	61626124
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	43368920	7287835
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**	68913959

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	68913959	68913959

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
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)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2016** **This Form is Open to Public Inspection.**

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

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

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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)

CONDUENT HR SOLUTIONS, LLC

04-3609848

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	PLAN ADMINISTRATOR	1106402	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

GRANTHAM MAYO

04-2691242

(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?
28	INVESTMENT MANAGER	931941	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

ABERDEEN ASSET MANAGEMENT

51-0368279

(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?
28	INVESTMENT MANAGER	839388	Yes [ ] No [X]	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)

WALTER SCOTT GLOBAL INV MGMT

76-6192146

(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?
28 40	INVESTMENT MANAGER	796894	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CAPITAL GUARDIAN

95-2553868

(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?
28	INVESTMENT MANAGER	632088	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

JP MORGAN

13-4179575

(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?
28	INVESTMENT MANAGER	624136	Yes [ ] No [X]	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)

COPPER ROCK INTERNATIONAL

27-2016436

(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?
28	INVESTMENT MANAGER	603815	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BANK OF NEW YORK MELLON

13-5160382

(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	TRUSTEE	590725	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PIMCO

33-0629048

(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?
28	INVESTMENT MANAGER	582333	Yes [ ] No [X]	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)

FRANKLIN TEMPLETON GLOBAL MULTI-SEC

300 S.E. 2ND STREET
FORT LAUDERDALE, FL 33301

80-0733663

(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?
28	INVESTMENT MANAGER	474310	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SANDS CAPITAL MANAGEMENT, LLC

20-2830751

(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?
28	INVESTMENT MANAGER	443466	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PARKER HANNIFIN CORPORATION

34-0451060

(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?
30	PENSION ADMINISTRATION	406143	Yes [ ] No [X]	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)

PZENA

13-3860154

(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?
28	INVESTMENT MANAGER	375036	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NEW ENGLAND PENSION CONSULTANTS

26-1429809

(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?
27	INVESTMENT ADVISOR	290000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

HEXAVEST, INC

27-4751991

(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?
28 40	INVESTMENT MANAGER	271101	Yes [ ] No [X]	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)

WILLIAM BLAIR & COMPANY, LLC.

36-2214610

(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?
28	INVESTMENT MANAGER	235389	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CRAMER ROSENTHAL MCGLYNN

13-3977282

(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?
28	INVESTMENT MANAGER	206570	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BLACKROCK INST'L TRUST CO, N.A.

26-3816145

(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?
28	INVESTMENT MANAGER	182760	Yes [ ] No [X]	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)

TIMES SQUARE

20-1665304

(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?
28	INVESTMENT MANAGER	161831	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

AON HEWITT

36-2265791

(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?
10	ACTUARY	119881	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BAKER AND HOSTELLAR

127 PUBLIC SQUARE
CLEVELAND, OH 44114

34-0082025

(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?
29	LEGAL COUNSEL	74514	Yes [ ] No [X]	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)

RSM US LLP

42-0714325

(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?
10	AUDIT	26250	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TOTAL MARKETING RESOURCES

27-3112843

(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?
36	PRINTING & MAILING	9339	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan 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

2016

This Form is Open to Public Inspection.

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

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

a Name of MTIA, CCT, PSA, or 103-12 IE: EQUITY INDEX NON-LENDING FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
80-0300291-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: LONG TERM CREDIT BOND INDEX FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3118550-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: JPMCB EMERGING MKTS EQUITY FOCUSED

b Name of sponsor of entity listed in (a): JPMORGAN CHASE BANK, N.A.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
13-4179575-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: WALTER SCOTT GLOBAL FUND

b Name of sponsor of entity listed in (a): WALTER SCOTT GLOBAL FUND

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
76-6192146-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: EMERGING MRKTS SMALL COMPANIES FUND

b Name of sponsor of entity listed in (a): ABERDEEN ASSET MANAGEMENT INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
61-1581337-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: FRANKLIN TEMPLETON GLOBAL MS PLUS

b Name of sponsor of entity listed in (a): FRANKLIN TEMPLETON

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
80-0733663-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: CR INTL SMALL CAP COMMINGLED FUND

b Name of sponsor of entity listed in (a): COPPER ROCK CAPITAL PARTNERS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-2016436-000	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: HEXAVEST WORLD EQUITY FUND

b Name of sponsor of entity listed in (a): EATON VANCE GROWTH TRUST

c EIN-PN 27-4751991-000	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

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

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

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

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a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

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

2016

This Form is Open to Public Inspection

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

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)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1416430	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	22570487	0
(2) U.S. Government securities	1c(2)	147322423	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	3559747	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	318506063	0
(5) Partnership/joint venture interests	1c(5)	280271022	0
(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)	1053882235	0
(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)	486878747	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	609539	0

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	**1d(1)**	143651935	0
	(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**	2458668628	0
	Liabilities			
g	Benefit claims payable	**1g**		
h	Operating payables	**1h**		
i	Acquisition indebtedness	**1i**		
j	Other liabilities	**1j**	55167773	0
k	Total liabilities (add all amounts in lines 1g through1j)	**1k**	55167773	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	**1l**	2403500855	0

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)**	220000000	
	(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)**		220000000
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	**2b(1)(A)**	2327873	
	(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)**		2327873
	(2) Dividends: **(A)** Preferred stock	**2b(2)(A)**		
	(B) Common stock	**2b(2)(B)**	30313356	
	(C) Registered investment company shares (e.g. mutual funds)	**2b(2)(C)**		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	**2b(2)(D)**		30313356
	(3) Rents	**2b(3)**		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	**2b(4)(A)**	26845356	
	(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)**		26845356
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	**2b(5)(A)**		
	(B) Other	**2b(5)(B)**	237885888	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	**2b(5)(C)**		237885888

		(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)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		517372473
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	146528653	
(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)		146528653
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)	1236753	
(2) Contract administrator fees	2i(2)	1106402	
(3) Investment advisory and management fees	2i(3)	7648976	
(4) Other	2i(4)	16910694	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		26902825
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		173431478
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		343940995
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		2747441850

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)** [X] Disclaimer **(4)** [ ] Adverse

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

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

(1) Name: RSM US LLP **(2)** EIN: 42-0714325

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:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	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.)	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.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		40000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	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?	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?	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.)	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.)	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?	4k	X		
l	Has the plan failed to provide any benefit when due under the plan?	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			
o	Defined Benefit Plan or Money Purchase Pension Plan Only: Were any distributions made during the plan year to an employee who attained age 62 and had not separated from service?	4o			

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)
RETIREMENT PLAN FOR EMPLOYEES OF PERRY EQUIPMENT CORPORATION	26-1200603	001

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
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4037559. (See instructions.)

Part V Trust Information

6a Name of trust	**6b** Trust's EIN

6c Name of trustee or custodian	**6d** Trustee's or custodian's telephone number

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 sections 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

2016

This Form is Open to Public Inspection.

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

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** 0

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): 36-6505308

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** 157

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section of 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)? ..... [X] **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** [X] **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. ..... [X] **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: 43.0 % Investment-Grade Debt: 48.0 % High-Yield Debt: _____% Real Estate: _____% Other: 9.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☒ Other (specify): BLENDED BASED ON MGR-DAT

Part VII IRS Compliance Questions

20a Is the plan a 401(k) plan? If "No," skip b	☐ Yes ☐ No
20b How did the plan satisfy the nondiscrimination requirements for employee deferrals under section 401(k)(3) for the plan year? Check all that apply:	☐ Design-based safe harbor ☐ "Prior year" ADP test ☐ "Current year" ADP test ☐ N/A
21a What testing method was used to satisfy the coverage requirements under section 410(b) for the plan year? Check all that apply:	☐ Ratio percentage test ☐ Average benefit test ☐ N/A
21b Did the plan satisfy the coverage and nondiscrimination requirements of sections 410(b) and 401(a)(4) for the plan year by combining this plan with any other plan under the permissive aggregation rules?	☐ Yes ☐ No

22a If the plan is a master and prototype plan (M&P) or volume submitter plan that received a favorable IRS opinion letter or advisory letter, enter the date of the letter ____/____/____ and the serial number _____.

22b If the plan is an individually-designed plan that received a favorable determination letter from the IRS, enter the date of the most recent determination letter ____/____/____.

Parker-Hannifin
Consolidated Pension Plan

Financial Report
June 30, 2017

Contents

Independent Auditor's Report	1-2
Financial Statements	
Statements of Net Assets Available for Benefits at June 30, 2017 and 2016	3
Statements of Changes in Net Assets Available for Benefits for the Years Ended June 30, 2017 and 2016	4
Statement of Accumulated Plan Benefits as of June 30, 2016	5
Statement of Changes in Accumulated Plan Benefits for the Year Ended June 30, 2016	5
Notes to Financial Statements	6-11
Supplemental Schedule:	
Schedule H, Line 4j -- Schedule of Reportable Transactions	12

RSM US LLP

Independent Auditor's Report

To the Board of Directors of
Parker-Hannifin Corporation and Participants of the
Parker-Hannifin Consolidated Pension Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Parker-Hannifin Consolidated Pension Plan (the Plan), which comprise the statements of net assets available for benefits as of June 30, 2017 and 2016, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of June 30, 2016 and the related statement of changes in accumulated plan benefits for the year then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's 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 10, which was certified or provided by Bank of New York Mellon, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of June 30, 2017 and 2016, and for the years then ended, that the information provided to the Plan Administrator by the trustee is complete and accurate to the best of their knowledge and belief.

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.

RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Visit rsmus.com/aboutus for more information regarding RSM US LLP and RSM International.

Emphasis of Matter
As discussed in Note 4 to the financial statements, the executive management of Parker-Hannifin Corporation, the Plan's sponsor, elected to merge the Plan into the Retirement Plan Employees of Perry Equipment Corporation (the PECO plan) effective June 30, 2017. Net assets and accumulated benefits were under the legal control of the PECO plan as of June 30, 2017.

Our disclaimer of opinion is not modified with respect to this matter.

Other Matter – Supplemental Information
The supplemental schedule of reportable transactions as of or for the year ended June 30, 2017, is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purposes of additional analysis but are not a required part of the financial statements. This supplemental schedule is the responsibility of the Plan's management. 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 schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations
The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided 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.

RSM US LLP

Cleveland, Ohio
April 6, 2018

Parker-Hannifin Consolidated Pension Plan

Statements of Net Assets Available for Benefits
June 30, 2017 and 2016

	2017	2016
ASSETS		
Investments, at fair value (Note 5)	**$ —**	$2,457,252,198
Accrued interest and dividends	**—**	1,416,430
Total Assets	**—**	2,458,668,628
LIABILITIES		
Net pending purchases	**—**	55,167,773
Net Assets Available For Benefits	**$ —**	$2,403,500,855

The accompanying footnotes are an integral part
of the financial statements.

Parker-Hannifin Consolidated Pension Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended June 30, 2017 and 2016

	2017	2016
ADDITIONS		
Investment Income		
Interest and dividend income	**$ 32,641,229**	$ 38,309,108
Net appreciation in the fair value of investments	**264,731,244**	21,030,813
Employer contributions (Note 2)	**220,000,000**	200,000,000
Total additions	**517,372,473**	259,339,921
DEDUCTIONS		
Benefit payments	**146,528,653**	143,678,065
Administrative expenses	**26,902,825**	19,681,944
Total deductions	**173,431,478**	163,360,009
Net increase	**343,940,995**	95,979,912
Transfer To Other Plan (Notes 1 and 4)	**(2,747,441,850)**	—
Net Assets Available For Benefits - Beginning Of Year	**2,403,500,855**	2,307,520,943
Net Assets Available For Benefits - End Of Year	**$ —**	**$2,403,500,855**

The accompanying footnotes are an integral part
of the financial statements.

Parker-Hannifin Consolidated Pension Plan

Statement of Accumulated Plan Benefits
June 30, 2016

Actuarial Present Value of Accumulated Plan Benefits (Note 3)	
Vested benefits:	
Participants currently receiving payments	$1,256,061,473
Other vested participants	870,201,229
	2,126,262,702
Nonvested benefits	29,251,724
Total Actuarial Present Value of Accumulated Plan Benefits	$2,155,514,426

Statement of Changes in Accumulated Plan Benefits
Year Ended June 30, 2016

Actuarial Present Value of Accumulated Plan Benefits - Beginning of Year	$2,091,363,439
Increase (decrease) during the year attributable to:	
Assumption Changes	(11,270,661)
Benefits accumulated /actuarial losses	67,537,979
Change in discount period	151,561,734
Benefits Paid	(143,678,065)
Actuarial Present Value of Accumulated Plan Benefits - End of Year	$2,155,514,426

The accompanying footnotes are an integral part of the financial statements.

1. Description of the Plan

The Plan was a noncontributory defined benefit pension plan to which the Plan Sponsor, Parker-Hannifin Corporation (the Company), contributed such amounts as were necessary on an actuarial basis to provide the Plan with assets sufficient to pay benefits to its participants. Normal retirement was at age 65 provided the employee completed at least five years of service. The Plan also provided for early retirement upon reaching established age and service levels, certain disability benefits, death benefits and certain termination provisions. Participants referred to the appropriate summary plan description or the plan document for more complete information. The Plan was subject to the provisions of the Employee Retirement Income Security Act (ERISA), as amended, the Pension Protection Act of 2006 (PPA), as amended and corrected, and the Moving Ahead for Progress in the 21st Century Act (MAP-21).

As of April 1, 2004, automatic participation in the Plan by new employees of the Company was restricted to certain employees. Most new employees of the Company were automatically enrolled in a defined contribution plan in lieu of their participation in the Plan. Existing employees as of April 1, 2004 who elected to participate in the defined contribution plan had their pension benefits frozen at June 30, 2004.

On February 28, 2017, the Company acquired CLARCOR Inc. (Clarcor) including its wholly-owned subsidiary Perry Equipment Corporation. Subsequent to this acquisition, the Company decided to consolidate the Plan with Clarcor's pension plans. On June 30, 2017, the Plan merged into the Retirement Plan for Employees of Perry Equipment Corporation (the PECO plan). The Plan will retain all plan provisions including benefit payment arrangements in effect immediately preceding the merger into the PECO Plan.

2. Summary of Significant Accounting Policies

Basis of Accounting The accompanying financial statements are prepared on the accrual basis of accounting, however, benefit payments were recorded when paid.

Investment Valuation Investments were measured at fair value. Quoted market prices, net asset values or other observable inputs were used to determine the estimated fair value of the underlying investments of the Plan. Purchases and sales of securities were reflected on a trade-date basis.

Income Recognition Dividend income was recorded on the ex-dividend date. Interest was recorded as earned on an accrual basis. Gain or loss on disposition of securities was based on average cost of the investments. Net appreciation (depreciation) in the fair value of its investments reported in the statements of changes in net assets available for benefits consisted of the realized gains (losses) from the sale of investments and the unrealized appreciation (depreciation) on those investments.

Contributions Company contributions meet the minimum funding requirements of ERISA , the PPA and MAP-21 and were designed to fund the Plan's current service costs on a current basis and to fund over the applicable time period the estimated accrued benefit cost arising from qualifying past service. The Company was not required to make any contributions for the years ended June 30, 2017 and 2016. Discretionary cash contributions of $220,000,000 and $200,000,000 were made during the years ended June 30, 2017 and June 30, 2016, respectively. The investment income of the Plan served to reduce future contributions that would otherwise be required to provide for the defined level of benefits under the Plan.

Expenses The Plan’s expenses were paid either by the Plan or the Company, as provided by the plan document. Expenses that were paid directly by the Company are excluded from these financial statements.

2. Summary of Significant Accounting Policies (cont'd)

Risk and Uncertainties The Plan invested in various investment securities. Investment securities were exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it was at least reasonably possible that changes in the values of investment securities would occur and that such change could have materially affected the amounts reported in the statements of net assets available for benefits.

Plan contributions were made and the actuarial present value of accumulated plan benefits were reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties in the estimation and assumptions process, it was at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Other The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America required the plan administrator to make estimates and assumptions that affected the amounts reported in the financial statements and accompanying notes.

Subsequent Events The Plan has evaluated subsequent events that have occurred through the date these financial statements were available to be issued. No subsequent events occurred that required adjustment to these financial statements.

3. Benefits

Accumulated plan benefits were calculated by consulting actuaries at July 1, 2016, the most recent benefit information date. Had the valuation been performed as of June 30, 2016, there would be no material differences in the accumulated plan benefits. The valuation was performed using the RP-2014 tables, projected using generational scale MP-2017, an updated projection scale issued by the Society of Actuaries in 2017. Accumulated plan benefits represent those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered and include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, disability and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits 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 dates of payments.

3. Benefits (cont'd)

The significant assumptions for Plan reporting requirements underlying the Plan's actuarial computations at July 1, 2016 are as follows:

Actuarial Cost Method	Standard unit credit cost method
Interest Rate	7.5%
Mortality	Healthy - RP-2014 tables using projection scale MP-2017 with no collar adjustments for males and blue collar adjustments for females. Disabled - RP-2014 table using projection scale MP-2017.
Retirement Age	The incidence of retirement ranges from 0% to 100% for active participants who are 55 or older.
Benefit Commencement Age - Terminated Vested	62

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

4. Plan Merger

As of June 30, 2017, the Plan's net assets of $2,747,441,850 and accumulated plan benefits of $2,197,230,168 transferred to and was assumed by the PECO plan. During the period July 1, 2016 through June 30, 2017, the accumulated plan benefits increased $41,715,742 primarily due to a change in the discount period and benefits accumulated, partially offset by benefits paid. The amounts attributed to change in the discount period and benefits accumulated and other were $156,268,094 and $31,997,845, respectively. Benefits paid decreased the accumulated plan benefits by $146,550,197 during the period.

5. Investments

The Plan's investments at June 30, 2017 and 2016 are summarized as follows:

	2017		2016	
	Fair Value	**Cost**	Fair Value	Cost
Cash and cash equivalents	**$ —**	**$ —**	$ 22,570,487	$ 22,590,531
Equity securities:				
Parker-Hannifin Corporation	—	—	143,651,935	19,135,336
Other	—	—	318,506,063	294,648,076
Government securities	—	—	147,322,423	121,631,828
Corporate bonds	—	—	3,559,747	3,449,437
Mutual funds	—	—	486,878,747	501,201,309
Common/collective trusts	—	—	1,053,882,235	884,239,679
Limited partnerships	—	—	280,271,022	246,685,605
Miscellaneous	—	—	609,539	4,190,639
Total investments	—	—	2,457,252,198	2,097,772,440
Accrued interest and dividends	—	—	1,416,430	1,416,430
Net pending purchases	—	—	(55,167,773)	(55,167,773)
Total net investments	**$ —**	**$ —**	$ 2,403,500,855	$ 2,044,021,097

6. Fair Value Measurements

A summary of the Plan's investments that were measured at fair value on a recurring basis at June 30, 2016 follows:

	Total	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	$ 22,570,487	$ 21,992,487	$ 578,000	$ —
Equity securities	462,157,998	462,157,998	—	—
Government securities	147,322,423	116,267,125	31,055,298	—
Corporate bonds	3,559,747	—	3,559,747	—
Mutual funds	247,372,038	247,372,038	—	—
Miscellaneous	609,539	—	609,539	—
Total investments in the fair value hierarchy	883,592,232	847,789,648	35,802,584	—
Investments measured at net asset value [(a)]	1,573,659,966			
	$ 2,457,252,198	$ 847,789,648	$ 35,802,584	$ —

[(a)] Certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. These amounts are being presented in the tables above to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

6. Fair Value Measurements (cont'd)

Cash equivalents, which include repurchase agreements and other short-term investments, were valued at cost, which approximates fair value.

Equity securities consist of common stock of both U.S. and foreign corporations and were valued at the closing price reported on the active market on which the individual securities are traded.

Government securities and corporate bonds are valued using both market observable inputs for similar assets that were traded on an active market and the closing price on the active market on which the individual securities are traded.

Mutual funds were valued using the closing market price reported on the active market on which the fund was traded. The funds primarily provided exposure to U.S. and international equities, high-yield and emerging market fixed income securities, real estate and commodities.

Miscellaneous includes a long term private placement investment and a life insurance product which were measured at fair value using observable inputs.

Investments measured at net asset value include non-exchange traded mutual funds, common/collective trusts and limited partnerships. Non-exchange traded mutual funds consist primarily of fixed income securities available to institutional clients. Common/collective trusts primarily consist of equity and fixed income funds and provide exposure to large, mid and small cap U.S. equities, international large and small cap equities, emerging market equities, and U.S., international and emerging market debt securities. Non-exchange traded mutual funds could have been redeemed daily and without restriction. Common/collective trust investments could have been redeemed after giving appropriate notice to the issuer. The Plan had the ability to liquidate these investments after giving appropriate notice to the issuer. At June 30, 2016, the Plan had no unfunded commitments related to these investments. Limited partnerships include hedge funds which could have been redeemed either monthly or quarterly and without restriction after giving appropriate notice to the issuer. The Plan had the ability to liquidate its limited partnership investments after giving appropriate notice to the issuer. Generally, the common/collective trusts required no more than a 60 day redemption notice while the limited partnership investments required no more than a 95 day redemption notice. At June 30, 2016, the Plan had no unfunded commitments related to these investments. Hedge funds provided exposure to a variety of hedging strategies including long/short equity, relative value, event driven and global macro.

7. Tax Status

The Plan obtained its last determination letter on March 31, 2016, 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. No provision for income taxes was included in the Plan's financial statements.

United States generally accepted accounting principles require the plan administrator to evaluate uncertain tax positions taken by the Plan. The plan administrator has concluded that as of June 30, 2017, there were no uncertain tax positions taken by the Plan. The Plan did not recognized any interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. Termination Priorities

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

9. Party-In-Interest

Certain Plan investments held by the Plan were cash equivalents managed by Bank of New York Mellon (BNY). BNY was the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

The Plan held shares of Parker-Hannifin Corporation common stock. Investment activity related to these shares qualified as party-in-interest transactions.

10. Trustee Certification

The information used as a basis for the financial statements which was certified or provided by the trustee is as follows: Statements of Net Assets Available for Benefits – at fair value; Statements of Changes in Net Assets Available for Benefits – all additions except for employer contributions and Note 4.

Parker-Hannifin Consolidated Pension Plan
Schedule H, Line 4(j) – Schedule of Reportable Transactions
June 30, 2017
EIN 34-0451060

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expense incurred with transaction	(g) Cost of asset	(h) Current value of assets on transaction date	(i) Net gain or (loss)
Category (i) - Individual transaction in excess of five percent of beginning plan net assets:								
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	$200,000,302	$ —	$ —	$ —	$ —	$200,000,302	$ —
Category (iii) - Series of individual transaction in excess of five percent of beginning plan net assets:								
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	$676,088,647	$ —	$ —	$ —	$ —	$676,088,647	$ —
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	—	685,250,775	—	—	685,250,775	685,250,775	—
	PIMCO FDS SHORT TERM FLTG NAV PORT II	92,624,706		—	—		92,624,706	—
	PIMCO FDS SHORT TERM FLTG NAV PORT II	—	82,400,000	—	—	82,398,601	—	1,399
	US TREASURY NOTE 2.00% 02/15/2025 DD 02/15/15	83,734,896		—	—		83,734,896	—
	US TREASURY NOTE 2.00% 02/15/2025 DD 02/15/15	—	75,770,973	—	—	75,797,807	—	(26,834)

*** Denotes Party-in-Interest**

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of July 1, 2016

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25	12	106 $47,283	4							
25-29	20 $58,090	178 $48,592	57 $51,197	4						
30-34	37 $65,906	151 $50,481	87 $52,258	72 $63,769	9					
35-39	37 $86,597	215 $76,283	152 $65,022	129 $67,872	148 $71,662	9				
40-44	42 $102,591	225 $68,596	314 $87,962	209 $68,714	250 $76,242	153 $75,927	3			
45-49	39 $91,925	185 $67,156	290 $75,711	287 $74,457	324 $84,177	292 $84,432	161 $80,998	9		
50-54	26 $75,600	167 $68,323	220 $67,622	358 $75,608	446 $89,451	341 $82,462	359 $100,170	177 $96,810	27 $88,570	
55-59	22 $79,253	121 $59,920	188 $64,828	367 $72,973	402 $85,803	319 $83,981	462 $94,072	284 $104,946	365 $91,247	36 $69,968
60-64	10	54 $59,788	95 $56,313	227 $69,456	210 $85,292	178 $82,042	251 $89,873	179 $92,419	209 $99,384	103 $82,972
65-69		4	10	39 $73,493	41 $80,288	40 $86,022	42 $88,876	32 $103,738	27 $108,399	33 $94,727
70+		1	2	1	12	9	8	2	8	6

N - 10,730

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month look-back (as of March 2016), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor.
1st Segment Rate	4.43%.
2nd Segment Rate	5.91%.
3rd Segment Rate	6.65%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of March 2016), without regard to interest rate stabilization.
1st Segment Rate	1.46%.
2nd Segment Rate	3.93%.
3rd Segment Rate	4.94%.
Salary Increases	The merit amount shown in Table 1 plus 3.50%.
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.50% per year.
Social Security COLA Increases	3.00%.
Optional Payment Form Election Percentage	
Former Wynn Participants	90% lump sum; 10% life annuity.
Former STI Participants	10 year certain and life for Autoclave benefit; 100% life annuity for all other benefits.
All Others	100% life annuity. 50% joint survivor for RMA and TPS benefits.

Optional Payment Form Conversion Interest Rate	7.0% for RMA accounts. 6.0% for profit sharing accounts (prior plan balances). Same as funding interest rates above for lump sums.
Optional Payment Form Conversion Mortality	The mortality table described in Revenue Ruling 2001-62 for RMA accounts. The UP-1984 Unisex mortality table for profit sharing accounts (prior plan balances). Current IRC section 417(e) table for lump sums.
Retirement Age	
Active Participants	See Tables 2–7.
Terminated Vested Participants	Age 62.
Mortality Rates	
Healthy	2016 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e).
Disabled	2016 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e) for all participants except former Snap-tite plan participants. Revenue Ruling 96-7 mortality table for disability after December 31, 1994 is used for former Snap-tite plan participants.
Withdrawal Rates	See Table 8.
Disability Rates	See Tables 9–10.
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).

Surviving Spouse Benefit	For all participants except former Snap-tite plan participants, it is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses. For former Snap-tite plan participants, it is assumed that 85% of males and 85% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $210,000 and the IRC section 401(a)(17) compensation limit of $265,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2014 Plan Year	7.50%, limited to 6.99%.
2015 Plan Year	7.50%, limited to 6.81%.
2016 Plan Year	7.50%, limited to 6.65%.
Trust Expenses Included in Target Normal Cost	$2,779,000 plus PBGC premiums. Based on prior year expenses rounded to the nearest $1,000.
Actuarial Method	Standard unit credit cost method.
Valuation Date	July 1, 2016.

Actuarial Assumptions and Methods

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	8.00%	45	1.50%
16	8.00%	46	1.50%
17	8.00%	47	1.50%
18	8.00%	48	1.50%
19	8.00%	49	1.50%
20	8.00%	50	1.00%
21	8.00%	51	1.00%
22	8.00%	52	1.00%
23	8.00%	53	1.00%
24	8.00%	54	1.00%
25	5.00%	55	0.50%
26	5.00%	56	0.50%
27	5.00%	57	0.50%
28	5.00%	58	0.50%
29	5.00%	59	0.50%
30	4.00%	60	0.25%
31	4.00%	61	0.25%
32	4.00%	62	0.25%
33	4.00%	63	0.25%
34	4.00%	64	0.25%
35	3.00%	65+	0.00%
36	3.00%		
37	3.00%		
38	3.00%		
39	3.00%		
40	2.00%		
41	2.00%		
42	2.00%		
43	2.00%		
44	2.00%		

Table 2

Retirement Rates—Retirement Plan, Commercial Intertech and Wynn Sub-Plans 050, 138, 147, and 184

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	7.00%
59	9.00%
60	9.00%
61	14.00%
62	24.00%
63	19.00%
64	29.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Retirement Rates—Greenville Sub-Plan 126

Age	Rate
55	20.00%
56	20.00%
57	20.00%
58	20.00%
59	20.00%
60	35.00%
61	35.00%
62	45.00%
63	40.00%
64	30.00%
65+	100.00%

Table 4

Retirement Rates—NWL Retirement Plan
Sub-Plan 129

	Years of Service	
Age	**0–29**	**30+**
55	17.00%	5.00%
56	17.00%	5.00%
57	17.00%	10.00%
58	18.00%	10.00%
59	20.00%	10.00%
60	20.00%	15.00%
61	25.00%	20.00%
62	20.00%	40.00%
63	15.00%	40.00%
64	25.00%	40.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Table 5

Retirement Rates—Hourly Plans With Age 55 Retirement Eligibility
Sub-Plans 001,104,116,117,148,149,150 and 151

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	8.00%
59	10.00%
60	10.00%
61	15.00%
62	25.00%
63	20.00%
64	30.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 6

Retirement Rates—Hourly Plans With Age 60 Retirement Eligibility
Sub-Plans 011,139,158 and 161

Age	Rate
60	10.00%
61	15.00%
62	25.00%
63	20.00%
64	30.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 7

Retirement Rates—Gresen and Former Snap-tite Participants
Sub-Plans 140, 188, 189, and 190

Age	Rate
55	0.00%
56	0.00%
57	0.00%
58	0.00%
59	0.00%
60	0.00%
61	0.00%
62	25.00%
63	25.00%
64	25.00%
65+	100.00%

Table 8—Page 1 of 2

Withdrawal Rates

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
20	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
21	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
22	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
23	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
24	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
25	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
26	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
27	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
28	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
29	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
30	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
31	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
32	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
33	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
34	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
35	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
36	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
37	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
38	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
39	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
40	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
41	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
42	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
43	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
44	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
45	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
46	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
47	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
48	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
49	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%

Table 8—Page 2 of 2

Withdrawal Rates

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
50	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
51	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
52	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
53	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
54	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
55	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
56	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
57	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
58	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
59	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
60+	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%

Table 9

Disability Rates—Hourly and Former Snap-tite Participants

Age	Male	Female	Age	Male	Female
15	0.044%	0.039%	45	0.505%	0.522%
16	0.047%	0.042%	46	0.556%	0.570%
17	0.051%	0.045%	47	0.616%	0.628%
18	0.055%	0.048%	48	0.682%	0.695%
19	0.059%	0.051%	49	0.751%	0.770%
20	0.064%	0.055%	50	0.830%	0.854%
21	0.069%	0.060%	51	0.922%	0.947%
22	0.074%	0.066%	52	1.033%	1.052%
23	0.080%	0.074%	53	1.170%	1.181%
24	0.086%	0.084%	54	1.330%	1.334%
25	0.093%	0.096%	55	1.502%	1.490%
26	0.100%	0.108%	56	1.674%	1.630%
27	0.108%	0.121%	57	1.836%	1.733%
28	0.116%	0.135%	58	1.984%	1.753%
29	0.125%	0.149%	59	2.126%	1.773%
30	0.134%	0.165%	60	2.266%	1.793%
31	0.145%	0.181%	61	2.408%	1.813%
32	0.157%	0.198%	62	2.558%	1.833%
33	0.170%	0.215%	63	2.712%	1.903%
34	0.184%	0.234%	64	2.868%	1.992%
35	0.199%	0.252%	65	3.028%	2.095%
36	0.216%	0.272%	66	3.199%	2.207%
37	0.237%	0.293%	67	3.382%	2.322%
38	0.260%	0.314%	68	3.577%	2.441%
39	0.286%	0.335%	69+	3.781%	2.567%
40	0.314%	0.357%			
41	0.345%	0.383%			
42	0.000%	0.000%			
43	0.419%	0.447%			
44	0.460%	0.482%			

Table 10

Disability Rates—Salaried and Wynn Participants

Age	Male	Female	Age	Male	Female
15	0.021%	0.023%	45	0.202%	0.323%
16	0.023%	0.025%	46	0.226%	0.354%
17	0.024%	0.026%	47	0.255%	0.391%
18	0.025%	0.027%	48	0.286%	0.434%
19	0.027%	0.029%	49	0.320%	0.480%
20	0.029%	0.030%	50	0.358%	0.533%
21	0.030%	0.032%	51	0.405%	0.592%
22	0.032%	0.035%	52	0.465%	0.660%
23	0.034%	0.038%	53	0.539%	0.745%
24	0.036%	0.042%	54	0.626%	0.847%
25	0.038%	0.047%	55	0.722%	0.952%
26	0.040%	0.052%	56	0.822%	1.045%
27	0.042%	0.058%	57	0.924%	1.115%
28	0.044%	0.065%	58	1.030%	1.130%
29	0.046%	0.072%	59	1.141%	1.144%
30	0.048%	0.080%	60	1.256%	1.159%
31	0.050%	0.089%	61	1.368%	1.173%
32	0.054%	0.099%	62	1.475%	1.188%
33	0.058%	0.110%	63	1.572%	1.234%
34	0.064%	0.123%	64	1.663%	1.292%
35	0.069%	0.136%	65	1.753%	1.358%
36	0.077%	0.150%	66	1.846%	1.430%
37	0.085%	0.165%	67	1.950%	1.505%
38	0.095%	0.180%	68	2.063%	1.582%
39	0.105%	0.195%	69+	2.180%	1.664%
40	0.117%	0.211%			
41	0.131%	0.229%			
42	0.000%	0.000%			
43	0.164%	0.273%			
44	0.182%	0.296%			

Parker-Hannifin Consolidated Pension Plan
Schedule H, Line 4(j) – Schedule of Reportable Transactions
June 30, 2017
EIN 34-0451060

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expense incurred with transaction	(g) Cost of asset	(h) Current value of assets on transaction date	(i) Net gain or (loss)
Category (i) - Individual transaction in excess of five percent of beginning plan net assets:								
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	$200,000,302	$ —	$ —	$ —	$ —	$200,000,302	$ —
Category (iii) - Series of individual transaction in excess of five percent of beginning plan net assets:								
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	$676,088,647	$ —	$ —	$ —	$ —	$676,088,647	$ —
*	EB TEMPORARY INVESTMENT FUND; VARIABLE RATE 12/31/49 FEE CL 13	—	685,250,775	—	—	685,250,775	685,250,775	—
	PIMCO FDS SHORT TERM FLTG NAV PORT II	92,624,706		—	—		92,624,706	—
	PIMCO FDS SHORT TERM FLTG NAV PORT II	—	82,400,000	—	—	82,398,601	—	1,399
	US TREASURY NOTE 2.00% 02/15/2025 DD 02/15/15	83,734,896		—	—		83,734,896	—
	US TREASURY NOTE 2.00% 02/15/2025 DD 02/15/15	—	75,770,973	—	—	75,797,807	—	(26,834)

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

2016

This Form is Open to Public Inspection

For calendar plan year 2016 or fiscal plan year beginning 07/01/2016 and ending 06/30/2017

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

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

A Name of plan
THE PARKER-HANNIFIN CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
PARKER HANNIFIN CORPORATION

D Employer Identification Number (EIN)
34-0451060

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 07 Day 01 Year 2016

2 Assets:

a Market value	**2a**	2,621,574,961
b Actuarial value	**2b**	2,750,794,385

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	16,795	1,385,366,536	1,385,366,536
b For terminated vested participants	5,181	218,594,397	218,594,397
c For active participants	10,730	808,085,108	843,856,546
d Total	32,706	2,412,046,041	2,447,817,479

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**	6.06%
6 Target normal cost	**6**	61,626,124

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 GREGORY H. REYNOLDS GHR — 02/28/2018

Signature of actuary — Date

GREGORY H. REYNOLDS — 1706401

Type or print name of actuary — Most recent enrollment number

AON CONSULTING, INC. — 216-573-9700

Firm name — Telephone number (including area code)

5005 ROCKSIDE ROAD

INDEPENDENCE 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 [ ]

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	212,812,911
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	212,812,911
10	Interest on line 9 using prior year's actual return of 2.13%	0	4,532,915
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		140,824,040
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 6.26%		8,815,585
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		149,639,625
	d Portion of (c) to be added to prefunding balance		129,000,000
12	Other reductions in balances due to elections or deemed elections		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	346,345,826

Part III Funding Percentages

14	Funding target attainment percentage	14	98.22%
15	Adjusted funding target attainment percentage	15	112.37%
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	99.72%
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
			Totals ▶ 18(b)	0	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	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
4.43 %	5.91 %	6.65%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
27 If the plan is 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**	61,626,124
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	43,368,920	7,287,835
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**	68,913,959

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	68,913,959	68,913,959

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

41 If an election was made to use PRA 2010 funding relief for this plan:

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

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

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

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

Hourly Plans with Age 55 Retirement Eligibility

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	7.00%	0.9300	3.68
57.5	7.00%	0.8649	3.48
58.5	8.00%	0.8044	3.76
59.5	10.00%	0.7400	4.40
60.5	10.00%	0.6660	4.03
61.5	15.00%	0.5994	5.53
62.5	25.00%	0.5095	7.96
63.5	20.00%	0.3821	4.85
64.5	30.00%	0.3057	5.92
65.5	50.00%	0.2140	7.01
66.5	50.00%	0.1070	3.56
67.5	50.00%	0.0535	1.81
68.5	50.00%	0.0267	0.92
69.5	50.00%	0.0134	0.46
70	100.00%	0.0067	0.47
		Weighted Average	61.73

Hourly Plans with Age 60 Retirement Eligibility

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
60.5	10.00%	1.0000	6.05
61.5	15.00%	0.9000	8.30
62.5	25.00%	0.7650	11.95
63.5	20.00%	0.5738	7.29
64.5	30.00%	0.4590	8.88
65.5	50.00%	0.3213	10.52
66.5	50.00%	0.1607	5.34
67.5	50.00%	0.0803	2.71
68.5	50.00%	0.0402	1.38
69.5	50.00%	0.0201	0.70
70	100.00%	0.0100	0.70
		Weighted Average	63.82

Gresen and Former Snap-Tite Participants

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
62.5	25.00%	1.0000	15.63
63.5	25.00%	0.7500	11.91
64.5	25.00%	0.5625	9.07
65	100.00%	0.4219	27.42
		Weighted Average	64.03

Greenville

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	20.00%	1.0000	11.10
56.5	20.00%	0.8000	9.04
57.5	20.00%	0.6400	7.36
58.5	20.00%	0.5120	5.99
59.5	20.00%	0.4096	4.87
60.5	35.00%	0.3277	6.94
61.5	35.00%	0.2130	4.58
62.5	45.00%	0.1384	3.89
63.5	40.00%	0.0761	1.93
64.5	30.00%	0.0457	0.88
65	100.00%	0.0320	2.08
		Weighted Average	58.66

NWL Retirement Plan - Less than 30 Years of Service

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	17.00%	1.0000	9.44
56.5	17.00%	0.8300	7.97
57.5	17.00%	0.6889	6.73
58.5	18.00%	0.5718	6.02
59.5	20.00%	0.4689	5.58
60.5	20.00%	0.3751	4.54
61.5	25.00%	0.3001	4.61
62.5	20.00%	0.2251	2.81
63.5	15.00%	0.1800	1.71
64.5	25.00%	0.1530	2.47
65.5	50.00%	0.1148	3.76
66.5	50.00%	0.0574	1.91
67.5	50.00%	0.0287	0.97
68.5	50.00%	0.0143	0.49
69.5	50.00%	0.0072	0.25
70	100.00%	0.0036	0.25
		Weighted Average	59.51

NWL Retirement Plan - Over 30 Years of Service

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	10.00%	0.9025	5.19
58.5	10.00%	0.8123	4.75
59.5	10.00%	0.7310	4.35
60.5	15.00%	0.6579	5.97
61.5	20.00%	0.5592	6.88
62.5	40.00%	0.4474	11.18
63.5	40.00%	0.2684	6.82
64.5	40.00%	0.1611	4.16
65	100.00%	0.0966	6.28
		Weighted Average	61.04

Retirement Plan, Commercial Intertech and Wynn

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	7.00%	0.8306	3.40
59.5	9.00%	0.7724	4.14
60.5	9.00%	0.7029	3.83
61.5	14.00%	0.6397	5.51
62.5	24.00%	0.5501	8.25
63.5	19.00%	0.4181	5.04
64.5	29.00%	0.3386	6.33
65.5	30.00%	0.2404	4.72
66.5	30.00%	0.1683	3.36
67.5	30.00%	0.1178	2.39
68.5	30.00%	0.0825	1.69
69.5	30.00%	0.0577	1.20
70	100.00%	0.0404	2.83
		Weighted Average	62.26

Retirement Table	*Count*	*Average Retirement Age*	*Weight*
Hourly Plans with Age 55 Retirement Eligibility	5,054	61.73	47.10%
Hourly Plans with Age 60 Retirement Eligibility	447	63.82	4.17%
Greenville	17	58.66	0.16%
Gresen and Former Snap-Tite Plans	311	64.03	2.90%
NWL Retirement Plan - Less than 30 Years of Service	231	59.51	2.15%
NWL Retirement Plan - Over 30 Years of Service	89	61.04	0.83%
Retirement Plan, Commercial Intertech, and Wynn	4,581	62.26	42.69%
	10,730		
		Weighted Average Retirement Age	62.05

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month look-back (as of March 2016), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor.
1st Segment Rate	4.43%.
2nd Segment Rate	5.91%.
3rd Segment Rate	6.65%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of March 2016), without regard to interest rate stabilization.
1st Segment Rate	1.46%.
2nd Segment Rate	3.93%.
3rd Segment Rate	4.94%.
Salary Increases	The merit amount shown in Table 1 plus 3.50%.
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.50% per year.
Social Security COLA Increases	3.00%.
Optional Payment Form Election Percentage	
Former Wynn Participants	90% lump sum; 10% life annuity.
Former STI Participants	10 year certain and life for Autoclave benefit; 100% life annuity for all other benefits.
All Others	100% life annuity. 50% joint survivor for RMA and TPS benefits.

Optional Payment Form Conversion Interest Rate	7.0% for RMA accounts. 6.0% for profit sharing accounts (prior plan balances). Same as funding interest rates above for lump sums.
Optional Payment Form Conversion Mortality	The mortality table described in Revenue Ruling 2001-62 for RMA accounts. The UP-1984 Unisex mortality table for profit sharing accounts (prior plan balances). Current IRC section 417(e) table for lump sums.
Retirement Age	
Active Participants	See Tables 2–7.
Terminated Vested Participants	Age 62.
Mortality Rates	
Healthy	2016 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e).
Disabled	2016 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e) for all participants except former Snap-tite plan participants. Revenue Ruling 96-7 mortality table for disability after December 31, 1994 is used for former Snap-tite plan participants.
Withdrawal Rates	See Table 8.
Disability Rates	See Tables 9–10.
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).

Surviving Spouse Benefit	For all participants except former Snap-tite plan participants, it is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses. For former Snap-tite plan participants, it is assumed that 85% of males and 85% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $210,000 and the IRC section 401(a)(17) compensation limit of $265,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2014 Plan Year	7.50%, limited to 6.99%.
2015 Plan Year	7.50%, limited to 6.81%.
2016 Plan Year	7.50%, limited to 6.65%.
Trust Expenses Included in Target Normal Cost	$2,779,000 plus PBGC premiums. Based on prior year expenses rounded to the nearest $1,000.
Actuarial Method	Standard unit credit cost method.
Valuation Date	July 1, 2016.

Actuarial Assumptions and Methods

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	8.00%	45	1.50%
16	8.00%	46	1.50%
17	8.00%	47	1.50%
18	8.00%	48	1.50%
19	8.00%	49	1.50%
20	8.00%	50	1.00%
21	8.00%	51	1.00%
22	8.00%	52	1.00%
23	8.00%	53	1.00%
24	8.00%	54	1.00%
25	5.00%	55	0.50%
26	5.00%	56	0.50%
27	5.00%	57	0.50%
28	5.00%	58	0.50%
29	5.00%	59	0.50%
30	4.00%	60	0.25%
31	4.00%	61	0.25%
32	4.00%	62	0.25%
33	4.00%	63	0.25%
34	4.00%	64	0.25%
35	3.00%	65+	0.00%
36	3.00%		
37	3.00%		
38	3.00%		
39	3.00%		
40	2.00%		
41	2.00%		
42	2.00%		
43	2.00%		
44	2.00%		

Table 2

Retirement Rates—Retirement Plan, Commercial Intertech and Wynn Sub-Plans 050, 138, 147, and 184

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	7.00%
59	9.00%
60	9.00%
61	14.00%
62	24.00%
63	19.00%
64	29.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Retirement Rates—Greenville Sub-Plan 126

Age	Rate
55	20.00%
56	20.00%
57	20.00%
58	20.00%
59	20.00%
60	35.00%
61	35.00%
62	45.00%
63	40.00%
64	30.00%
65+	100.00%

Table 4

Retirement Rates—NWL Retirement Plan
Sub-Plan 129

	Years of Service	
Age	**0–29**	**30+**
55	17.00%	5.00%
56	17.00%	5.00%
57	17.00%	10.00%
58	18.00%	10.00%
59	20.00%	10.00%
60	20.00%	15.00%
61	25.00%	20.00%
62	20.00%	40.00%
63	15.00%	40.00%
64	25.00%	40.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Table 5

Retirement Rates—Hourly Plans With Age 55 Retirement Eligibility
Sub-Plans 001,104,116,117,148,149,150 and 151

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	8.00%
59	10.00%
60	10.00%
61	15.00%
62	25.00%
63	20.00%
64	30.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 6

Retirement Rates—Hourly Plans With Age 60 Retirement Eligibility
Sub-Plans 011,139,158 and 161

Age	Rate
60	10.00%
61	15.00%
62	25.00%
63	20.00%
64	30.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 7

Retirement Rates—Gresen and Former Snap-tite Participants
Sub-Plans 140, 188, 189, and 190

Age	Rate
55	0.00%
56	0.00%
57	0.00%
58	0.00%
59	0.00%
60	0.00%
61	0.00%
62	25.00%
63	25.00%
64	25.00%
65+	100.00%

Table 8—Page 1 of 2

Withdrawal Rates

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
20	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
21	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
22	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
23	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
24	37.50%	31.25%	25.00%	20.88%	16.63%	12.50%
25	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
26	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
27	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
28	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
29	33.00%	27.50%	22.00%	18.38%	14.63%	11.00%
30	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
31	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
32	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
33	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
34	28.13%	23.50%	18.75%	15.63%	12.50%	9.38%
35	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
36	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
37	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
38	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
39	23.63%	19.75%	15.75%	13.13%	10.50%	7.88%
40	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
41	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
42	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
43	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
44	18.75%	15.63%	12.50%	10.38%	8.38%	6.25%
45	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
46	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
47	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
48	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%
49	16.88%	14.13%	11.25%	9.38%	7.50%	5.63%

Table 8—Page 2 of 2

Withdrawal Rates

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
50	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
51	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
52	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
53	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
54	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
55	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
56	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
57	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
58	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
59	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%
60+	15.00%	12.50%	10.00%	8.38%	6.63%	5.00%

Table 9

Disability Rates—Hourly and Former Snap-tite Participants

Age	Male	Female	Age	Male	Female
15	0.044%	0.039%	45	0.505%	0.522%
16	0.047%	0.042%	46	0.556%	0.570%
17	0.051%	0.045%	47	0.616%	0.628%
18	0.055%	0.048%	48	0.682%	0.695%
19	0.059%	0.051%	49	0.751%	0.770%
20	0.064%	0.055%	50	0.830%	0.854%
21	0.069%	0.060%	51	0.922%	0.947%
22	0.074%	0.066%	52	1.033%	1.052%
23	0.080%	0.074%	53	1.170%	1.181%
24	0.086%	0.084%	54	1.330%	1.334%
25	0.093%	0.096%	55	1.502%	1.490%
26	0.100%	0.108%	56	1.674%	1.630%
27	0.108%	0.121%	57	1.836%	1.733%
28	0.116%	0.135%	58	1.984%	1.753%
29	0.125%	0.149%	59	2.126%	1.773%
30	0.134%	0.165%	60	2.266%	1.793%
31	0.145%	0.181%	61	2.408%	1.813%
32	0.157%	0.198%	62	2.558%	1.833%
33	0.170%	0.215%	63	2.712%	1.903%
34	0.184%	0.234%	64	2.868%	1.992%
35	0.199%	0.252%	65	3.028%	2.095%
36	0.216%	0.272%	66	3.199%	2.207%
37	0.237%	0.293%	67	3.382%	2.322%
38	0.260%	0.314%	68	3.577%	2.441%
39	0.286%	0.335%	69+	3.781%	2.567%
40	0.314%	0.357%			
41	0.345%	0.383%			
42	0.000%	0.000%			
43	0.419%	0.447%			
44	0.460%	0.482%			

Table 10

Disability Rates—Salaried and Wynn Participants

Age	Male	Female	Age	Male	Female
15	0.021%	0.023%	45	0.202%	0.323%
16	0.023%	0.025%	46	0.226%	0.354%
17	0.024%	0.026%	47	0.255%	0.391%
18	0.025%	0.027%	48	0.286%	0.434%
19	0.027%	0.029%	49	0.320%	0.480%
20	0.029%	0.030%	50	0.358%	0.533%
21	0.030%	0.032%	51	0.405%	0.592%
22	0.032%	0.035%	52	0.465%	0.660%
23	0.034%	0.038%	53	0.539%	0.745%
24	0.036%	0.042%	54	0.626%	0.847%
25	0.038%	0.047%	55	0.722%	0.952%
26	0.040%	0.052%	56	0.822%	1.045%
27	0.042%	0.058%	57	0.924%	1.115%
28	0.044%	0.065%	58	1.030%	1.130%
29	0.046%	0.072%	59	1.141%	1.144%
30	0.048%	0.080%	60	1.256%	1.159%
31	0.050%	0.089%	61	1.368%	1.173%
32	0.054%	0.099%	62	1.475%	1.188%
33	0.058%	0.110%	63	1.572%	1.234%
34	0.064%	0.123%	64	1.663%	1.292%
35	0.069%	0.136%	65	1.753%	1.358%
36	0.077%	0.150%	66	1.846%	1.430%
37	0.085%	0.165%	67	1.950%	1.505%
38	0.095%	0.180%	68	2.063%	1.582%
39	0.105%	0.195%	69+	2.180%	1.664%
40	0.117%	0.211%			
41	0.131%	0.229%			
42	0.000%	0.000%			
43	0.164%	0.273%			
44	0.182%	0.296%			

Schedule SB, Part V—Summary of Plan Provisions

Former Hourly Pension Plan (Sub-Plan 001)

Plan Sponsor	Parker Hannifin Corporation
EIN/PN	34-0451060/001
Effective Date	May 1, 1969, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, nonbargaining employees at this location will become Plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 1997 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then one year credit will be granted for each full 170 hours of service. (B) Years of service after July 1, 1997 One year of service for each 12-month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 1997 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then one year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 1997 One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Irvine, CA (Jamboree Blvd.) (00201H, 00203H, 00202H, 00205H)	07-01-76	05-01-77	$ 7.00	35
	05-01-77	05-01-78	8.00	35
	05-01-78	05-01-79	9.00	35
	05-01-79	05-01-80	10.00	35
	05-01-80	05-01-81	11.00	35
	05-01-81	05-01-82	12.00	40
	05-01-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Huntsville, AL (006H)				
Huntsville, AL—Plant #2 (349H)	07-01-76	12-01-77	$ 4.00	25
	12-01-77	12-01-78	4.50	25
	12-01-78	12-01-79	5.00	25
	12-03-79	12-01-80	5.50	25
	12-01-80	12-01-81	6.00	25
	12-01-81	12-06-82	7.00	25
	12-06-82	12-05-83	7.50	25
	12-05-83	12-03-84	8.00	25
	12-03-84	12-01-85	8.50	25
	12-01-85	12-01-86	9.00	25
	12-08-86	12-01-87	10.25	30
	12-01-87	12-01-88	11.00	30
	12-01-88	12-01-89	11.75	30
	12-01-89	12-01-90	12.25	30
	12-01-90	12-01-91	13.00	30
	12-01-91	12-01-92	14.00	35
	12-01-92	12-01-93	15.00	35
	12-01-93	12-01-94	16.00	35
	12-01-94	12-01-95	17.00	35
	12-01-95	12-01-96	18.00	35
	12-01-96	12-01-97	19.00	40
	12-01-97	12-01-98	20.00	40
	12-01-98	12-01-99	21.00	40
	12-01-99	12-01-00	22.50	40
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-14	36.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Lyons, NY (022H, 023H)	07-01-10		$35.00	40
	07-01-76	12-01-76	6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30
	12-01-85	12-01-86	11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-93	15.25	35
	12-01-93	12-01-94	16.00	35
	12-01-94	12-01-95	16.75	35
	12-01-95	12-01-96	17.50	35
	12-01-96	12-01-97	18.25	35
	12-01-97	12-01-98	19.00	40
	12-01-98	12-01-99	20.00	40
	12-01-99	12-01-01	21.00	40
	12-01-00	12-01-02	22.00	40
	12-01-02	12-01-04	22.50	40
	12-01-04	12-01-06	23.00	40
	12-01-06	Closed	23.50	40
Clyde, NY (028H)	07-01-76	12-01-76	$ 6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	12-01-85	12-01-86	$11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-94	15.25	35
	12-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.50	40
	07-01-96	07-01-97	18.25	40
	07-01-97	07-01-98	19.00	40
	07-01-98	07-01-99	20.00	40
	07-01-99	07-01-01	21.00	40
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02	07-01-03	24.00	40
Otsego, MI (017H, 018H, 044H)				
Richland, MI (009H)	07-01-76	04-01-77	$ 6.00	30
	04-01-77	04-01-78	6.50	30
	04-01-78	04-01-79	7.00	30
	04-01-79	04-01-80	7.50	30
	04-01-80	04-01-81	8.50	35
	04-01-81	04-01-82	9.50	35
	04-01-82	04-01-83	10.25	35
	04-01-83	04-01-84	11.00	35
	04-01-84	04-01-85	11.50	35
	04-01-85	04-01-86	12.00	35
	04-01-86	04-01-87	12.50	35
	04-01-87	04-01-88	13.00	35
	04-01-88	04-01-89	13.50	35
	04-01-89	04-01-90	14.00	35
	04-01-90	04-01-91	14.50	35
	04-01-91	04-01-92	15.00	40
	04-01-92	04-01-93	16.00	40
	04-01-93	04-01-94	17.00	40
	04-01-94	04-01-95	18.00	40
	04-01-95	04-01-96	19.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	04-01-96	04-01-97	$20.00	40
	04-01-97	04-01-98	21.00	40
	04-01-98	04-01-99	22.00	40
	04-01-99	04-01-00	23.00	40
	04-01-00	04-01-01	25.00	40
	04-01-01	04-01-02	26.00	40
	04-01-02	04-01-03	27.00	40
	04-01-03	10-01-04	28.00	40
	10-01-04	04-01-05	29.00	40
	04-01-05	04-01-06	30.00	40
	04-01-06	04-01-07	31.00	40
	04-01-07	04-01-08	32.00	40
	04-01-08	04-01-10	32.50	40
	04-01-10	04-01-11	33.50	40
	04-01-11	04-01-12	34.50	40
	04-01-12	04-01-13	35.50	40
	04-01-13	04-01-14	36.50	40
	04-01-14	04-01-15	37.50	40
	04-01-15	04-01-16	38.50	40
	04-01-16	04-01-17	39.00	40
Lithia Springs, GA (045H)	07-01-76	08-01-76	$ 3.50	25
	08-01-76	08-01-77	4.50	25
	08-01-77	08-01-78	5.50	25
	08-01-78	08-01-79	6.00	25
	08-01-79	08-01-80	6.50	25
	08-01-80	08-01-81	7.00	25
	08-01-81	08-01-82	7.75	25
	08-01-82	08-01-83	8.50	25
	08-01-83	08-01-84	9.25	25
	08-01-84	08-01-85	9.75	25
	08-01-85	08-01-86	10.50	25
	08-01-86	08-01-87	11.25	25
	08-01-87	08-01-88	12.00	25
	08-01-88	08-01-90	12.75	25
	08-01-90	08-01-91	13.50	25
	08-01-91	08-01-92	14.00	25
	08-01-92	08-01-93	14.50	25
	01-01-93	01-01-94	15.50	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	08-01-96	08-01-97	$17.75	32
	08-01-97	08-01-99	18.50	32
	08-01-99	08-01-01	19.50	32
	08-01-01	08-01-02	21.75	35
	08-01-02	08-01-04	23.00	35
	02-01-04	08-01-04	24.25	35
	08-01-04	08-01-05	25.25	35
	08-01-05	08-01-07	26.25	35
	08-01-07	08-01-08	27.00	35
	08-01-08	08-01-10	28.00	35
	08-01-10	08-01-11	28.50	35
	08-01-11	08-01-12	29.00	35
	08-01-12	08-01-13	29.50	40
	08-01-13	08-01-14	30.00	40
	08-01-14	08-01-15	30.50	40
	08-01-15	08-01-16	31.00	40
	08-01-16	08-01-17	31.50	40
Elyria, OH—Valve (060H)	10-01-76	10-01-77	$ 5.00	35
	10-01-77	10-01-78	5.50	35
	10-01-78	10-01-79	6.25	35
	10-01-79	10-01-81	8.25	35
	10-01-81	10-01-82	9.25	35
	10-01-82	09-30-83	10.25	35
	09-30-83	09-30-84	11.00	36
	09-30-84	10-01-85	11.75	37
	10-01-85	10-01-86	12.50	40
	10-01-86	06-01-87	13.00	40
	06-01-87	10-01-88	13.50	40
	10-01-88	10-01-89	14.00	40
	10-01-89	10-01-90	14.50	Unlimited
	10-01-90	10-01-91	15.00	Unlimited
	10-01-91	10-01-92	15.50	Unlimited
	10-01-92	10-01-93	16.00	Unlimited
	10-01-93	10-01-94	16.50	Unlimited
	10-01-94	10-01-95	17.25	Unlimited
	10-01-95	10-01-96	18.00	Unlimited
	10-01-96	10-01-97	18.50	Unlimited
	10-01-97	10-01-98	19.00	Unlimited
	10-01-98	10-01-99	19.50	Unlimited
	10-01-99	10-01-00	20.00	Unlimited

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	10-01-00	10-01-01	$20.50	Unlimited
	10-01-01	10-01-02	21.50	Unlimited
	10-01-02	04-01-04	22.50	Unlimited
	04-01-04	10-01-04	23.50	Unlimited
	10-01-04	10-01-05	24.50	Unlimited
	10-01-05	10-01-06	25.50	Unlimited
	10-01-06	10-01-07	26.50	Unlimited
	10-01-07	10-01-08	27.50	Unlimited
	10-01-08	10-01-10	28.50	Unlimited
	10-01-10	10-01-10	29.50	Unlimited
	10-01-11	10-01-12	30.50	Unlimited
	10-01-12	10-01-13	31.00	Unlimited
	10-01-13	10-01-14	31.50	Unlimited
	10-01-14	10-01-15	32.00	Unlimited
	10-01-15	10-01-16	32.50	Unlimited
Kent, OH (029H)	07-01-76	06-01-77	$ 5.00	25
	06-01-77	06-01-78	5.50	25
	06-01-78	04-01-80	6.00	25
	04-01-80	04-01-81	7.00	30
	04-01-81	04-01-82	8.00	30
	04-01-82	04-01-83	8.75	30
	04-01-83	04-01-84	9.25	30
	04-01-84	04-01-85	9.75	30
	04-01-85	04-01-86	10.25	32
	04-01-86	04-01-87	10.75	32
	04-01-87	07-01-88	11.25	32
	07-01-88	07-01-89	12.00	32
	07-01-89	07-01-90	12.50	32
	07-01-90	07-01-91	13.00	35
	07-01-91	07-01-92	14.00	35
	07-01-92	07-01-93	14.75	35
	07-01-93	07-01-94	15.75	35
	07-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.75	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.50	35
	07-01-98	07-01-99	20.50	35
	07-01-99	07-01-00	21.50	35
	07-01-00	07-01-01	23.50	35
	07-01-01	07-01-02	24.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-02	01-01-04	$25.50	35
	01-01-04	07-01-04	26.50	40
	07-01-04	07-01-05	27.50	40
	07-01-05	07-01-06	28.50	40
	07-01-06	07-01-07	29.50	40
	07-01-07	07-01-08	30.00	40
	07-01-08	07-01-10	30.50	40
	07-01-10	07-01-11	31.00	40
	07-01-11	07-01-12	31.50	40
	07-01-12	07-01-13	32.50	40
	07-01-13	07-01-14	33.50	40
	07-01-14	07-01-15	34.50	40
	07-01-15	07-01-16	35.50	40
	07-01-16	07-01-17	36.00	40
Ravenna, OH (063H)	07-01-76	06-01-77	$ 5.00	25
	06-01-77	06-01-78	5.50	25
	06-01-78	04-01-80	6.00	25
	04-01-80	04-01-81	7.00	30
	04-01-81	04-01-82	8.00	30
	04-01-82	04-01-83	8.75	30
	04-01-83	04-01-84	9.25	30
	04-01-84	04-01-85	9.75	30
	04-01-85	04-01-86	10.25	32
	04-01-86	04-01-87	10.75	32
	04-01-87	07-01-88	11.25	32
	07-01-88	07-01-89	12.00	32
	07-01-89	07-01-90	12.50	32
	07-01-90	07-01-91	13.00	35
	07-01-91	07-01-92	14.00	35
	07-01-92	07-01-93	14.75	35
	07-01-93	07-01-94	15.75	35
	07-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.75	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.50	35
	07-01-98	07-01-99	20.50	35
	07-01-99	07-01-00	21.50	35
	07-01-00	07-01-01	23.50	35
	07-01-01	07-01-02	24.50	35
	07-01-02	01-01-04	25.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	01-01-04	07-01-04	$26.50	40
	07-01-04	07-01-05	27.50	40
	07-01-05	07-01-06	28.50	40
	07-01-06	07-01-07	30.00	40
	07-01-07	07-01-13	31.00	40
Portland, OR—PSC (082H)	04-01-81	04-01-82	$ 6.50	30
	04-01-82	04-01-84	7.00	30
	04-01-84	04-01-86	7.75	30
	04-01-86	04-01-87	8.00	30
	04-01-87	04-01-88	8.25	30
	04-01-88	04-01-89	9.00	30
	04-01-89	04-01-90	10.00	30
	04-01-90	04-01-91	11.00	30
	04-01-91	04-01-92	12.00	30
	04-01-92	04-01-93	12.50	30
	04-01-93	04-01-94	13.00	30
	04-01-94	04-01-95	14.00	30
	04-01-95	04-01-96	15.00	30
	04-01-96	04-01-97	16.00	30
	04-01-97	04-01-98	17.00	30
	04-01-98	04-01-99	17.50	30
	04-01-99	04-01-00	18.50	30
	04-01-00	04-01-01	19.00	30
	04-01-01	04-01-02	20.00	30
	04-01-02	04-01-03	21.00	30
	04-01-03	10-01-04	21.50	30
	10-01-04	04-01-05	22.50	30
	04-01-05	04-01-06	23.50	30
	04-01-06	01-01-07	24.50	30
	01-01-07	04-01-07	24.50	35
	04-01-07	04-01-08	25.50	35
	04-01-08	04-01-10	26.50	35
	04-01-10	04-01-11	27.50	35
	04-01-11	04-01-12	28.50	35
	04-01-12	04-01-13	29.50	35
	04-01-13	04-01-14	30.50	35
	04-01-14	04-01-15	31.50	35
	04-01-15	04-01-16	32.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Santa Fe Springs, CA (053H—Closed)				
Corona, CA—Cylinder (337H)	07-01-76	11-01-76	$ 1.50	30
	11-01-76	11-01-77	4.50	30
	11-01-77	11-01-78	5.50	30
	11-01-78	11-01-79	6.00	30
	11-01-79	11-01-80	6.50	30
	11-01-80	11-01-81	7.00	30
	11-01-81	11-01-82	7.50	30
	11-01-82	11-01-83	8.25	30
	11-01-83	11-01-84	9.00	30
	11-01-84	11-01-85	9.75	30
	11-01-85	11-01-86	10.50	30
	11-01-86	11-01-87	11.25	30
	11-01-87	11-01-88	11.75	30
	11-01-88	11-01-90	12.25	30
	11-01-90	11-01-91	12.75	30
	11-01-91	11-01-92	13.25	30
	11-01-92	11-01-93	14.00	30
	11-01-93	11-01-94	14.75	30
	11-01-94	11-01-95	15.50	30
	11-01-95	11-01-96	16.25	30
	11-01-96	11-01-97	17.00	30
	11-01-97	11-01-98	17.75	30
	11-01-98	11-01-00	18.50	30
	11-01-00	11-01-01	19.50	30
	11-01-01	11-01-02	20.75	30
	11-01-02	05-01-04	21.75	30
	05-01-04	11-01-04	23.00	30
	11-01-04	11-01-05	24.00	30
	11-01-05	11-01-06	25.00	30
	11-01-06	11-01-07	25.75	30
	11-01-07	11-01-08	27.00	30
	11-01-08	11-01-10	28.00	30
	11-01-10	11-01-11	29.00	35
	11-01-11	11-01-12	29.50	35
	11-01-12	11-01-13	30.00	35
	11-01-13	11-01-14	30.50	35
	11-01-14	11-01-15	31.00	35
	11-01-15	11-01-16	31.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Eaton, OH (004H)				
Brookville, OH (301H)				
Lewisburg, OH (007H)				
Lewisburg West—TFD (345H)	07-01-76	02-01-77	$ 6.00	30
	02-01-77	02-01-78	7.00	30
	02-01-78	02-01-79	7.75	30
	02-01-79	02-01-80	8.50	31
	02-01-80	02-01-81	9.50	31
	02-02-81	02-01-82	10.50	31
	02-01-82	02-01-83	11.25	31
	02-01-83	02-01-84	11.50	31
	02-01-84	02-01-85	11.75	31
	02-01-85	02-01-86	12.00	35
	02-01-86	02-01-87	12.25	35
	02-01-87	02-01-88	12.75	35
	02-01-88	02-01-89	13.50	35
	02-01-89	02-01-90	14.00	35
	02-01-90	02-01-91	14.50	35
	02-01-91	02-01-92	15.00	37
	02-01-92	02-01-93	15.50	38
	02-01-93	02-01-94	16.00	39
	02-01-94	02-01-95	17.50	40
	02-01-95	02-01-96	18.50	40
	02-01-96	07-01-97	19.50	41
	07-01-97	02-01-98	20.50	41
	02-01-98	02-01-99	21.50	42
	02-01-99	02-01-00	22.50	42
	02-01-00	02-01-01	24.00	42
	02-01-01	02-01-02	25.00	42
	02-01-02	02-01-03	26.00	42
	02-01-03	08-01-04	27.00	42
	08-01-04	02-01-05	28.50	42
	02-01-05	02-01-06	29.50	42
	02-01-06	02-01-07	30.50	42
	02-01-07	02-01-08	31.50	45
	02-01-08	07-01-10	32.50	45
	07-01-10	07-01-11	33.50	45
	07-01-11	07-01-12	34.50	45

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-12	07-01-13	$35.50	45
	07-01-13	07-01-14	35.75	45
	07-01-14	07-01-15	36.00	45
	07-01-16	07-01-17	36.00	45
St. Mary's, OH—Hourly Flex (041H—Closed)				
St. Mary's OH—Cylinder—Flex (411H)				
St. Mary's OH—Cylinder—Non-Flex (41101H)				
St. Mary's OH—Hourly	07-01-76	03-04-77	$ 5.75	30
	03-04-77	03-04-78	6.25	30
	03-04-78	03-04-79	7.00	30
	03-04-79	03-08-80	7.50	30
	03-08-80	03-09-81	9.00	30
	03-09-81	03-08-82	10.00	30
	03-08-82	03-07-83	10.50	32
	03-07-83	03-10-84	11.00	33
	03-10-84	03-11-85	11.50	34
	03-11-85	03-10-86	12.00	35
	03-10-86	03-09-87	12.50	36
	03-09-87	03-14-88	13.00	37
	03-14-88	03-13-89	13.50	38
	03-13-89	03-12-90	14.00	39
	03-12-90	03-01-91	14.50	40
	03-01-91	03-01-92	15.00	40
	03-01-92	03-01-93	15.50	40
	03-01-93	03-01-94	16.50	40
	03-01-94	03-01-95	17.50	40
	03-01-95	03-01-96	18.50	40
	03-01-96	03-01-97	19.25	40
	03-01-97	03-01-99	20.00	40
	03-01-99	03-01-00	20.75	40
	03-01-00	03-01-01	21.50	40
	03-01-01	03-01-02	22.75	40
	03-01-02	03-01-03	23.75	40
	03-01-03	09-01-04	25.00	40
	09-01-04	03-01-05	26.00	40
	03-01-05	03-01-07	27.00	40
	03-01-07	03-01-08	27.50	40
	03-01-08	03-01-10	28.50	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-10	03-01-11	$29.00	40
	03-01-11	03-01-12	29.50	40
	03-01-12	03-01-13	30.00	40
	03-01-13	03-01-14	30.50	40
	03-01-14	03-01-15	31.00	40
	03-01-15	03-01-16	31.50	40
Plymouth, MI (043H)	07-01-76	03-01-77	$ 5.00	25
	03-01-77	03-01-78	5.50	25
	03-01-78	03-01-79	6.00	25
	03-01-79	03-01-80	6.75	25
	03-01-80	03-02-81	7.50	25
	03-02-81	03-01-82	8.00	25
	03-01-82	03-01-83	9.00	25
	03-01-83	02-27-84	9.50	25
	02-27-84	03-01-85	10.25	25
	03-01-85	03-01-86	10.75	25
	03-01-86	03-01-87	11.25	25
	03-01-87	03-01-88	12.00	25
	03-01-88	03-01-90	12.75	25
	03-01-90	03-01-91	13.25	30
	03-01-91	03-01-92	13.75	30
	03-01-92	03-01-93	14.25	30
	03-01-93	03-01-94	15.00	30
	03-01-94	03-01-95	16.00	30
	03-01-95	03-01-96	17.00	35
	03-01-96	03-01-97	18.00	35
	03-01-97	03-01-99	18.75	35
	03-01-99	03-01-00	19.25	35
	03-01-00	03-01-01	20.25	35
	03-01-01	03-01-02	21.50	35
	03-01-02	03-01-03	22.50	35
	03-01-03	09-01-04	23.75	35
	09-01-04	03-01-05	24.75	35
	03-01-05	03-01-07	26.00	35
	03-01-07	03-01-08	27.00	35
	03-01-08	03-01-10	28.00	35
	03-01-10	03-01-11	28.50	35
	03-01-11	03-01-12	29.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-12	03-01-13	$29.50	40
	03-01-13	03-01-14	30.00	40
	03-01-14	03-01-15	30.50	40
	03-01-15	03-01-16	31.00	40
	03-01-16	03-01-17	31.50	40
Lexington, KY (014H)	07-01-76	02-01-77	$ 4.50	30
	02-01-77	02-01-78	4.75	30
	02-01-78	02-01-81	5.00	30
	02-01-81	02-01-82	5.25	30
	02-01-82	02-01-83	5.75	30
	02-01-83	02-01-84	6.50	30
	02-01-84	02-01-85	6.75	30
	02-01-85	02-01-86	7.00	30
	02-01-86	02-01-87	7.50	30
	02-01-87	02-01-88	8.00	31
	02-01-88	02-01-89	9.00	31
	02-01-89	02-01-90	9.50	31
	02-01-90	02-01-91	10.00	31
	02-01-91	02-01-92	10.50	32
	02-01-92	02-01-93	11.00	33
	02-01-93	02-01-94	11.50	34
	02-01-94	02-01-95	12.00	35
	02-01-95	02-01-96	12.50	36
	02-01-96	02-01-97	13.00	36
	02-01-97	07-01-97	13.50	37
	07-01-97		13.50	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Grantsburg, WI (048H)				
Chetek, WI—Quick Coupling (361H)	07-01-76	09-01-77	$ 3.50	25
	09-01-77	09-01-78	4.50	25
	09-01-78	09-01-79	5.00	25
	09-01-79	09-01-80	5.50	25
	09-01-80	09-01-81	6.50	25
	09-01-81	09-03-82	7.50	25
	09-03-82	09-01-84	8.25	25
	09-01-84	09-01-85	8.75	25
	09-01-85	09-01-86	9.25	25
	09-01-86	09-01-87	10.00	25
	09-01-87	09-01-88	10.50	25
	09-01-88	09-01-89	11.50	30
	09-01-89	09-01-90	12.50	30
	09-01-90	09-01-91	13.50	30
	09-01-91	09-01-92	14.50	30
	09-01-92	09-01-93	15.50	30
	09-01-93	09-01-94	16.50	30
	09-01-94	09-01-95	17.50	30
	09-01-95	09-01-96	18.50	30
	09-01-96	09-01-97	19.50	30
	09-01-97	09-01-98	21.00	30
	09-01-98	09-01-99	22.00	30
	09-01-99	09-01-00	23.00	30
	09-01-00	09-01-01	24.00	35
	09-01-01	09-01-02	25.50	35
	09-01-02	03-01-04	27.00	35
	03-01-04	09-01-04	28.00	35
	09-01-04	09-01-05	29.00	35
	09-01-05	09-01-06	30.00	35
	09-01-06	09-01-07	31.00	35
	09-01-07	09-01-08	32.00	35
	09-01-08	09-01-10	33.00	35
	09-01-10	09-01-11	33.50	35
	09-01-11	09-01-12	34.00	35
	09-01-12	09-01-14	34.50	40
	09-01-16	09-01-17	35.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Trenton, NJ/PSC (Cherry Hill) (157H—Closed)	09-01-80	09-01-81	$ 5.50	25
	09-01-81	09-01-84	6.50	25
	09-01-84	09-01-85	6.75	25
	09-01-85	09-01-86	7.00	25
	09-01-86	09-01-87	7.25	25
	09-01-87	09-01-90	7.75	25
	09-01-90	09-01-91	10.75	25
	09-01-91	09-01-92	11.75	25
	09-01-92	09-01-93	12.50	25
	09-01-93	09-01-94	13.00	25
	09-01-94	09-01-95	14.00	26
	09-01-95	09-01-98	15.00	26
	09-01-98	09-01-99	17.50	26
	09-01-99	09-01-00	18.50	26
	09-01-00	09-01-01	19.00	26
	09-01-01	09-01-02	19.50	26
	09-01-02	03-01-04	20.00	30
	03-01-04	09-01-04	20.50	30
	09-01-04	09-01-05	21.50	30
	09-01-05	09-01-06	22.50	30
	09-01-06	01-01-07	23.50	30
	01-01-07	09-01-07	23.50	35
	09-01-07	09-01-08	24.50	35
	09-01-08	Closed	25.50	35
Mason, MI (035H)	07-01-76	07-01-77	$ 5.00	25
	07-01-77	07-01-78	5.50	25
	07-01-78	07-01-79	6.50	25
	07-01-79	04-01-80	6.50	30
	04-01-80	04-01-81	7.50	30
	04-01-81	04-01-82	U O	30
	04-01-82	04-01-83	9.25	30
	04-01-83	04-01-84	9.75	30
	04-01-84	04-01-85	10.25	30
	04-01-85	04-01-86	10.75	30
	04-01-86	04-01-87	11.25	32
	04-01-87	04-01-88	11.75	32
	04-01-88	04-01-89	12.25	32
	04-01-89	04-01-90	13.00	32
	04-01-90	04-01-91	14.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	04-01-91	04-01-92	$15.00	32
	04-01-92	04-01-93	16.00	35
	04-01-93	04-01-94	17.00	35
	04-01-94	04-01-95	18.00	35
	04-01-95	04-01-96	19.00	38
	04-01-96	04-01-97	20.00	38
	04-01-97	04-01-98	21.00	38
	04-01-98	04-01-99	22.00	38
	04-01-99	04-01-00	23.00	38
	04-01-00	04-01-01	24.00	38
	04-01-01	04-01-02	25.00	40
	04-01-02	04-01-03	26.00	40
	04-01-03	10-01-04	27.00	40
	10-01-04	04-01-05	28.00	40
	04-01-05	04-01-06	29.00	40
	04-01-06	08-01-14	30.00	40
Salt Lake City, UT (013H)	04-01-76	04-01-77	$ 2.50	30
	04-01-77	04-01-79	3.00	30
	04-01-79	04-01-80	4.00	30
	04-01-80	04-01-81	5.00	30
	04-01-81	04-01-82	5.50	30
	04-01-82	04-01-84	6.25	30
	04-01-84	04-01-85	6.75	30
	04-01-85	08-01-86	7.00	30
	08-01-86	08-01-87	7.50	30
	08-01-87	08-01-88	8.00	30
	08-01-88	08-01-89	8.75	30
	08-01-89	08-01-90	9.50	30
	08-01-90	08-01-91	10.00	30
	08-01-91	08-01-92	10.50	30
	08-01-92	07-01-93	11.00	30
	07-01-93	08-01-94	11.50	30
	08-01-94	07-01-04	12.00	30
	07-01-04	01-01-05	13.00	30
	01-01-05	07-01-06	15.00	30
	07-01-06	07-01-07	17.00	30
	07-01-07	07-01-12	17.50	30
	07-01-12	07-01-13	18.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-13	07-01-14	$19.40	30
	07-01-14		20.15	30
	07-01-16	07-01-17	21.15	30
Metamora, OH (067H)				
Metamora, OH—Arlon (06701H—Closed)	04-01-76	04-01-77	$ 3.00	25
	04-01-77	04-01-78	4.00	25
	04-01-78	04-01-80	4.50	25
	04-01-80	04-01-81	5.50	25
	04-01-81	04-01-82	6.50	25
	04-01-82	04-01-83	7.25	25
	04-01-83	04-01-84	8.00	25
	04-01-84	04-01-85	8.75	25
	04-01-85	04-01-86	9.50	25
	04-01-86	04-01-87	10.25	25
	04-01-87	04-01-88	11.00	25
	04-01-88	04-01-89	1135	25
	04-01-89	04-01-90	12.25	25
	04-01-90	04-01-91	13.00	25
	04-01-91	04-01-92	13.75	25
	04-01-92	04-01-93	14.25	25
	04-01-93	04-01-94	14.75	25
	04-01-94	04-01-95	15.25	25
	04-01-95	04-01-96	15.75	25
	04-01-96	04-01-97	16.00	25
	04-01-97	04-01-98	16.75	25
	04-01-98	04-01-99	17.25	25
	04-01-99	04-01-00	18.00	25
	04-01-00	04-01-01	20.00	25
	04-01-01	04-01-02	22.00	25
	04-01-02	04-01-03	22.50	25
	04-01-03	10-01-04	22.75	30
	10-01-04	04-01-06	23.00	30
	04-01-06	04-01-07	23.50	30
	04-01-07	04-01-08	24.00	30
	04-01-08	04-01-10	25.00	30
	04-01-10	04-01-11	26.00	30
	04-01-11	08-01-12	26.50	30
	08-01-12	08-01-13	27.50	35
	08-01-13	08-01-14	28.25	35
	08-01-14		29.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Portland, OR (065H—Closed)	08-01-75	08-01-76	$ 2.75	25
	08-01-76	04-01-77	3.00	25
	04-01-77	02-01-78	4.00	25
	02-01-78	02-01-80	5.00	25
	02-01-80	02-01-81	5.50	25
	02-01-81	02-01-82	6.00	25
	02-01-82	02-01-83	7.00	25
	02-01-83	02-01-84	7.75	25
	02-01-84	02-01-85	8.50	25
	02-01-85	02-01-86	9.25	25
	02-01-86	02-01-87	10.00	25
	02-01-87	02-01-88	10.75	25
	02-01-88	02-01-90	11.50	25
	02-01-90	02-01-91	12.00	25
	02-01-91	02-01-92	12.50	25
	02-01-92	02-01-93	13.00	25
	02-01-93	02-01-94	13.75	25
	02-01-94	02-01-95	14.50	25
	02-01-95	02-01-96	15.25	25
	02-01-96	02-01-97	16.00	25
	02-01-97	02-01-99	16.50	25
	02-01-99	02-01-00	17.00	25
	02-01-00	02-01-01	18.00	25
	02-01-01	02-01-02	19.00	25
	02-01-02	02-01-03	20.00	25
	02-01-03	08-01-04	21.25	25
	08-01-04	02-01-05	22.50	25
	02-01-05	02-01-07	23.75	25
	02-01-07	02-01-08	24.75	25
	02-01-08	02-01-09	25.75	25
	02-01-09	Closed	26.25	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Conyers, GA/PSC (078H)	11-01-82	11-01-83	$ 5.50	25
	11-01-83	11-01-84	6.00	25
	11-01-84	11-01-85	6.25	25
	11-01-85	11-01-86	6.50	25
	11-01-86	11-01-87	6.75	25
	11-01-87	11-01-90	7.25	25
	11-01-90	11-01-91	9.75	25
	11-01-91	11-01-92	10.75	25
	11-01-92	11-01-93	11.75	25
	11-01-93	11-01-94	12.75	25
	11-01-94	11-01-95	13.75	25
	11-01-95	11-01-96	14.75	25
	11-01-96	11-01-97	15.25	25
	11-01-97	11-01-98	16.00	25
	11-01-98	11-01-99	17.00	25
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.00	30
	11-01-02	05-01-04	20.00	30
	05-01-04	11-01-04	21.00	30
	11-01-04	11-01-05	22.00	30
	11-01-05	11-01-06	23.00	30
	11-01-06	01-01-07	24.00	30
	01-01-07	11-01-07	24.00	35
	11-01-07	11-01-08	25.00	35
	11-01-08	11-01-10	26.00	35
	11-01-10	11-01-11	27.00	35
	11-01-11	11-01-12	28.00	35
	11-01-12	11-01-13	29.00	35
	11-01-13	11-01-14	30.00	35
	11-01-14	11-01-15	31.00	35
Lakeville, MN/PSC (085H)				
Toledo, OH—OEM KIT (08501H)	03-01-81	03-01-82	$ 5.00	25
	03-01-82	03-01-84	6.00	25
	03-01-84	03-01-86	6.25	25
	03-01-86	03-01-88	7.00	25
	03-01-88	03-01-90	8.00	25
	03-01-90	03-01-91	9.75	25
	03-01-91	03-01-92	10.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-92	03-01-93	$11.50	25
	03-01-93	03-01-94	12.50	25
	03-01-94	03-01-95	13.50	25
	03-01-95	03-01-96	14.50	25
	03-01-96	03-01-97	15.50	25
	03-01-97	03-01-98	16.50	25
	03-01-98	03-01-99	17.50	25
	03-01-99	03-01-00	18.50	25
	03-01-00	03-01-01	19.00	30
	03-01-01	03-01-02	20.00	30
	03-01-02	03-01-05	21.00	30
	03-01-05	03-01-06	22.00	30
	03-01-06	01-01-07	22.50	30
	01-01-07	03-01-07	22.50	35
	03-01-07	03-01-08	23.00	35
	03-01-08	03-01-09	23.50	35
	03-01-09	03-01-11	24.00	35
	03-01-11	03-01-12	25.00	35
	03-01-12	03-01-13	26.00	35
	03-01-13	03-01-14	27.00	35
	03-01-14	03-01-15	28.00	35
	03-01-15	03-01-16	29.00	35
	03-01-16	03-01-17	30.00	35
Lakeview, MI—Brass (021H)	07-01-79	07-01-80	$ 3.00	25
	07-01-80	07-01-81	4.00	25
	07-01-81	07-01-83	5.00	25
	07-01-83	07-01-84	5.75	25
	07-01-84	07-01-85	6.50	25
	07-01-85	07-01-86	7.25	25
	07-01-86	07-01-87	8.00	25
	07-01-87	07-01-88	9.00	25
	07-01-88	07-01-89	10.00	25
	07-01-89	07-01-90	11.00	25
	07-01-90	07-01-91	12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-97	07-01-98	$19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02	01-01-04	24.00	40
	01-01-04	07-01-04	25.00	40
	07-01-04	07-01-05	26.00	40
	07-01-05	07-01-06	27.00	40
	07-01-06	07-01-07	28.00	40
	07-01-07	07-01-08	28.50	40
	07-01-08	07-01-10	29.00	40
	07-01-10	07-01-11	30.00	40
	07-01-11	07-01-12	30.50	40
	07-01-12	07-01-13	31.50	40
	07-01-13	07-01-14	32.50	40
	07-01-14	07-01-15	33.50	40
	07-01-15	07-01-16	34.50	40
	07-01-16	07-01-17	35.50	40
Jacksonville, AL (051H)	07-01-79	07-01-80	$ 5.00	25
	07-01-80	07-03-81	5.50	25
	07-03-81	07-02-82	6.00	25
	07-02-82	07-01-83	6.50	25
	07-01-83	08-01-84	7.00	25
	08-01-84	08-01-85	7.50	25
	08-01-85	08-01-86	8A0	25
	08-01-86	08-01-87	8.50	25
	08-01-87	08-01-88	9.00	25
	08-01-88	08-01-89	10.00	25
	08-01-89	08-01-90	11.00	25
	08-01-90	08-01-91	12.00	25
	08-01-91	08-01-92	13.00	25
	08-01-92	08-01-93	14.00	25
	08-01-93	08-01-94	15.00	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	25
	08-01-96	08-01-97	18.00	25
	08-01-97	08-01-98	19.00	25
	08-01-98	08-01-99	20.00	25
	08-01-99	08-01-00	21.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	08-01-00	08-01-01	$22.00	25
	08-01-01	08-01-02	23.50	25
	08-01-02	02-01-04	25.00	25
	02-01-04	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-14	36.00	40
Avon, OH (081H)	03-01-80	09-13-82	$ 8.00	35
	09-13-82	09-13-83	8.50	35
	09-13-83	10-01-84	9.00	35
	10-01-84	10-01-85	10.00	35
	10-01-85	10-01-86	11.00	35
	10-01-86	09-14-87	12.00	35
	09-14-87	09-19-88	13.00	35
	09-19-88	09-18-89	14.00	35
	09-18-89	09-16-91	15.00	35
	09-16-91	09-19-92	16.00	35
	09-19-92	09-06-93	16.50	35
	09-06-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35
	07-01-00	07-01-01	21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02	07-01-03	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Madison, MS (128H, 12801H—Closed)	01-01-76	09-29-78	$ 2.50	Unlimited
	09-29-78	09-01-80	3.50	Unlimited
	09-01-80	09-01-81	4.00	35
	09-01-81	09-01-82	4.50	35
	09-01-82	09-01-83	5.00	35
	09-01-83	09-03-84	5.50	35
	09-03-84	09-01-86	6.00	35
	09-01-86	09-01-87	7.00	35
	09-01-87	09-01-88	7.50	35
	09-01-88	09-01-89	8.00	35
	09-01-89	09-01-90	8.50	35
	09-01-90	09-01-91	9.00	35
	09-01-91	09-01-92	9.50	35
	09-01-92	09-01-93	10.00	35
	09-01-93	09-01-94	10.50	35
	09-01-94	09-01-95	11.50	35
	09-01-95	09-01-97	12.00	35
	09-01-97	09-01-98	12.50	35
	09-01-98	09-01-99	13.00	35
	09-01-99	09-01-00	14.00	35
	09-01-00	09-01-01	15.00	35
	09-01-01	09-01-02	16.00	35
	09-01-02	03-01-04	17.00	35
	03-01-04	09-01-04	18.00	35
	09-01-04	09-01-05	19.00	35
	09-01-05	09-01-06	20.00	35
	09-01-06	09-01-07	21.00	35
	09-01-07	09-01-08	22.00	35
	09-01-08	09-01-10	23.00	35
	09-01-10	09-01-10	24.00	35
	09-01-11	09-01-12	25.00	35
	09-01-12	09-01-13	26.00	35
	09-01-13	09-01-14	27.00	35
	09-01-14	09-01-15	28.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Greensboro, NC—PSC (132H)	05-01-82	05-01-83	$ 4.75	30
	05-01-83	05-01-84	5.00	30
	05-01-84	05-01-85	5.50	30
	05-01-85	05-01-86	5.75	30
	05-01-86	05-01-87	6.00	30
	05-01-87	05-01-88	6.50	30
	05-01-88	05-01-90	7.50	30
	05-01-90	05-01-91	9.50	30
	05-01-91	05-01-92	10.50	30
	05-01-92	05-01-93	11.50	30
	05-01-93	05-01-94	12.50	30
	05-01-94	05-01-95	13.50	30
	05-01-95	05-01-96	14.50	30
	05-01-96	05-01-98	15.00	30
	05-01-98	05-01-00	16.00	30
	05-01-00	05-01-01	18.00	30
	05-01-01	05-01-02	19.00	30
	05-01-02	05-01-03	20.00	30
	05-01-03	05-01-05	21.00	30
	05-01-05	05-01-06	22.00	30
	05-01-06	05-01-08	23.00	30
	05-01-08	05-01-12	24.00	30
	05-01-12	05-01-13	25.00	30
	05-01-13	05-01-14	26.00	30
	05-01-14	05-01-15	27.00	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Irvine, CA—Logistics (08304H)				
Irvine, CA—Cust. Suppl. Military (08305H)				
Irvine, CA—Control Systems (071H)				
Irvine, CA—CSD Commercial (07102H)	07-01-81	05-03-82	$12.00	40
	05-03-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40
Elyria, OH (Airborne) (129H)	07-01-84	07-01-86	$13.50	30
	07-01-86	07-01-87	13.50	35
	07-01-87	07-01-88	14.00	35
	07-01-88	07-01-89	14.50	35
	07-01-89	07-01-90	15.00	35
	07-01-90	07-01-91	15.50	35
	07-01-91	07-01-92	16.00	35
	07-01-92	07-01-93	16.50	35
	07-01-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35
	07-01-00	07-01-01	21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02		23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Spartanburg, SC (139H)	07-01-81	07-01-84	$ 8.00	35
	07-01-84	01-01-95	8.50	35
	01-01-95	01-01-96	9.50	35
	01-01-96	01-01-97	10.00	35
	01-01-97	01-01-98	10.50	35
	01-01-98	01-01-99	11.00	35
	01-01-99	01-01-00	11.50	35
	01-01-00	01-01-01	12.50	35
	01-01-01	01-01-02	13.50	35
	01-01-02	01-01-03	14.50	35
	01-01-03	07-01-05	15.50	35
	07-01-05	01-01-06	16.50	35
	01-01-06	01-01-07	17.50	35
	01-01-07	01-01-08	18.50	35
	01-01-08	07-01-10	19.00	35
	07-01-10	07-01-11	19.50	35
	07-01-11	07-01-12	20.00	35
	07-01-12	07-01-14	20.50	35
	07-01-14	07-01-15	21.00	35
Wadsworth, OH—Rotary Actuator (147H; 14701H)	07-01-81	02-01-82	$ 8.00	25
	02-01-82	02-01-83	9.00	25
	02-01-83	02-01-84	9.50	25
	02-01-84	02-01-85	10.25	25
	02-01-85	02-01-86	11.00	25
	02-01-86	02-01-87	11.50	25
	02-01-87	02-01-88	12.25	25
	02-01-88	02-01-89	13.00	25
	02-01-89	02-01-90	13.50	25
	02-01-90	02-01-92	14.00	25
	02-01-92	02-01-93	14.50	25
	02-01-93	02-01-94	15.25	25
	02-01-94	02-01-95	16.00	25
	02-01-95	02-01-96	16.75	25
	02-01-96	02-01-98	17.25	25
	02-01-98	02-01-99	18.00	25
	02-01-99	02-01-00	18.50	25
	02-01-00	02-01-01	19.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	02-01-01	02-01-02	$19.50	25
	02-01-02	02-01-03	20.50	25
	02-01-03	08-01-04	21.50	25
	08-01-04	02-01-06	22.50	32
	02-01-06	02-01-07	23.50	32
	02-01-07	02-01-08	24.50	35
	02-01-08	02-01-09	25.50	35
	02-01-09	02-01-11	26.50	35
	02-01-11	02-01-12	28.00	35
	02-01-12	02-01-13	29.50	35
	02-01-13	02-01-14	30.50	35
	02-01-14	02-01-15	31.50	35
	02-01-15	02-01-16	32.50	35
	02-01-16	02-01-17	33.50	35
	Note: *The minimum benefit is $30 per month for employees hired prior to age 60 and under age 65 on the effective date.*			
Ogden, UT (109H)	07-01-81	05-31-82	$12.00	40
	05-31-82	05-01-84	12.50	40
	05-0.1-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	06-01-95	20.50	40
	06-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Buena Park, CA—PSC (117H) Buena Park, CA—Western Metro (11701H—Closed)	11-01-82	11-01-83	$ 5.25	30
	11-01-83	11-01-84	5.75	30
	11-01-84	11-01-85	6.00	30
	11-01-85	11-01-86	6.25	30
	11-01-86	11-01-87	6.75	30
	11-01-87	11-01-89	7.25	30
	11-01-89	11-01-90	9.00	30
	11-01-90	11-01-91	10.00	30
	11-01-91	11-01-92	11.00	30
	11-01-92	11-01-93	12.00	30
	11-01-93	11-01-94	13.00	30
	11-01-94	11-01-95	14.00	30
	11-01-95	11-01-96	15.00	30
	11-01-96	11-01-98	16.00	30
	11-01-98	11-01-99	17.00	30
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.50	30
	11-01-02	11-01-04	20.50	30
	11-01-04	01-01-05	21.50	30
	11-01-05	11-01-06	22.50	30
	11-01-06	01-01-07	23.50	30
	01-01-07	11-01-07	23.50	35
	11-01-07	11-01-08	24.50	35
	11-01-08	11-01-10	25.50	35
	11-01-10	11-01-11	26.50	35
	11-01-11	11-01-12	27.50	35
	11-01-12	11-01-13	28.50	35
	11-01-13	11-01-14	29.50	35
	11-01-14	11-01-15	30.00	35
Mauston, WI (153H, 15301H—Closed)	07-01-81	07-01-90	$ 8.50	30
	07-01-90	07-01-92	9.50	30
	07-01-92	07-01-93	10.00	30
	07-01-93	07-01-94	10.50	30
	07-01-94	07-01-97	11.00	30
	07-01-97	01-01-99	12.00	30
	01-01-99	01-01-01	13.00	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	01-01-01	01-01-03	$14.00	30
	01-01-03	07-01-04	15.00	30
	07-01-04	01-01-05	16.00	30
	01-01-05	01-01-06	17.00	30
	01-01-06	01-01-09	18.00	30
	01-01-09	01-01-10	19.00	30
	01-01-10	01-01-11	21.00	30
	01-01-11	01-01-12	22.00	30
	01-01-12	01-01-14	23.00	30
	01-01-14	01-01-16	24.00	30
	01-01-16	01-01-17	25.00	30
Batesville, MS (069H)	11-01-81	11-01-85	$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.00	25
	11-01-95	11-01-98	11.50	25
	11-01-98	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06	11-01-10	20.00	30
	11-01-10	11-01-15	21.00	30
Trumann, AR (057H, 05701H—Closed, 61100H)	11-01-81	11-01-85	$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	11-01-91	11-01-92	$ 8.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.25	25
	11-01-95	11-01-98	11.50	25
	11-01-99	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06	11-01-10	20.00	30
	11-01-10		21.00	30
Phoenix, AZ—Fuel Products (123H)	07-01-79	07-01-80	$ 8.00	35
	07-01-80	03-02-81	9.00	35
	03-02-81	03-01-82	10.00	35
	03-01-82	05-01-84	10.50	35
	05-01-84	05-01-85	11.00	35
	05-01-85	05-01-86	11.50	35
	05-01-86	05-01-87	12.00	40
	05-01-87	07-01-88	12.50	40
	07-01-88	05-01-89	13.00	40
	05-01-89	02-01-91	13.50	40
	02-01-91	07-01-93	14.50	40
	07-01-93	06-01-94	15.50	40
	06-01-94	07-01-95	16.50	40
	07-01-95	07-01-96	17.50	40
	07-01-96	07-01-97	18.00	40
Glendale, AZ (236H)				
Glendale, AZ—CSO Commercial (23601H)	07-01-81	10-01-81	$ 8.00	35
	10-01-81	10-01-83	8.50	35
	10-01-83	10-01-85	9.00	35
	10-01-85	10-01-86	9.50	35
	10-01-86	10-01-87	10.00	35
	10-01-87	11-03-88	11.00	35
	11-03-88	10-01-89	12.00	35
	10-01-89	10-01-90	12.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	10-01-90	10-01-91	$13.00	35
	10-01-91	10-01-92	13.50	35
	10-01-92	10-01-93	14.00	35
	10-01-93	07-01-94	15.00	35
	07-01-94	07-01-95	15.75	35
	07-01-95	07-01-96	16.75	35
	07-01-96		17.50	35
Boaz, AL (155H)	07-01-82	07-01-83	$ 7.00	25
	07-01-83	07-01-84	7.50	25
	07-01-84	07-01-85	7.75	25
	07-01-85	07-01-86	8.00	25
	07-01-86	07-01-87	8.50	25
	07-01-87	07-01-88	9.50	30
	07-01-88	07-01-89	10.50	30
	07-01-89	07-01-90	11.50	30
	07-01-90	07-01-91	12.00	30
	07-01-91	07-01-92	13.00	30
	07-01-92	07-01-93	14.00	30
	07-01-93	07-01-94	15.00	30
	07-01-94	07-01-95	16.00	30
	07-01-95	07-01-96	17.00	35
	07-01-96	07-01-97	18.00	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	20.00	35
	07-01-99	04-01-00	21.00	35
	04-01-00	12-01-00	22.50	35
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-04-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-16	36.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Albion, IN (161H)	07-01-83	07-01-84	$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-01-88	10.50	25
	07-01-88	07-01-90	11.00	25
	07-01-90	07-01-91	12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25
	07-01-97	07-01-98	19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	25
	07-01-01	07-01-02	23.00	25
	07-01-02	01-01-04	24.00	25
	01-01-04	07-01-04	25.00	25
	07-01-04	07-01-05	26.00	25
	07-01-05	07-01-06	27.00	25
	07-01-06	07-01-07	28.00	25
	07-01-07	07-01-08	28.50	25
	07-01-08	07-01-10	29.00	30
	07-01-10	07-01-11	30.00	30
	07-01-11	07-01-12	30.50	30
	07-01-12	07-01-13	31.50	30
	07-01-13	07-01-14	32.50	30
	07-01-14	07-01-15	33.50	30
	07-01-15	07-01-16	34.50	30
	07-01-16	07-01-17	35.50	40
Ashley, IN (172H)	07-01-83	07-01-84	$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-04-88	10.50	25
	07-04-88	07-01-90	11.00	25
	07-01-90	07-01-91	11.50	25
	07-01-91	07-01-92	12.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-92	07-01-93	$12.50	25
	07-01-93	07-01-94	13.25	25
	07-01-94	07-01-95	14.00	25
	07-01-95	07-01-96	14.75	25
	07-01-96	07-01-97	15.50	25
	07-01-97	07-01-99	16.25	25
	07-01-99	07-01-00	17.00	25
	07-01-00	07-01-01	18.00	25
	07-01-01	07-01-02	19.25	25
	07-01-02	01-01-04	20.50	25
	01-01-04	07-01-04	21.75	25
	07-01-04	07-01-05	22.75	25
	07-01-05	07-01-07	24.00	25
	07-01-07	07-01-08	25.00	25
	07-01-08	07-01-10	26.00	25
	07-01-10	07-01-11	27.00	25
	07-01-11	07-01-12	28.00	30
	07-01-12	07-01-13	29.00	30
	07-01-13	07-01-14	30.00	30
	07-01-14	07-01-15	30.50	30
	07-01-15	07-01-16	31.00	30
	07-01-16	07-01-17	31.50	30
Deerwood, MN (146H)	02-01-84	02-01-85	$ 3.00	25
	02-01-85	02-01-86	4.00	25
	02-01-86	02-01-87	4.50	25
	02-01-87	02-01-88	5.50	25
	02-01-88	02-01-89	7.00	25
	02-01-89	02-01-90	8.00	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	10.00	25
	02-01-92	02-01-93	11.00	25
	02-01-93	02-01-94	12.00	25
	02-01-94	02-01-95	13.00	25
	02-01-95	02-01-96	14.00	25
	02-01-96	02-01-97	15.50	30
	02-01-97	02-01-98	16.50	30
	02-01-98	02-01-99	18.00	30
	02-01-99	02-01-00	19.00	30
	02-01-00	02-01-01	20.00	30
	02-01-01	02-01-02	21.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	02-01-02	02-01-03	$23.00	30
	02-01-03	08-01-04	25.00	30
	08-01-04	02-01-05	26.00	30
	02-01-05	02-01-06	27.00	35
	02-01-06	02-01-07	28.00	35
	02-01-07	02-01-09	29.00	35
	02-01-09	08-01-16	30.00	35
	08-01-16	12-02-16	30.00	35
Broadview, IL (090H)				
Broadview, IL (09001H—Closed)				
Broadview, IL—Aftermarket (09002H)	01-01-83	07-01-90	$ 9.00	35
	07-01-90	07-01-92	9.50	35
	07-01-92	07-01-93	10.00	35
	07-01-93	07-01-94	10.50	35
	07-01-94	07-01-97	11.00	35
	07-01-97	01-01-99	12.00	35
	01-01-99	01-01-01	13.00	35
	01-01-01	01-01-03	14.00	35
	01-01-03	07-01-04	15.00	35
	07-01-04	01-01-05	16.00	35
	01-01-05	01-01-06	17.00	35
	01-01-06	01-01-09	18.00	35
	01-01-09	01-01-10	19.00	35
	01-01-10	01-01-11	21.00	35
	01-01-11	01-01-12	22.00	35
	01-01-12	01-01-14	23.00	35
	01-01-14	01-01-16	24.00	35
	01-01-16	01-01-17	25.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Columbus, OH (176H)	07-01-84	05-01-86	$ 8.00	25
	05-01-86	05-01-88	8.25	25
	05-01-88	05-01-89	9.00	25
	05-01-89	05-01-90	10.00	25
	05-01-90	05-01-91	10.50	25
	05-01-91	05-01-92	11.50	25
	05-01-92	05-01-93	12.00	25
	05-01-93	05-01-94	12.50	25
	05-01-94	05-01-95	13.00	25
	05-01-95	05-01-96	14.00	25
	05-01-96	05-01-97	15.00	25
	05-01-97	05-01-98	16.00	25
	05-01-98	05-01-99	17.00	25
	05-01-99	05-01-00	18.00	25
	05-01-00	05-01-01	19.50	25
	05-01-01	05-01-02	21.00	25
	05-01-02	05-01-03	22.00	25
	05-01-03	11-01-04	23.00	25
	11-01-04	05-01-05	24.50	25
	05-01-05	05-01-06	25.50	25
	05-01-06	05-01-07	26.50	25
	05-01-07	05-01-08	27.50	25
	05-01-08	05-01-10	28.50	25
	05-01-10	05-01-11	29.50	25
	05-01-11	07-01-14	30.50	25
	07-01-14	07-01-15	30.75	25
Forest City, NC (188H)	07-01-84	06-01-86	$ 7.50	35
	06-01-86	06-01-87	8.00	25
	06-01-87	06-01-89	8.50	25
	06-01-89	06-01-90	9.00	25
	06-01-90	06-01-93	9.50	25
	06-01-93	06-01-94	10.25	25
	06-01-94	06-01-96	10.75	25
	06-01-96	06-01-98	11.25	25
	06-01-98	06-01-99	11.75	25
	06-01-99	06-01-00	12.25	25
	06-01-00	06-01-01	12.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	06-01-01	06-01-02	$13.75	25
	06-01-02	06-01-03	14.75	25
	06-01-03	12-01-04	16.00	25
	12-01-04	06-01-05	17.50	25
	06-01-05	06-01-06	19.00	25
	06-01-06	06-01-07	20.00	25
	06-01-07	06-01-10	21.00	25
	06-01-10	06-01-11	22.00	25
	06-01-11	06-01-12	23.00	25
	06-01-12	06-01-13	24.00	25
	06-01-13	06-01-14	25.00	25
	06-01-14	06-01-15	26.00	25
	06-01-15	06-01-16	27.00	25
	06-01-16	06-01-17	28.00	25
Manhattan, KS (124H)	07-01-85	12-01-85	$ 5.00	25
	12-01-85	12-01-86	5.50	25
	12-01-86	12-01-87	6.00	25
	12-01-87	12-01-88	7.00	25
	12-01-88	12-01-89	8.00	25
	12-01-89	12-01-90	9.00	30
	12-01-90	12-01-91	10.00	30
	12-01-91	12-01-92	11.00	30
	12-01-92	12-01-93	11.00	30
	12-01-93	12-01-94	13.00	30
	12-01-94	12-01-95	14.00	30
	12-01-95	12-01-96	15.00	30
	12-01-96	12-01-97	16.00	30
	12-01-97	12-01-98	17.00	30
	12-01-98	12-01-99	18.00	30
	12-01-99	12-01-00	19.00	30
	12-01-00	12-01-01	20.00	30
	12-01-01	12-01-02	21.00	30
	12-01-02	06-01-04	22.50	30
	06-01-04	12-01-04	23.50	30
	12-01-04	12-01-05	24.50	30
	12-01-05	12-01-08	25.50	30
	12-01-08	12-01-12	26.50	30
	12-01-12	12-01-15	27.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Enfield, CT (202H)	11-01-85	06-01-87	$ 7.50	25
	06-01-87	06-06-88	8.00	25
	06-06-88	06-01-90	8.50	25
	06-01-90	06-01-91	9.00	25
	06-01-91	06-01-92	9.50	25
	06-01-92	06-01-93	10.00	25
	06-01-93	06-01-94	10.50	25
	06-01-94	06-01-95	11.00	25
	06-01-95	06-01-96	11.75	25
	06-01-96	06-01-97	12.50	25
	06-01-97	06-01-99	13.25	25
	06-01-99	06-01-00	14.00	25
	06-01-00	06-01-01	15.00	25
	06-01-01	06-01-02	16.25	25
	06-01-02	06-01-03	17.50	25
	06-01-03	12-01-04	18.75	25
	12-01-04	06-01-06	19.75	25
	06-01-06	06-01-07	21.00	25
	06-01-07	06-01-08	22.00	25
	06-01-08	06-01-10	23.00	25
	06-01-10	06-01-11	24.00	25
	06-01-11	06-01-12	25.50	25
	06-01-12	06-01-13	27.00	30
	06-01-13	06-01-14	28.00	30
	06-01-14	06-01-15	29.00	30
	06-01-15	06-01-16	30.00	30
Goodland, IN (201H)	07-01-86	05-01-87	$ 7.50	25
	05-01-87	05-02-88	8.00	25
	05-02-88	05-01-90	8.50	25
	05-01-90	05-01-91	9.00	25
	05-01-91	05-01-92	9.50	25
	05-01-92	05-01-93	10.00	25
	05-01-93	05-01-94	10.50	25
	05-01-94	05-01-96	11.25	25
	05-01-96	05-01-97	11.50	25
	05-01-97	05-01-99	12.25	25
	05-01-99	05-01-00	13.25	25
	05-01-00	05-01-01	14.25	25
	05-01-01	05-01-02	15.50	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	05-01-02	05-01-03	$16.75	25
	05-01-03	11-01-04	18.00	25
	11-01-04	05-01-05	19.25	25
	05-01-05	05-01-07	20.75	25
	05-01-07	05-01-08	21.75	25
	05-01-08	05-01-10	23.00	30
	05-01-10	05-01-11	24.00	30
	05-01-11	05-01-12	25.50	30
	05-01-12	05-01-13	27.00	30
	05-01-13	05-01-14	28.00	30
	05-01-14	05-01-15	29.00	30
	05-01-15	05-01-16	30.00	30
	05-01-16	05-01-17	31.00	30
Mooresville, NC (212H—Closed)				
Mooresville, NC—PSC (21201H)	07-01-86	02-01-87	$ 7.00	25
	02-01-87	02-01-88	7.50	25
	02-01-88	02-01-89	8.00	25
	02-01-89	02-01-90	8.50	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	9.50	25
	02-01-92	02-01-93	10.00	25
	02-01-93	02-01-94	11.00	25
	02-01-94	02-01-95	11.50	25
	02-01-95	02-01-96	12.50	25
	02-01-96	02-01-97	13.00	25
	02-01-97	02-01-98	14.00	25
	02-01-98	07-01-00	15.00	25
	07-01-00	07-01-01	16.00	30
	07-01-01	09-01-02	17.00	30
	09-01-02	03-01-04	18.00	30
	03-01-04	09-01-04	19.00	30
	09-01-04	09-01-05	20.00	30
	09-01-05	09-01-06	21.00	30
	09-01-06	01-01-07	22.00	30
	01-01-07	09-01-07	22.00	35
	09-01-07	09-01-08	23.00	35
	09-01-08	09-01-10	24.00	35
	09-01-10	09-01-11	25.00	35
	09-01-11	09-01-12	26.00	35
	09-01-12	09-01-13	27.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	09-01-13	09-01-14	$28.00	35
	09-01-14	09-01-15	29.00	35
	09-01-15	09-01-16	30.00	35
	09-01-16	09-01-17	30.50	35
Waterville, OH—PSC (245H)	12-01-86	12-01-87	$ 3.00	25
	12-01-87	02-01-93	4.00	25
	02-01-93	02-01-94	8.00	25
	02-01-94	02-01-95	9.00	25
	02-01-95	02-01-96	10.50	25
	02-01-96	02-01-97	11.50	25
	02-01-97	02-01-98	12.50	25
	02-01-98	02-01-99	14.00	25
	02-01-99	02-01-00	16.00	25
	02-01-00	02-01-01	17.00	25
	02-01-01	02-01-02	17.50	30
	02-01-02	02-01-03	18.00	30
	02-01-03	08-01-04	18.50	30
	08-01-04	02-01-05	19.50	30
	02-01-05	02-01-06	20.50	30
	02-01-06	01-01-07	21.50	30
	01-01-07	02-01-07	21.50	35
	02-01-07	02-01-08	22.50	35
	02-01-08	02-01-09	23.50	35
	02-01-09	02-01-11	24.50	35
	02-01-11	02-01-12	25.50	35
	02-01-12	02-01-13	26.50	35
	02-01-13	02-01-14	27.50	35
	02-01-14	02-01-15	28.50	35
	02-01-15	02-01-16	29.50	35
	02-01-16	02-01-17	30.00	35
Oxford, MI (224H)	10-01-86	01-01-88	$10.00	25
	01-01-88	01-01-89	10.50	25
	01-01-89	01-01-90	11.00	25
	01-01-90	01-01-91	11.50	25
	01-01-91	01-01-92	12.00	25
	01-01-92	01-01-94	12.75	25
	01-01-94	01-01-95	13.75	25
	01-01-95	01-01-96	14.25	25
	01-01-96	01-01-97	14.75	25
	01-01-97	01-01-98	15.50	25
	01-01-98	01-01-99	16.00	25
	01-01-99	01-01-00	16.75	25

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
01-01-00	01-01-01	$17.75	25
01-01-01	01-01-02	18.75	25
01-01-02	01-01-03	20.00	25
01-01-03	01-01-04	21.00	25
01-01-04	01-01-05	22.00	25
01-01-05	01-01-06	23.00	25
01-01-06	01-01-07	24.00	25
01-01-07	01-01-08	25.00	25
01-01-08	01-01-11	26.00	30
01-01-11	01-01-16	27.00	30

Eugene, OR (249H)
Decatur, AL (250H—Closed)

The benefit unit below is multiplied by the years after July 1, 1975. For plan years after July 1, 1975 but prior to January 1, 1979, an additional benefit was earned which is determined as 1.4% of any basic monthly earnings in excess of one-twelfth of the Social Security wage base for that year's participation.

Date of Retirement	Benefit Unit	Maximum Years of Participation
01-01-79	$ 5.00	Unlimited
After 01-02-79	10.00	Unlimited
After 09-02-89	10.50	Unlimited
After 09-02-91	11.00	Unlimited
After 09-02-92	11.75	Unlimited
After 09-02-93	12.25	Unlimited
After 09-02-95	13.25	Unlimited
After 09-02-96	14.25	Unlimited
After 09-02-97	15.25	Unlimited
After 09-02-00	16.25	Unlimited
After 09-02-01	16.75	Unlimited
After 09-01-02	17.50	Unlimited
After 03-01-04	18.25	Unlimited
After 09-01-04	19.00	Unlimited
After 09-01-05	19.50	Unlimited
After 09-01-07	21.00	Unlimited
After 09-01-08	22.50	Unlimited
After 09-01-10	24.00	Unlimited
After 09-01-11	25.00	Unlimited
After 09-01-12	26.00	Unlimited
After 09-01-13	27.00	Unlimited
After 09-01-14	28.00	Unlimited
After 09-01-15	29.00	Unlimited
After 09-01-16	30.00	Unlimited

Benefit accrued before July 1, 1975 was at the rate of $5.00 per month per year of service before that date.

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Booneville, MS (180H—Closed, 18001H—Closed)	07-01-88	07-01-89	$ 5.00	25
	07-01-89	07-01-90	6.00	25
	07-01-90	07-01-91	6.50	25
	07-01-91	07-01-92	7.00	25
	07-01-92	07-01-93	8.00	25
	07-01-93	07-01-94	9.00	25
	07-01-94	07-01-95	10.00	25
	07-01-95	07-01-96	11.00	25
	07-01-96	07-01-97	11.50	25
	07-01-97	07-01-98	12.00	25
	07-01-98	07-01-99	13.00	25
	07-01-99	07-01-00	14.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	07-01-02	16.00	25
	07-01-02	01-01-04	16.50	25
	01-01-04	07-01-07	17.00	25
	07-01-07	07-01-08	18.00	25
	07-01-08	Closed	19.00	25
Greenfield, TN—RAC Cooper (267H)	07-01-90	07-01-91	$ 8.50	25
	07-01-91	07-01-93	9.00	25
	07-01-93	07-01-94	10.00	25
	07-01-94	07-01-95	10.50	25
	07-01-95	07-01-96	11.00	25
	07-01-96	07-01-97	11.50	25
	07-01-97	07-01-98	12.00	25
	07-01-98	07-01-00	13.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	01-01-04	16.00	25
	01-01-04	07-01-04	17.00	25
	07-01-04	07-01-05	18.00	25
	07-01-05	07-01-06	19.00	25
	07-01-06	01-01-12	20.00	25
	07-01-12	07-01-13	21.00	25
	07-01-13	07-01-16	22.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Hampshire, IL—GNP (194H)	07-01-93	07-01-95	$ 6.00	25
	07-01-95	07-01-96	7.00	25
	07-01-96	07-01-00	8.00	25
	07-01-00	07-01-04	9.50	25
	07-01-04	01-01-05	10.50	25
	01-01-05	07-01-06	12.50	25
	07-01-06	07-01-07	14.50	25
	07-01-07	07-01-08	15.00	25
	07-01-08	01-01-12	15.50	25
	01-01-12	01-01-14	17.50	25
	01-01-14	01-01-16	18.25	25
Longwood, FL (160H—Closed)	07-01-91	07-01-02	$ 9.00	25
	07-01-02	01-01-04	10.00	25
	01-01-04	Closed	11.00	25
Machesney Park, IL (Rockford)—(332H)	04-25-95	04-01-96	$ 9.00	32
	04-01-96	04-01-97	9.50	32
	04-01-97	04-01-98	10.00	32
	04-01-98	04-01-99	10.50	32
	04-01-99	04-01-00	11.50	32
	04-01-00	04-01-01	12.50	32
	04-01-01	04-01-02	13.75	32
	04-01-02	04-01-03	15.00	32
	04-01-03	10-01-04	16.25	32
	10-01-04	04-01-05	17.50	32
	04-01-05	04-01-06	18.75	32
	04-01-06	04-01-07	19.50	32
	04-01-07	04-01-08	20.75	32
	04-01-08	04-01-10	21.50	32
	04-01-10	04-01-11	22.00	32
	04-01-11	04-01-12	23.00	32
	04-01-12	04-01-13	24.00	32
	04-01-13	04-01-14	25.00	32
	04-01-14	04-01-15	26.00	32
	04-01-15	04-01-16	27.00	32
	04-01-16	04-01-17	28.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Oshkosh, WI (348H)	09-01-01	09-01-02	$17.00	25
	09-01-02	03-01-04	18.50	30
	03-01-04	09-01-05	19.50	30
	09-01-05	09-01-06	20.50	30
	09-01-06	01-01-07	21.50	30
	01-01-07	09-01-07	21.50	35
	09-01-07	09-01-08	22.50	35
	09-01-08	09-01-10	23.00	35
	09-01-10	09-01-11	24.00	35
	09-01-11	09-01-12	25.00	35
	09-01-12	09-01-13	26.00	35
	09-01-13	09-01-14	27.00	35
	09-01-14	09-01-15	28.00	35
	09-01-15	09-01-16	29.00	35
	09-01-16	09-01-17	30.00	35
Alliance, NE—Dayco (505H)	10-20-01	07-01-02	$10.50	Unlimited
	07-01-02	06-01-03	12.50	Unlimited
	06-01-04	12-01-04	14.50	Unlimited
	12-01-04	12-01-05	15.50	Unlimited
	12-01-05	12-01-06	17.50	Unlimited
	12-01-06	12-01-07	18.50	Unlimited
	12-01-07	12-01-08	20.50	Unlimited
	12-01-08	08-01-11	21.50	Unlimited
	12-01-12	12-01-13	23.00	Unlimited
	12-01-13	12-01-14	24.00	Unlimited
	12-01-14	12-01-15	25.00	Unlimited
	12-01-16	12-01-17	26.00	Unlimited
Davenport, IA—Dayco (508H)	10-20-01	10-01-02	$ 6.00	Unlimited
	10-01-02	04-01-04	12.00	Unlimited
	04-01-04	10-01-05	14.00	Unlimited
	10-01-05	10-01-06	16.00	Unlimited
	10-01-06	10-01-07	18.00	Unlimited
	10-01-07	10-01-08	20.00	Unlimited
	10-01-08	10-01-11	21.00	Unlimited
	10-01-12	10-01-13	22.00	Unlimited
	10-01-13	10-01-14	23.00	Unlimited
	10-01-14	10-01-15	25.00	Unlimited

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Houston, TX—Dayco (510H)	10-20-01	11-01-02	$ 8.00	Unlimited
	11-01-02	05-01-04	12.00	Unlimited
	05-01-04	11-01-04	13.00	Unlimited
	11-01-04	05-01-05	14.00	Unlimited
	05-01-05	05-01-06	15.00	Unlimited
	05-01-06	05-01-07	15.50	Unlimited
	05-01-07	05-01-08	16.50	Unlimited
	05-01-08	05-01-11	17.50	Unlimited
	05-01-11	05-01-12	18.50	Unlimited
	05-01-12	05-01-13	20.00	Unlimited
	05-01-13	05-01-14	21.00	Unlimited
	05-01-14	05-01-15	22.00	Unlimited
	05-01-15	05-01-16	23.00	Unlimited
McCook, NE—Dayco (514H)	10-20-01	03-01-02	$ 9.50	Unlimited
	03-01-02	04-01-04	11.50	Unlimited
	04-01-04	10-01-04	12.50	Unlimited
	10-01-04	10-01-05	13.50	Unlimited
	10-01-05	10-01-06	15.00	Unlimited
	10-01-06	10-01-07	16.50	Unlimited
	10-01-07	10-01-08	17.50	Unlimited
	10-01-08	10-01-10	18.50	Unlimited
	10-01-10	10-01-11	20.00	Unlimited
	10-01-11	10-01-12	22.00	Unlimited
	10-01-12	10-01-13	23.00	Unlimited
	10-01-13	10-01-14	24.00	Unlimited
	10-01-14	10-01-15	26.00	Unlimited

Retiree Medical Account (RMA) Benefit	In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.
Early Retirement	Eligibility is attainment of age 55 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin. (C) In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix. (D) If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing three years of service (five years prior to July 1, 2008). (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month

under age 65 when benefits begin.

Spouse Pension	Eligible upon completion of three years of service providing the participant and spouse have been married at least one year at the death of the participant (five years prior to July 1, 2008). (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.
Former Bertea Employees	Participants who were employed by the Bertea unit on or before June 30, 1981 are entitled to benefits based on the greater of (A) and (B) below: (A) The benefit unit multiplied by the years of participation. (B) The sum of (i) and (ii) below: (i) The Bertea monthly plan benefit for service prior to July 1, 1989. (ii) The benefit unit multiplied by the years of participation earned after June 30, 1989.

Salary Related Benefit Formula

The employees at the following locations receive the larger of their benefit based on the benefit units discussed previously or a salary related formula:

Effective Date	Location
07-01-97	Irvine, CA (002 **H, 071**H, 083**H)
07-01-97	Lexington, KY (014**H)
07-01-97	Ogden, UT (1090014)
07-01-97	Phoenix, AZ (12300H)
07-01-97	Glendale, AZ (2360014, 23601 H)
07-01-02	Elyria, OH (Airborne) (129001 1)
07-01-03	Avon, OH (0810014)
07-01-03	Clyde, NY (02800H)

The salary related formula is as follows:

The monthly benefit for service earned after the effective date above is equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years (earned after the effective date above) in excess of 35 (maximum five years).

A minimum benefit based on the previous benefit unit table below times base service (maximum 40 years) will be paid. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Average Monthly Compensation	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Changes in Plan Provisions Since the Prior Year

- Multiple locations had an increase in benefit unit and/or increase in maximum years of participation.

Former Berea, Kentucky Hourly-Wage Employees Pension Plan (Sub Plan 002)

Effective Date	August 1, 1968, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of benefit, respectively. Service is credited from date of hire to retirement. (A) Years of service. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1.700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-76	06-16-77	$ 6.00[1]	30
06-16-77	07-01-78	6.75	30
07-01-78	06-16-79	7.25[1]	30
06-16-79	07-01-80	8.00	30
07-01-80	07-01-81	8.50[2]	30
07-01-81	06-16-82	9.00	30
06-16-82	06-16-83	9.50[2]	31
06-16-83	06-16-84	10.00	32
06-16-84	06-16-85	10.50	32
06-16-85	06-16-86	11.00	32
06-16-86	06-16-87	11.50	34
06-16-87	06-16-88	12.00	35
06-16-88	06-16-89	12.50	36
06-16-89	06-16-90	13.00	37
06-16-90	06-15-91	13.50	38
06-15-91	06-15-92	14.00	39
06-15-92	06-15-93	14.50	40
06-15-93	06-16-94	15.00	40
06-16-94	06-16-95	16.25	40
06-16-95	06-16-96	17.00	40
06-16-96	06-16-97	17.50	40
06-16-97	06-16-98	18.25	40
06-16-98	06-16-99	19.00	40
06-16-99	06-17-00	20.50	40
06-17-00	06-16-01	20.50	41
06-16-01	06-16-02	21.50	42
06-16-02		22.50	43
Closed			

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced (by 0.5% from age 55 to age 60 and 0.333% from age 60 to age 62, and 0.25% from age 62 to age 65) for each month under age 65 when benefits begin.

[1] Benefits will be increased by $0.75 per year of service beginning on June 16 of the year following retirement.
[2] Benefits will be increased by $0.50 per year of service beginning on June 16 of the year following retirement.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced as for early retirement for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100 joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Wickliffe, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 011)

Effective Date	May 1, 1966, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 150 hours of service. (B) Years of service after July 1, 2000. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2000. Credited for each plan year that the participant has earned 1,800 hours. If less than 1,800 hours, then one-twelfth year credit will be granted for each 150 hours of service. (D) Years of participation after July 1, 2000. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown.)

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
05-01-76	09-15-76	$ 8.25	35
09-15-76	09-15-77	8.75	35
09-15-77	09-15-78	9.25	35
09-15-78	09-15-79	10.00	36
09-15-79	09-16-80	10.50	37
09-16-80	09-16-81	11.00	37
09-16-81	09-15-82	12.00	37
09-15-82	09-15-83	12.75	38
09-15-83	09-15-84	13.50	38
09-15-84	09-15-85	14.00	40
09-15-85	09-15-86	14.50	40
09-15-86	09-15-87	15.00	40
09-15-87	09-15-88	15.50	40
09-15-88	09-15-89	16.00	40
09-15-89	09-15-90	16.50	40
09-15-90	09-15-91	17.00	40
09-15-91	09-15-92	17.50	40
09-15-92	09-15-93	18.00	40
09-15-93	09-15-94	18.50	40
09-15-94	09-15-95	19.00	40
09-15-95	09-15-96	19.50	40
09-15-96	09-15-97	20.00	41
09-15-97	09-15-98	20.50	42
09-15-98	09-15-99	21.25	43
09-15-99	09-15-00	22.00	43
09-15-00	09-15-01	23.00	43
09-15-01	09-14-02	24.00	43
09-14-02	09-15-03	27.00	43
09-15-03	09-13-04	30.00	43
09-13-04	09-12-05	31.00	43
09-12-05	09-18-06	34.00	43
09-18-06		35.00	43
Closed			

Early Retirement	Eligibility is attainment of age 60 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (i), but reduced (by 0.333% from age 60 to age 62 and 0.25% per month age 62 to age 65) for each month under age 65 when benefits begin.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.333% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Special benefits for participants eligible to retire or who are age 55 with 25 years of service. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement or age 55 with 25 years of service Immediate payments equal to 65% of the pension payable the date of death assuming the participant retired the day before death and elected immediate early retirement (actuarial reduction from age 65 for those not eligible for early retirement).

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a life annuity.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, or 15 year certain and life
- 50% joint and survivor with 10 year certain and life

Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Minneapolis, MC Hourly-Wage Employees Pension Plan (Sub-Plan 019)

Effective Date	June 1, 1962, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2001. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. (B) Years of service after July 1, 2001. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2001. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 2001. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown):

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-76	01-01-77	$ 6.00	25
01-01-77	01-01-78	7.00	25
01-01-78	01-01-79	8.00	25
01-01-79	12-15-79	9.00	25
12-15-79	12-15-80	9.50	25
12-15-80	12-15-81	10.00	25
12-15-81	02-01-84	10.50	25
02-01-84	02-01-85	11.00	25
02-01-85	02-01-87	11.50	25
02-01-87	02-01-88	12.00	25
02-01-88	02-01-89	12.50	25
02-01-89	02-01-90	13.00	25
02-01-90	02-01-91	13.50	25
02-01-91	02-01-92	14.00	25
02-01-92	02-01-93	14.50	25
02-01-93	02-01-94	15.00	25
02-01-94	02-01-95	16.00	25
02-01-95	02-01-96	16.50	26
02-01-96	02-01-97	17.25	28
02-01-97	02-01-98	18.00	30
02-01-98	02-01-99	19.00	35
02-01-99	02-01-00	20.00	36
02-01-00	02-01-01	21.00	37
02-01-01	02-01-02	24.00	38
02-01-02	02-01-03	26.00	39
02-01-03		28.00	40

Closed

Early Retirement	Eligibility is attainment of age 60 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (A), but reduced by 0.6% for each month under age 65 when benefits begin.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.6% for each month under age 65 when benefits begin.
Spouse Pension	Eligibility is upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Retirement Plan (Sub-Plan 050)

Effective Date	June 10, 1953, as restated July 1, 2007 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All salaried employees at locations covered by the plan will become plan participants on the first day of the month after they have had 12 continuous months of employment (and worked 1,000 hours in a 12 month period).
Vesting Service	Prior to June 30, 1976, vesting service was based on continuous and uninterrupted employment, and after that date a year's credit is given for each 12 month period (beginning on July 1 each year) of employment. Prorated service is granted (to the nearest one-tenth) for periods less than a full year.
Benefit Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976, plus credit after that date for each one-tenth of a year of employment during which the employee is eligible to receive benefit service credit (used to determine the amount of the benefit determined under the salary formula).
Basic Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976 plus a full year's credit for each plan year thereafter in which at least 1,700 hours of service are performed. If less than 1,700 hours are worked during a year, then fractional credit to nearest one-tenth is granted for each 170 hours worked (used to determine the minimum benefit).
Average Monthly Compensation	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years). A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid. The portion of benefit payable for service prior to July 1, 1976 cannot be less than the monthly amount actuarially equivalent to the value of the profit sharing balance at age 65. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		**Minimum**
On or After	**But Before**	**Benefit Unit**
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement	Eligibility is attainment of age 55 and completion of 10 years of vesting service. Benefit is equal to either: (i) Deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) An immediate pension equal to (i) but reduced 0.5% for each month that early retirement precedes normal retirement date. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix. If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Prior Profit Sharing Plan	All participants in the Profit Sharing Plan, which was converted to this plan on June 30, 1976, are fully vested in their account balance on that date. Thereafter, the account balance (with interest at 6% per year) will be paid to the employee (or beneficiary) at his retirement, termination or death. Payment of the account balance at retirement or termination (or a withdrawal or transfer of the account balance to the Parker Savings Plan before retirement or termination) will actuarially reduce the pension payable from the plan. The actuarial reduction for this purpose is determined using the UP 1984 Unisex Mortality Table and a 6% interest rate.

Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken early retirement, and accepted the 50% joint and survivor option.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his fifty-fifth birthday under the 50% joint and survivor option.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Participants on June 30, 1994	Employees who were participants in the Parker Hannifin Corporation Retirement Plan as of June 30, 1994 are entitled to benefits based on the greater of (A) and (B) below: (A) The monthly benefit based on the normal retirement formula as outlined above for all years of benefit service. (B) The sum of (i) and (ii) below: (i) The monthly benefit accrued as of June 30, 1994 for years of benefit service prior to July 1, 1994. (ii) The monthly benefit based on the normal retirement formula as outlined above for years of benefit service after June 30, 1994.

Changes in Plan Provisions Since the Prior Year

None.

Former Wake Forest, NC Hourly-Wage Employees Pension Plan (Sub-Plan 102)

Effective Date	January 1, 1968, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at the Wake Forest, NC, Los Angeles, CA, or Livonia, MI locations will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 100 hours of service. (B) Years of participation. Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation service (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
01-01-68	09-24-82	$ 4.00	30
09-24-82	09-28-85	6.50[3]	30
09-28-85	01-01-88	8.00[4]	30
01-01-88	10-01-88	10.00	30
10-01-88	10-01-89	10.75	30
10-01-89	10-01-90	11.25	30
10-01-90	10-01-91	11.75	30
10-01-91	10-01-92	12.50	30
10-01-92	10-01-93	13.25	30
10-01-93	10-01-94	13.75	30
10-01-94	10-01-95	14.50	30
10-01-95	10-01-96	15.50	31
10-01-96	10-01-97	16.00	32
10-01-97	10-01-98	16.50	33
10-01-98	10-01-99	17.50	34
10-01-99	10-01-00	18.75	34
10-01-00	Closed	19.50	35

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

[3] Participants retiring on or after September 24, 1982 will be paid the $8.00 benefit unit beginning January 1, 1986 including retroactive payments from their actual retirement.

[4] Participants retiring on or after September 28, 1985 will be paid the $10.00 benefit unit beginning January 1, 1988 including retroactive payments from their actual retirement.

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity.

Changes in Plan Provisions Since the Prior Year

None.

Former Akron, PH (Morgan Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 103)

Effective Date

April 14, 1965, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.

Eligibility

All hourly, bargaining employees at this location will become plan participants following completion of one year of service.

Service

(A) Years of service are credited on an elapsed time basis to the nearest 0.1 year.

(B) Years of participation are credited on an elapsed time basis to the nearest 0.1 year.

Normal Retirement

Eligibility is age 65 and five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-01-76	11-01-78	$ 7.00
11-01-78	11-01-79	$ 8.00
11-01-79	11-01-80	$ 9.00
11-01-80	11-01-81	$ 9.50
11-01-81	01-01-86	$10.00
01-01-86	11-01-87	$12.00[5]
11-01-87	11-06-88	$13.00[6]
11-06-88	11-06-89	$13.75[7]
11-06-89	11-05-90	$14.25[8]

[5] Participants retiring on or after November 1, 1981 will be paid the $12.00 benefit unit beginning January 1, 1986 including retroactive payments from their actual retirement.
[6] Participants retiring on or after November 4, 1985 will be paid the $13.00 benefit unit beginning November 1, 1987 including retroactive payments from their actual retirement.
[7] Participants retiring on or after November 7, 1988 will be paid the $14.25 benefit unit beginning November 6, 1989 including retroactive payments from their actual retirement.
[8] Participants retiring on or after November 6, 1989 will be paid the $14.75 benefit unit beginning November 5, 1990 including retroactive payments from their actual retirement.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-05-90	11-02-91	$14.75
11-02-91	11-01-92	$15.00
11-01-92	11-01-93	$15.75
11-01-93	11-01-94	$16.50
11-01-94	11-01-95	$17.25
11-01-95	11-01-96	$18.00
11-01-96	11-03-97	$18.75
11-03-97	11-03-98	$19.75
11-03-98	11-03-99	$20.75
11-03-99	11-03-00	$21.75
11-03-00	11-03-01	$22.75
11-03-01	11-03-02	$24.75
11-03-02	11-02-03	$26.00
11-02-03	11-07-04	$27.25
11-07-04	Closed	$28.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% per month under age 65 for early commencement.

Note: *Retroactive benefits will be paid to eligible early retirees.*

Disability Retirement

Eligible upon total and permanent disability following completion of age 40 and 10 years of service. (The age 40 requirement is deleted effective November 4, 1985.)

Immediate payments equal to normal pension accrued to date of disability.

Note: *Retroactive benefits will be paid to eligible disabled employees.*

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin. ***Note:*** *Terminated employees are not eligible for the increased retroactive benefits.*
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity.

Changes in Plan Provisions Since the Prior Year

None.

Former Akron, OH (Home Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 104)

Effective Date	January 1, 1966, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants following completion of one year of service.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on the effective date, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours then one year credit will be granted for each full 100 hours of service. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours then 0.1 year credit will be granted for each full 100 hours of service.
Normal Retirement	Eligibility is age 65 and five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-76	10-01-76	$ 5.50
10-01-76	10-01-77	$ 6.00
10-01-77	10-01-78	$ 7.00
10-01-78	10-01-79	$ 7.50
10-01-79	10-01-80	$ 8.00
10-01-80	10-01-83	$ 9.00
10-01-83	09-01-87	$10.50[9]
09-01-87	10-01-88	$12.00
10-01-88	10-01-89	$12.50
10-01-89	10-08-90	$13.25
10-08-90	10-06-91	$14.00
10-06-91	10-04-92	$14.50
10-04-92	10-04-93	$15.00
10-04-93	10-03-94	$15.75
10-03-94	10-07-96	$16.25
10-07-96	10-06-97	$17.75
10-06-97	10-05-98	$18.50
10-05-98	10-01-99	$19.50
10-01-99	10-01-00	$20.50
10-01-00	09-30-01	$22.50
09-30-01	10-06-02	$23.50
10-06-02	10-05-03	$24.50
10-05-03	10-04-04	$25.50
10-04-04	10-03-05	$26.50
10-03-05	10-02-06	$27.50
10-02-06	10-01-07	$28.50
10-01-07	10-06-08	$29.50
10-06-08	10-05-09	$30.50
10-05-09	10-04-10	$31.50
10-04-10	10-03-11	$32.50
10-03-11	10-03-12	$33.50
10-03-12	10-04-15	$37.00
04-28-16	Closed	$38.00

[9] Participants retiring on or after October 1, 1984 will be paid the $12.00 benefit unit beginning September 1, 1987 including retroactive payments from their actual retirement.

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced actuarially for commencement prior to age 65 as set forth below:

Commencement Age	Early Commencement Factor
55	0.4025
56	0.4380
57	0.4771
58	0.5205
59	0.5686
60	0.6220
61	0.6816
62	0.7480
63	0.8225
64	0.9060
65	1.0000

Note: *Retroactive benefits will be paid as for normal retirement.*

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Note: *Retroactive benefits will be paid as for normal retirement.*

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced actuarially for commencement prior to age 65. ***Note:*** *Terminated employees are not eligible for the increased retroactive benefits.*
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected immediate early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiaries) when the benefits begin.

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in maximum years of participation.

Former Forest, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 112)

Effective Date	May 16, 1969, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired. Effective May 30, 2003, the Forest, OH plant closed. All current active participants were terminated and future plan participation was frozen.
Service	Years of service and participation are used to determine the eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 100 hours of service. (B) Years of service after July 1, 2000. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,615 hours. If less than 1,615 hours, then 0.1 year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 2000. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
After	**Before**	**Benefit Unit**
05-16-69	07-01-81	$10.75
07-01-81	07-01-82	$14.00
07-01-82	07-01-83	$14.75
07-01-83	07-01-85	$15.50
07-01-85	07-01-86	$16.00
07-01-86	07-01-87	$16.50
07-01-87	07-01-88	$17.00
07-01-88	07-01-89	$17.50
07-01-89	11-15-93	$18.00
11-15-93	05-15-95	$19.00
05-15-95	05-15-96	$19.50
05-15-96	11-25-96	$20.00
11-25-96	05-17-98	$21.00
05-17-98	05-16-99	$22.00
05-16-99	05-15-00	$22.75
05-15-00	05-15-01	$24.00
05-15-01	05-13-02	$25.00
05-13-02		$25.75
Closed		

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 62 when benefits begin.

Disability Retirement

No disability benefit applies.

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Participants who fail to meet these eligibility requirements will receive a lump sum death benefit payable to the estate of $250 multiplied by the years of participation. (A) Participant not eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A). The benefits are reduced ½% per month from age 62 for early commencement if the employee was between the ages of 60 and 62 at date of death. If the employee was less than age 60 at date of death, the benefits are reduced 12% for early commencement. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A).

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a 55% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 55% or 100% joint and survivor ▪ 5 or 10 year certain and life Any form of payment other than a life annuity and joint and survivor options will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1983 Group Annuity Mortality Table (adjusted for 50% male and 50% female content) and a 7% interest rate.
Special Medicare Reimbursement Benefit	To compensate for Medicare Part B premiums, the benefit payable to any retiree or surviving spouse is increased by $20 per month upon attainment of age 65.
Special Termination Benefits	Active employees at the time of the May 30, 2003 plant closing became eligible for the following additional benefits: ▪ Unreduced retirement at age 60 for participants age 60 and over with 10 or more years of service; ▪ An additional five years of service for participants hired after October 8, 1989 with five or more years of service; ▪ Additional years of service to get to five years of total service for participants with less than five years of service.

Changes in Plan Provisions Since the Prior Year

None.

Former Lebanon, IN Hourly-Wage Employees Pension Plan (Sub-Plan 115)

Effective Date	January 1, 1964, as restated July 1, 2007 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they have completed one year of service.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment. (A) Years of service are credited on an elapsed time basis to the nearest one-twelfth of a year. (B) Years of participation are credited on an elapsed time basis to the nearest one-twelfth of a year (based on continuous service).
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
After	**Before**	**Benefit Unit**
01-01-64	04-01-67	$ 2.00
04-01-67	11-01-84	$13.00
11-01-84	11-01-86	$13.50[10]
11-01-86	11-01-87	$14.50[1]
11-01-87	11-01-88	$15.00[1]
11-01-88	11-01-89	$15.25[1]
11-01-89	10-20-90	$15.50[1]
10-20-90	10-19-91	$16.25
10-19-91	10-24-92	$16.75
10-24-92	11-01-93	$17.25[11]
11-01-93	11-02-94	$18.25[2]
11-02-94	11-01-95	$19.00[2]
11-01-95	11-01-96	$19.50[2]
11-01-96	11-01-97	$20.25[2]
11-01-97	11-01-98	$21.00[2]
11-01-98	11-01-99	$21.75[2]
11-01-99		$22.50
Closed		

Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin.

[10] $2.00 benefit unit for service before April 1, 1967.

[11] Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

Age	Reduction Factor
55	0.411
56	0.445
57	0.483
58	0.525
59	0.571
60	0.623
61	0.681
62	0.747
63	0.821
64	0.905
65	1.000

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced as set forth in the “Early Retirement” section for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement.

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement is eligible for the following alternatives:

(i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit option.

(ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death.

(iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

Forms of Payment

Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a life annuity.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, or 15 year certain and life
- 50% joint and survivor with 10 year certain and life

Any form of payment other than a life annuity will he reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Tell City, IN Hourly-Wage Employees Pension Plan (Sub-Plan 116)

Effective Date

January 1, 1964, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.

Eligibility

All hourly, bargaining employees at this location will become plan participants when they have completed one year of service.

Service

Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment.

(A) Years of service are credited on an elapsed time basis to the nearest 0.1 year.

(B) Years of participation are credited on an elapsed time basis to the nearest 0.1 year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-64	05-01-82	
05-01-82	05-01-85	$ 8.00
05-01-85	05-01-86	$ 9.50
05-01-86	05-01-87	$ 9.85
05-01-87	05-01-88	$10.15
05-01-88	04-16-89	$10.50
04-16-89	04-16-90	$11.00
04-16-90	05-01-91	$11.50
05-01-91	05-01-92	$12.00
05-01-92	05-01-93	$12.75[12]
05-01-93	05-01-94	$13.50[1]
05-01-94	05-01-95	$14.25[1]

[12] Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
05-01-95	05-01-96	$15.00
05-01-96	05-01-97	$15.50
05-01-97	05-01-98	$16.25
05-01-98	05-01-99	$17.00
05-01-99	05-01-00	$17.50
05-01-00	05-01-01	$18.00
05-01-01	05-01-02	$19.00
05-01-02	05-01-03	$19.75
05-01-03	05-01-04	$20.50
05-01-04	05-01-05	$21.25
05-01-05	05-01-06	$22.25
05-01-06	04-30-07	$22.75
04-30-07	04-28-08	$23.25
04-28-08	04-29-09	$23.75
04-29-09	05-01-10	$24.25
05-01-10	05-02-11	$24.75
05-02-11	04-30-12	$25.25
04-30-12	08-05-13	$25.50
08-05-13	08-04-14	$25.90
08-04-14	08-03-15	$26.30
08-03-15	08-01-16	$26.70
08-01-16		$27.00

Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin as set forth below:

Commencement Age	Commencement Early Factor
55	0.4110
56	0.4450
57	0.4830
58	0.5250
59	0.5710
60	0.6230
61	0.6810
62	0.7470
63	0.8210
64	0.9050
65	1.0000

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to the normal retirement pension based on service accrued to date of disability plus future service from date of disability to age 65, reduced actuarially for commencement prior to age 65.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced for each month under age 65 when benefits begin.

Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement is eligible for the following alternatives: (i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death. (iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 25%, 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Canton, PA Hourly-Wage Employees Pension Plan (Sub-Plan 117)

Effective Date	July 1, 1987, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. Effective July 1, 2005, the plan was amended to calculate years of service based on elapsed time. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service. Effective July 1, 2005, the plan was amended to calculate years of participation based on elapsed time.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-87	07-01-88	$13.00	35
07-01-88	07-01-89	13.50	35
07-01-89	07-01-90	14.00	35
07-01-90	07-01-91	14.50	36
07-01-91	07-01-92	15.00	37
07-01-92	07-01-93	15.50	38
07-01-93	07-01-94	16.00	39
07-01-94	07-01-95	16.50	40
07-01-95	07-01-96	17.00	40
07-01-96	07-01-97	18.00	41
07-01-97	07-01-98	18.50	42
07-01-98	07-01-99	19.00	43
07-01-99	07-01-00	20.50	43
07-01-00	07-01-01	21.50	43
07-01-01	07-01-02	22.50	43
07-01-02	07-01-03	25.50	43
07-01-03	07-01-04	26.50	43
07-01-04	05-02-05	27.50	43
05-02-05	05-02-06	28.50	45
05-02-06	05-07-07	29.50	45
05-07-07	04-21-08	31.50	45
04-21-08	04-20-09	35.00	50
04-20-09	04-19-10	35.50	50
04-19-10		36.00	50
Closed			

Note: *Benefit for service prior to the effective date is offset by the vested benefit earned from IAM Plan A.*

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Green Camp, OH Hourly-Wage Employees Pension Plan (Sub-Plan 123)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 1998. Beginning on July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,000 hours. (B) Years of service after July 1, 1998. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 1998. Beginning July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,600 hours. If less than 1,600 hours, then 0.1 year credit will be granted for each full 1.60 hours of service. (D) Years of participation after July 1, 1998. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Normal Retirement	Eligible at age 65. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-85	08-03-89	$10.00
08-03-89	08-06-90	$10.75
08-06-90	08-05-91	$11.25
08-05-91	08-03-92	$12.00
08-03-92	08-01-93	$13.00
08-01-93	08-01-94	$13.75
08-01-94	08-01-95	$14.50
08-01-95	08-01-96	$15.50
08-01-96	08-01-97	$16.50
08-01-97	08-01-98	$17.00
08-01-98	08-01-99	$20.00
08-01-99	08-01-00	$20.50
08-01-00	06-25-01	$21.00
06-25-01	08-03-02	$23.00
08-03-02	08-02-03	$24.00
08-02-03		$25.00
Closed		

Early Retirement

Eligible upon completion of 30 years of service or attainment of age 55 and completion of 10 years of service, with at least five years of service earned while an employee of Stratoflex, Inc. or Parker Hannifin Corporation.

(A) Benefits payable for retirement under age 62 and 10 years of service or any age and 30 years of service eligibility.

Immediate unreduced payments beginning at retirement equal to normal pension accrued to the date of retirement.

(B) Benefits payable for retirement under age 55 and 10 years eligibility.

(i) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(ii) Immediate payments equal to (i), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension: accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 66⅔%, 75%, or 100% joint and survivor ▪ 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Greenville, Tennessee Retirement Plan (Sub-Plan 126)

Effective Date	April 5, 1993, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All salaried, hourly and sales employees became participants on the day they were hired. This plan covers only those employees who were participants on the effective date.
Years of Vesting Service	Before April 5, 1993, years of vesting service are credited according to the TRW Salaried Pension Plan. After April 4, 1993, years of vesting service are credited for each year and partial month of employment with the employer.
Years of Benefit Service	Accrued in the same manner as years of vesting service.
Normal Retirement Date	The date on which an employee attains age 65.
Earnings	The average monthly compensation during the five consecutive calendar years which produces the highest average.
Covered Compensation	Covered compensation is the 35 year monthly average of an employee's taxable wages under Social Security assuming maximum earnings each year during his career.
Normal Retirement	Eligibility is age 65 (normal retirement). The monthly benefit is the greater of (A) and (B): (A) The amount is determined as follows: (i) 1.5% of earnings times years of benefit service (to a maximum of 35 years); plus (ii) 1.33% of earnings times years of benefit service in excess of 35 years; minus (iii) 0.4% of earnings (to a maximum of covered compensation) times years of benefit service (to a maximum of 35 years).

(B) $20 times years of benefit service.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is age 55 with at least 10 years of benefit service.

The early retirement benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by ⅓% per month for each month the benefit commencement date precedes the date of the participant's sixtieth birthday.

The early retirement benefit payable over age 62 up to age 65 is the accrued normal retirement benefit with no reduction.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement, The main provisions of the TPS are summarized in the Appendix.

Termination

Eligibility is three or more years of vesting service (five years prior to July 1, 2008).

The deferred vested benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by 5/9% per month between ages 60 and 65 and reduced actuarially between ages 55 and 60 for each month the benefit commencement date precedes the participant's normal retirement date.

	The deferred vested benefit payable at age 62 is the accrued normal retirement benefit, reduced by 5/9% per month between ages 62 and 65 for each month the benefit commencement date precedes the participant's normal retirement date.
Immediate Lump Sum Payment Option	Eligibility is normal or early retirement or termination after age 55 with at least five years of vesting service. In lieu of the normal, early or vested benefit otherwise payable, a participant may elect to receive an immediate lump sum payment. The lump sum payment is determined using the 30 year Treasury interest rate for the third calendar month preceding the beginning of the plan year in which the payment is made.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before death, taken immediate early retirement, and accepted the 50% joint and survivor option. If the active employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his/her date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before death and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.

Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum

Changes in Plan Provisions Since the Prior Year

None.

Former NWL Retirement Income Plan (Sub-Plan 129)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	
Non-Union	All full time employees become plan participants on their date of hire.
Union (Kalamazoo Hourly)	All hourly union employees at Kalamazoo become plan participants on their date of hire.
Vesting Service	
Non-Union	Prior to January 1, 1989, vesting service was based on the plan provisions then in effect. After December 31, 1988, vesting service is based on elapsed time.
Union (Kalamazoo Hourly)	Vesting service is based on elapsed time, but no service is given prior to June 1, 1941.
Credited Service	
Non-Union	Equivalent to vesting service, but rounded up to the nearest month.
Union (Kalamazoo Hourly)	Equivalent to vesting service, but rounded up to the nearest month.
Average Monthly Compensation	Average of the highest consecutive 60 months.
Social Security Covered Compensation	Social Security covered compensation is one twelfth of the Social Security taxable wage bases in effect for the 35 years ending with the year the participant would attain Social Security normal retirement age (SSNRA), assuming, in the case of a participant who retires or terminates before SSNRA, that the wage base then in effect continues unchanged until SSNRA.
Normal Retirement	Eligibility is the first day of the month after the attainment of age 65.
Non-Union	Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: a past service benefit and a future service benefit. The past service benefit is the accrued monthly benefit as of December 31, 1988 based on the plan provisions then in effect.

The future service benefit is the monthly benefit equal to 0.9% of average monthly compensation up to Social Security covered compensation, plus 1.3% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service (earned after December 31, 1988) at normal retirement up to 35 years (35 years is reduced by years of credited service earned prior to January 1, 1989); plus 1.3% of average monthly compensation multiplied by years of credited service (earned after December 31, 1988) at normal retirement in excess of 35 years.

After December 31, 1996, the normal retirement benefit is the greater of (A) and (B) below:

(A) The monthly benefit equal to the accrued monthly benefit at December 31, 1996 as calculated above plus the future Parker benefit piece equaling 0.75% of average monthly compensation up to Social Security covered compensation, plus 1.36% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service (earned after December 31, 1996) at normal retirement up to 35 years (35 years is reduced by years of credited service earned prior to January 1, 1997); plus 0.5% of average monthly compensation multiplied by years of credited service (earned after December 31, 1996) at normal retirement in excess of 35 years (35 years is reduced by years of credited service earned prior to January 1, 1997, with the excess held to a maximum of five years).

(B) The Parker formula monthly benefit equal to 0.75% of average monthly compensation up to Social Security covered compensation, plus 1.36% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service at normal retirement up to 35 years; plus 0.5% of average monthly compensation multiplied by years of credited service at normal retirement in excess of 35 years (maximum of five years).

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is also payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Union (Kalamazoo Hourly)

The monthly retirement benefit is equal to years of credited service times benefit rate.

Date of Retirement	Benefit Rate
08-01-90 to 07-31-94	$22.00
08-01-94 to 07-31-95	$23.00
08-01-95 to 07-31-96	$23.75
08-01-96 to 07-31-97	$24.50
08-01-97 to 07-31-98	$25.50
08-01-98 to 07-31-99	$26.25
08-01-99 to 07-31-00	$27.00
08-01-00 to 07-31-01	$33.75
08-01-01 to 07-31-02	$34.75
08-01-02 to 08-03-03	$35.50
08-04-03 to 07-30-06	$39.50
07-31-06 to 08-05-07	$40.50
08-06-07 to 07-31-11	$43.50
08-01-11 to 07-29-12	$43.00
07-30-12 to 08-05-17	$46.50

Early Retirement

Non-Union

Eligibility for the past service benefit piece varies depending on formula used in determining benefit on December 31, 1988. Eligibility for all other pieces is attainment of age 55 and completion of 10 years of vesting service.

Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: an early retirement past service benefit and an early retirement future service benefit.

- The early retirement past service benefit is the early retirement monthly benefit as of December 31, 1988 (including appropriate early retirement reduction factors) based on the plan provisions then in effect.
- The early retirement future service benefit is the normal retirement future service benefit multiplied by the ratio of credited service (earned after December 31, 1988) over credited service (earned after December 31, 1988) at normal retirement and further reduced by an early retirement factor described below.

After December 31, 1996, the early retirement benefit is the greater of (A) and (B) below:

(A) The monthly benefit equal to the early retirement benefit at December 31, 1996 as calculated above plus the normal retirement future Parker benefit as calculated above with the exception of average monthly compensation and credited service calculated at the time of retirement multiplied by an early retirement factor described below.

(B) The monthly benefit equal to the normal retirement Parker formula as calculated above with the exception of average monthly compensation and credited service calculated at the time of retirement multiplied by an early retirement factor described below.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

	If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Union (Kalamazoo Hourly)	Eligibility is attainment of age 60 and 10 years of credited service. The monthly benefit is equal to the normal retirement benefit multiplied by an early retirement factor described below.
Early Retirement Factors	The following early retirement reductions are applicable when calculating various early retirement benefits:
Non-Union Future Service Benefit	Age 55 and 10 years of vesting service: Reduced 4% for each year retirement precedes age 65. Age 55 and 30 years of vesting service: Reduced 4% for each year retirement precedes age 62.
Non-Union Future Parker Benefit and Parker Formula	Age 55 and 10 years of vesting service: Reduced 6% for each year retirement precedes age 65.
Union (Kalamazoo Hourly)	Less than 30 years of credited service: Reduced 7.2% for each year retirement precedes age 62. At least 30 years of credited service: No reduction.
Termination	Eligible after three or more years of vesting service for non-union (five years prior to July 1, 2008) or five or more years of vesting service for union.
Non-Union	Deferred vested benefit equal to the early retirement benefit payable at age 65, or payable as early as age 55 with at least 10 years of vesting service, reduced 6% for each year commencement of benefits precede age 65.
Union (Kalamazoo Hourly)	Deferred vested benefit equal to the early retirement benefit payable at age 65, or payable as early as age 60 with at least 10 years of vesting service, reduced 7.2% for each year commencement of benefits precede age 65.

Disability Retirement	
Non-Union	Eligible upon total and permanent disability. The disability benefit is equal to the monthly normal retirement benefit assuming that the participant had worked to normal retirement at the rate of pay in effect at date of disability. Payment of such benefit is deferred until age 65.
Union (Kalamazoo Hourly)	Eligible upon total and permanent disability and 10 years of credited service. The disability benefit is equal to the monthly normal retirement benefit payable on date of disability. At normal retirement, disability benefit ceases and normal retirement benefit begins. Payment of optional forms is not provided for disability retirement. If disabled retiree dies prior to normal retirement date, surviving spouse is entitled to preretirement spouse benefit.
Preretirement Spouse's Benefit	Eligible upon the death of an active or former employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died (or termination date, if earlier), lived to his earliest retirement date, taken early retirement, and accepted a joint and survivor option (50% for Non Union and 55% for Union).
Supplemental Benefit	
Union (Kalamazoo Hourly)	Eligibility is attainment of age 60 and prior to age 62 with at least 25 years of credited service. The monthly supplemental retirement benefit is equal to years of credited service times supplemental benefit rate, payable until age 62.

Date of Retirement	Supplemental Benefit Rate
08-01-90 to 07-31-94	$21.50
08-01-94 to 07-31-95	$22.50
08-01-95 to 07-31-96	$23.25
08-01-96 to 07-31-97	$24.00
08-01-97 to 07-31-98	$25.00
08-01-98 to 07-31-99	$25.75
08-01-99 to 07-25-00	$26.50
07-26-00 to 07-31-01	$33.25
08-01-01 to 07-31-02	$34.25
08-01-02 to 08-03-03	$35.00
08-04-03 to 07-30-06	$39.00
07-31-06 to 08-05-07	$40.00
08-06-07 and Beyond	$43.00

Special Medicare Benefits
Union (Kalamazoo Hourly)

Eligible to all retirees and their spouses (except deferred vested retirees) who are age 65 or older or under age 65 and enrolled in voluntary “Medicare” coverage.

The special Medicare benefit is equal to the prevailing full Medicare amount in effect on August 1. Effective August 4, 2003, there is a cap for all future retirees at $65.00. The cap increases to $70.00 for retirements on or after July 31, 2006.

Pension Increase for Retirees
Non-Union Only

Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.

Retirement Income Account (RIA)
Non-Union Only

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

(A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or

(B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment

A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis (nonunion) or a 55% joint and survivor reduced by 5% (union) unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available.

The optional forms available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, or 15 year certain and life
- 50% joint and survivor with 10 year certain and life
- Joint and survivor with level freeze option

Changes in Plan Provisions Since the Prior Year

None.

Former Gresen Hourly Pension Plan (Sub-Plan 136)

Effective Date	January 1, 1986, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Each employee who was a participant in the Teamsters Union Local No. 970, 1976 Revised Pension Plan is automatically eligible. Other employees become eligible after completion of one year of service.
Years of Service	Plan year in which an employee is credited with 1,000 or more hours of service.
Pension Accrued Service	(A) All full and fractional years of service since January 1, 1976 while employed on an hourly basis by Gresen Manufacturing Division of Dana Corporation; plus (B) All full and fractional years of past service ending on December 31, 1975. (C) Employee shall not be given pension accrual service for hours of service during which an employee is not eligible or is employed by an affiliate of the employer; that is, pension accrual service under one plan may not he transferred to another plan. (D) Any paid absence for which the employer keeps records, such as vacation, incapacity, or layoffs shall be included as pension accrual service as long as a single period of absence is not in excess of 500 hours. (E) Credit will be given after one year for the first year of service accrued following a break in service. (F) Pension accrual service shall not include years of service prior to a break in service if the number of consecutive one year breaks in service equals or exceeds the aggregate number of years of service prior to the break.

Accrued Benefit

The accrued benefit is the basic benefit level below times years of pension accrual service payable monthly.

Date of Retirement		Basic
On or After	But Before	Benefit Level
04-01-00	05-01-01	$27.00
05-01-01	05-01-02	$30.00
05-01-02	05-01-03	$32.00
05-01-03		$34.00
Closed		

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is the accrued benefit determined at normal retirement date.

Early Retirement

Eligibility is attainment of age 62 and 10 or more years of service.

The monthly benefit is the accrued benefit determined at early retirement, reduced by an actuarially equivalent percentage as set forth below

Commencement Age	Early Commencement Factor
62	0.8000
63	0.8667
64	0.9333
65	1.0000

Postponed Retirement

Eligibility at the request of the employee.

The monthly benefit is the accrued benefit determined at date of postponed retirement.

Disability Retirement	All employees who become disabled after attaining age 50 and 10 or more years or service are eligible. The monthly benefit is the accrued benefit at the onset of disability, reduced by an actuarial equivalent percentage if prior to normal retirement date. Benefits shall begin on the later of the seventh month of disability or the first day of the month following employment termination.
Termination	Eligible upon completion of five or more years of service. (A) Deferred payments beginning at age 65 equal to the accrued benefit determined at the date of termination. (B) Deferred payments beginning as early as age 62 (if 10 years of service) equal to the benefit payable at normal retirement date actuarially reduced for early commencement.
Surviving Spouse	One year marriage requirement imposed.
Surviving Benefit	Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year are eligible. For active vested and terminated vested employees eligible for early or normal retirement: Monthly survivor benefit shall be equal to 50% of the accrued benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death. For retirement employees: Monthly survivor benefit shall be equal to 50% of benefit for which retiree was eligible if the retiree did not decline the survivor's benefit. benefit payment begins on the first day of the month following the date of death.

	For active vested and terminated vested employees not eligible for normal or early retirement: Monthly survivor benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payments begins on early retirement date. Reduction: Pension benefit of retiree is reduced actuarially for survivor benefit option.
Forms of Benefit	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10 or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Commercial Intertech Corp. Pension Plan for Salaried Employees (Sub-Plan 138)

Effective Date	October 28, 1948, as restated July 1, 2008 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All nonunion salaried employees of Commercial Intertech Corp. are eligible after attainment of age 21 and completion of one year of service.
Benefit Service	Elapsed service from date of hire.
Average Compensation (Commercial Intertech)	The average base pay compensation (limited by IRC section 401(a)(17)) during the highest five consecutive years of compensation out of the last 10 years immediately preceding retirement.
Average Monthly Compensation (Parker)	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.
Social Security Benefit	Estimated Social Security primary insurance amount at normal retirement date under the provision of the Social Security Act at the time of separation from employment assuming that the participant continues at current earnings level as of December 31, 2001.
Social Security Covered Compensation	Social Security covered compensation is one twelfth of the Social Security taxable wage bases in effect for the 35 years ending with the year the participant would attain Social Security normal retirement age (SSNRA), assuming in the case of a participant who retires or terminates before SSNRA, that the wage base then in effect continues unchanged until SSNRA.
Normal Retirement	Eligibility is the later of age 65 or the fifth anniversary of participation. The monthly benefit is the benefit as summarized below but not to exceed the maximum benefit permitted under IRC section 415.

(A) For retirements after December 31, 2001, the benefit is the greater of (i) or (ii) below:

(i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(ii) 26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for all benefit service.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(B) For retirements after December 31, 2001 for the grandfathered group (participants attaining at least age 50 with 15 years of service or age 60 with five years of service as of December 31, 2001), the benefit is the greater of (i), (ii) or (iii) below:

(i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(ii) 26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for all benefit service.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

	(iii) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for all benefit service. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix. If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Accrued Benefit (Commercial Intertech)	The normal retirement benefit above under the prior Commercial Intertech formula only computed using benefit service projected to age 65, and then multiplying by benefit service at accrued benefit determination divided by benefit service projected to age 65.
Early Retirement	Eligibility is age 55 with 10 years of service, or a participant on December 31, 2001 who would not have five years of service by age 62. The monthly benefit is the benefit under the prior Commercial Intertech formula reduced by 3/10 of 1% for each month early commencement precedes age 65. plus/or The benefit earned under the Parker formula reduced by 5/10 of 1% for each month early commencement precedes age 65. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix.

	If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Termination	Eligible upon completion of three years of service (five years prior to July 1, 2008). The benefit payable at normal retirement date, based on average compensation at termination. If the participant has 10 years of service, early commencement is available after age 55. The benefit under the prior Commercial Intertech formula reduced by 3/10 of 1% for each month early commencement precedes age 65. plus/or The benefit earned under the Parker formula reduced by 5/10 of 1% for each month early commencement precedes age 65.
Preretirement Spouse’s Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken immediate early retirement, and accepted the 50% joint and survivor option.
Postretirement Spouse’s Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% joint and survivor option.

	If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his fifty-fifth birthday under the 50% joint and survivor option.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Coordination With Other Plans	Transfers into the Salaried Plan will be computed as if the employee was always in this plan. Any benefits from other plans will offset the portion payable from the plan.
Early Retirement Window	Eligibility applies to certain non-highly compensated employees retiring between October 1, 1996 and November 14, 1996 and between November 15, 1998 and December 31, 1998. The benefit payable is computed without a reduction to service or early commencement reduction using current compensation as the five year average. An additional $800/month supplement to age 65 was provided and offered as a lump sum.

Changes in Plan Provisions Since the Prior Year

None.

Former Commercial Intertech Corp. Pension Plan for Hourly Paid Employees (Sub-Plan 139)

Effective Date	April 1, 1950, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly paid employees of Commercial Intertech Corp. represented by the United Steelworkers of America are eligible after attainment of age 21 and completion of one year of continuous service.
Continuous Service	All full and fractional years of service to the nearest month from last date of hire to termination of employment, including any service required to be credited as a result of break in service rules. For part time employees, all dollar amount minimum benefits (i.e., unrelated to final average earnings) shall be based on continuous service which is proportionately reduced for less than full time employment.
Average Monthly Earnings	The monthly average earnings of the 60 highest consecutive calendar months of total earnings in last 120 months prior to termination of employment or retirement. Earnings will exclude certain cost of living adjustments in base rates since September 30, 1974. Effective January 1, 1997, the cost of living adjustment was $3.50 per base hour.
Normal Retirement	Eligibility is age 65 or the fifth anniversary of participation, if later. The monthly benefit is equal to the greater of (A) and (B) below: (A) Percent Pension: 1.1% of average monthly earnings for percent pension times years of continuous service not in excess of 30, plus 1.2% of average monthly earnings times years of continuous service in excess of 30 years. This benefit is increased by 12.6% for retirements on or after November 1, 1995.

(B) Minimum Pension: $26.50 per month times years of continuous service with a minimum benefit (for continuous service over 30 years) of $1,060 per month. The benefit units will be increased for retirements on or after the effective dates below:

Effective Date	Benefit Unit (Per Year of Service)	Minimum Benefit (for Continuous Service Over 30 Years)
11-01-00	$27.00	$1,080
11-01-01	$27.50	$1,100
02-01-02	$30.00	$1,100
02-01-03	$32.00	$1,100
02-01-04	$33.00	$1,100
02-01-05	$34.00	$1,100
02-06-06	$35.50	$1,100
02-11-07	$37.00	$1,100
02-10-08	$38.00	$1,100
02-03-09	$39.00	$1,100
02-03-10	$39.25	$1,100
02-13-11	$39.50	$1,100
02-12-12	$39.75	$1,100
02-10-13	$40.00	$1,100

Accrued Benefit

The normal retirement benefit above computed using average monthly earnings and continuous service at termination or date of determination.

Early Retirement (Unreduced)

Eligibility is at any age with 30 years of continuous service or age 62 with 15 years of continuous service.

The monthly benefit is the accrued benefit without actuarial reduction for early commencement.

Early Retirement (Reduced)

Eligibility is at age 60 with 15 years of continuous service.

The monthly benefit is the accrued benefit reduced to the actuarial equivalent of the benefit payable at age 62.

Termination	Eligible upon completion of five years of continuous service. The monthly benefit is the accrued benefit payable at normal retirement date. The accrued benefit can be payable as early as age 60 on an actuarially reduced basis. If the participant terminated after age 40 with 15 years of continuous service, then the actuarial reduction is from age 62 instead of age 65.
70/80 or Rule of 65 Retirement Benefit	Eligible upon completion of 15 years of continuous service, attainment of age 55, and sum of age and continuous service total 70 or more; or, completion of 15 years of continuous service and the sum of age and continuous service total 80 or more; or, completion of 20 years of continuous service and the sum of age and continuous service total 65 or more. Retirement must be due to plant shutdown or layoff. A monthly benefit equal to (A) plus (B) below is payable immediately: (A) The accrued benefit determined at date of retirement. plus (B) A temporary supplement of $300 per month is payable until eligible for Social Security.
Disability Benefit	Eligible when physically or mentally incapacitated with 15 years of continuous service. An immediate benefit equal to (A) plus (B) below will commence after six months: (A) The accrued benefit at date of disability retirement. plus (B) A temporary supplement of $300 per month payable until eligible for Social Security.

Surviving Spouse's Benefit	Surviving spouses of married participants who die with 1.5 years of continuous service either pre or postretirement are eligible. The benefit payable to the surviving spouse equals 50% of the accrued benefit at date of participant's death (minimum $140 per month) reduced when the spouse attains age 60 by the Social Security benefit that the spouse is eligible to receive (minimum: $125 per month). Retirements prior to November 1, 1996 may have different minimums.
React Preretirement Spouse's Benefit	Surviving spouses of married participants who die after having completed five years of continuous service prior to benefit commencement are eligible. The benefit payable to the surviving spouse equals the accrued benefit at date of participant's death commencing at the earliest retirement age reduced for early retirement and the 50% joint and survivor option. This amount will be a minimum for a preretirement death but will not be paid in addition to the surviving spouse benefit.
Forms of Payment	Optional forms of payment are: ▪ Straight life annuity ▪ Actuarially reduced 50%, 75%, or ▪ 100% joint and survivor annuity ▪ 5 or 10 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Special Initial Payment	Payable for all retirements, except deferred vested retirements and disability retirements. In lieu of the first three months' pension payments, a lump sum payment equal to 13 weeks of vacation pay, reduced by actual vacation pay received in year of retirement is payable.

Changes in Plan Provisions Since the Prior Year

None.

Former Intertech Corp. Pension Plan for Hourly Paid Employees, Hicksville Plan (Sub-Plan 140)

Effective Date	May 6, 1973, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly employees of Commercial Intertech Corp., Hicksville, Ohio Plant are eligible after attainment of age 21 and completion of one year of service.
Service	
Vesting	All continuous service with Commercial Intertech Corp. computed to the nearest one-twelfth year.
Pension	All continuous service with Commercial Intertech Corp. Hicksville, Ohio Plant as an hourly employee computed to the nearest one-twelfth year.
Normal Retirement	Eligible at the later of age 65 and fifth anniversary of participation. The monthly benefit is the benefit unit below multiplied by pension service.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-01-89	07-08-93	$13.00
07-08-93	07-01-97	$15.75
07-01-97	07-01-98	$17.50
07-01-98	07-01-99	$19.00
07-01-99	07-01-00	$20.00
07-01-00	07-01-01	$21.00
07-01-01	07-01-02	$23.50
07-01-02	07-01-03	$24.50
07-01-03	07-01-04	$25.50
07-01-04	07-01-05	$26.50
07-01-05	07-02-06	$27.50
07-02-06	07-01-07	$28.50
07-01-07	07-06-08	$29.50
07-06-08	07-27-08	$30.50
07-27-09	07-25-10	$31.00

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
07-25-10	07-24-11	$31.50
07-24-11	07-29-12	$32.00
07-29-12	07-22-13	$32.50
07-22-13	07-21-14	$33.00
07-21-14	07-20-15	$33.50
07-20-15	07-24-16	$34.00
07-24-16	07-23-17	34.50

Early Retirement

Eligible at age 62 with 15 years of vesting service.

The monthly benefit is the accrued benefit (as determined under normal retirement above) based on pension service at termination reduced based on the chart below for early commencement:

Age	Reduction Factor
62	0.7528
63	0.7253
64	0.9072

Termination

Eligible at any age with five years of vesting service.

The accrued pension is payable at normal retirement date as determined in normal retirement above based on pension service at termination. A participant with 15 years of vesting service may elect to commence the benefit at age 62 reduced as for early retirement.

Disability Retirement

Eligible at any age with 10 years of vesting service.

A benefit is payable after six months of disability computed as in termination above based on pension service at date of disability. The benefit is payable without reduction for early commencement.

Preretirement Spouse's Benefit	Surviving spouses of married participants who die after having completed five years of vesting service are eligible. The benefit payable to the surviving spouse equals the accrued benefit (as determined in normal retirement above) at date of participant's death based on pension service at date of death. This benefit is then reduced to the actuarial equivalent of this benefit had the participant lived to early retirement (or age of death, if death occurs after early retirement), retired with a qualified 50% joint and survivor annuity and then died.
Forms of Payment	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and Life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Wynn's International, Inc. Retirement Plan (Sub-Plan 146)

Effective Date	January 1, 1978, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Attainment of age 21 and completion of 1,000 hours of service in a plan year, providing that the employee is not covered by a collective bargaining agreement.
Vesting Service	One year for each plan year in which a participant has been credited with 1,000 or more hours of service.
Benefit Service	One year for each plan year in which a participant has been credited with 1,000 or more hours of service.
Compensation	The base rate of compensation paid by an employer to an employee as of the January 1 of the plan year of determination, expressed as an annual rate.
Normal Retirement	Eligibility is attainment of age 65. The normal retirement benefit is the greater of (A) and (B), plus (C): (A) For service prior to January 1, 1978 the benefit is equal to the sum of ¾% of the December 31, 1977 base salary up to $16,500 and 1¼% of the December 31, 1977 base salary in excess of $16,500 multiplied by credited service prior to December 31, 1977 (from date of acquisition or, if later, attainment of age 25 with one year of service). For service between January 1, 1978 and December 31, 1988, the benefit is equal to the sum of 1% of the January 1 base salary for that year up to the Social Security wage base, plus 2% of the January 1 base salary for that year in excess of the Social Security wage base. For service during each plan year between January 1, 1989 and December 31, 1998 (until a participant has 35 total years of service); the benefit is equal to the sum of 1.15% of the January 1 base salary for that year up to $10,000 plus 1.80% of the January 1 base salary in excess of $10,000.

	For service during each plan year between January 1, 1989 and December 31, 1998 (after the participant has 35 total years of service), the benefit is equal to 1.8% of the January 1 base salary for each year after 35 years. (B) For service prior to January 1, 1999, the benefit is equal to 1.5% of average compensation (using January 1, 1997, January 1, 1998 and January 1, 1999 compensation) times years of vesting service earned as of January 1, 1999. (C) For each plan year of service beginning on or after January 1, 1999, the benefit is equal to 1.9% of the January 1 base salary.
Early Retirement	Eligibility is attainment of age 55 and completion of five years of vesting service. The benefit is equal to the normal retirement benefit but using compensation at the time of early retirement and using service only to the early retirement date but reduced for early retirement by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months preceding normal retirement.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	Eligible upon the death of a married participant while eligible for a vested retirement benefit. The benefit payable to the surviving spouse is determined as though the participant had retired the day before he died, or at age 55, if later, and accepted the 50% joint and survivor option.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or

	(B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	A married participant shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single participant shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Salaried Employees' Pension Plan of Wynn's-Precision, Inc (Sub-plan 147)

Plan Sponsor

Parker Hannifin Corporation.

Effective Date

June 14, 1959; as amended effective January 1, 2001 to freeze plan participation and the accumulation of benefits as of the following "freeze dates."

Freeze Date	Location
12/31/2000	Dynamic Seals, Inc.
02/28/2001	Wynn's Keeper, Inc.
05/01/2001	Wynn's-Precision, Inc.

Effective July 1, 2004, this plan was further amended to change the plan year from a calendar year to the 12-month period beginning each July 1 and ending the following June 30. Most recently amended effective July 1, 2008 by Amendment 6.

The plan was merged into the Consolidated Pension Plan as of June 30, 2013.

Participation

Eligible salaried employees participate in the noncontributory portion of the plan upon date of hire. Participation in the contributory portion of the plan is dependent upon the employee's agreement to make the required contributions.

Effective with the January 1, 2001 amendment to the plan, participation is closed as of the applicable freeze date.

Service

Before January 1, 1976, service for all purposes is credited from last date of hire to nearest one-fourth year.

Service after January 1, 1976 for all purposes is credited on the basis of full years and month of employment completed as of a participant's applicable freeze date.

Accrual of Benefits

A participant has accumulated a benefit payable at normal retirement date based on compensation and benefit service as of the applicable freeze date.

Employee Contributions

Employees are required to make contributions equal to 3% of compensation (not to exceed $200,000, as adjusted) to receive contributory benefit accruals.

Employee contribution requirements were suspended as of the applicable freeze date.

Compensation	Compensation for contribution and pension calculation purposes is equal to 1/12th of the average of basic annual rate of compensation (not to exceed $200,000 as adjusted) as of each January 1 for the highest five consecutive years of contributory benefit service granted prior to the applicable freeze date.
Normal Retirement	Eligible at age 65 or the fifth anniversary of plan participation, if later. The monthly benefit is equal to the sum (1) and (2): (1) Noncontributory benefit amount determined as a monthly benefit equal to $100.00, reduced by 1/15th for each year of service less than 15 years at the employee's normal retirement date. In no event shall the noncontributory benefit of an employee who was an active participant on December 31, 1982 be less than $3.50 times credited service at his freeze date. (2) Contributory benefit amount determined as follows: a. 2⅓% of monthly plan compensation times benefit service (not to exceed 15 years); plus b. 1% of monthly plan compensation times benefit service in excess of 15 years. For purposes of determining the contributory benefit at the freeze date, benefit service means that period of credited service during which the participant made employee contributions as required by the contributory portion of the plan.
Early Retirement	Eligible at age 55 and five years of service. The early retirement benefit is the accrued retirement benefit reduced 1/180 for each of the first 60 months and 1/360 for each additional month by which the early retirement date precedes the normal retirement date.
Termination	Participants who were active employees at the applicable freeze date became eligible for 100% of their accrued retirement benefit payable at their normal retirement date. A participant with five years of service may elect to commence their benefit as early as age 55 reduced as for early retirement.

Spouse Pension	Upon death of an unmarried contributory participant or a married participant with non-vested benefit, the beneficiary receives the participant's accumulation payable in a lump sum. The surviving spouse of a vested participant receives the spouse's portion of a 100% survivor annuity reduced for early commencement and payable at the earliest retirement age of the participant or later date if elected by the spouse.
Disability Retirement	Eligible at age 55 and five years of credited service. The disability retirement benefit is the accrued retirement benefit reduced for early payment.
Late Retirement	Eligible if employment continues after normal retirement date. The late retirement benefit is equal to the retirement benefit determined at the applicable freeze date based on normal retirement benefit formula and plan compensation and credited service at such date.
Forms of Payment	An employee will normally receive his benefit on a straight-life basis or, if married, the actuarial equivalent of such benefits payable as a 100% joint and survivor annuity. A single life annuity, 10 year certain annuity, and 50% joint and survivor annuity are also available options.
Actuarial Equivalent	The 30-year Treasury security rate for May and the 1983 Group Annuity Mortality Table weighted 50% male and 50% female.
Plan Year	July 1 to June 30.

Changes in Plan Provisions Since the Prior Year

None.

Former Hourly Employees' Pension Plan for Wynn's Precision, Inc. (Sub-Plan 148)

Effective Date	June 14, 1959, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Each participant who was a participant as of January 1, 2001 shall continue as a participant in the 2001 plan and his participation date shall be the date as of which he became a participant in the prior plan. Each employee who was not a participant in the prior plan of the employer shall become a participant in the 2001 plan on the January 1 coinciding with or next following the date of which the employee first performs an hour of service for the employer.
Continuous Service	The period during which an employee shall have been continuously employed by the employer or by the employer's division in Lebanon, Tennessee from his most recent date of employment to the date of his retirement under the Plan or his normal retirement date, whichever occurs first. Continuous service shall not accumulate in excess of two years during any one period of layoff, leave of absence, disability or other specified purpose.
Credited Service	Prior to January 1, 1976 credited service was based on continuous service, and after that date, credited service is computed on the basis of full years and completed months.
Normal Retirement	Eligibility is attainment of age 65 and five years of credited service. (A) Determinations made prior to June 30, 1999: The monthly benefit is $14.00 multiplied by credited service. If a participant was formerly employed with Wheaton, Inc., the benefit unit below is multiplied by credited service accrued after the date of acquisition of the Springfield, Kentucky plant.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
09-30-96	01-01-97	$10.00
01-01-97	07-01-99	$10.00, pills $1.00 multiplied by credited service under the Wheaton Consolidated Service Retirement Plan as of the acquisition.

(B) Determinations made after June 30, 1999:

The monthly benefit is $14.00 multiplied by credited service; then increased as shown below.

For employees formerly covered under the Wheaton Consolidated Service Retirement Plan, $4.00 times credited service earned under that plan at date of acquisition plus $14.00 times credited service thereafter; then increased as shown below

Effective As of:	Kentucky Employees	Lebanon Union Employees
April 2001	$5/$15	$15.00
May 2001	—	—
April 2002	$6/$16	$16.00
May 2002	—	—
April 2003	$7/$17	$17.00
May 2003	—	—
April 2004	$8/$18	$18.00
May 2004	—	—
April 2005	Closed	$19.00
April 2006		$20.00
April 2007		$21.00
April 2008		$23.00
April 2011		$23.50
April 2012		$23.75
April 2013		$24.25
April 2014		$24.75
April 2015		$25.00
April 2016		$25.25
April 2017		$25.25

Early Retirement	Eligibility is attainment of age 55 and completion of five years of credited service. Benefit is equal to either: (i) deferred benefit payable at his normal retirement date equal to accrued benefit determined as of his early retirement date, or (ii) an immediate pension equal to his accrued benefit determined as of his early retirement date but reduced 0.4% for each month that early retirement precedes normal retirement date.
Disability Benefit	Eligible after five or more years of credited service and deemed disabled by the Administrative Committee. Benefit is equal to: (A) Prior to the participant's normal retirement date, $19.00 multiplied by credited service; and (B) At the participant's normal retirement date, accrued retirement benefit determined as of his disability retirement date.
Termination	Eligible after three or more years of credited service (five years prior to July 1, 2008). The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Hourly Employees' Pension Plan for Dynamic Seals, Inc. (Sub-Plan 149)

Effective Date	March 1, 1982, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly employees who are members of a designated class of employees for which a separate benefit schedule is adopted by the employer shall participate as of the date of hire.
Vesting Service	Continuous service as determined prior to March 1, 1982 under The Richardson Company 1966 Divisional Pension Plan for Hourly Rated Employees plus the exact number of years and days of an individual's employment with the employer.
Benefit Service	No service prior to March 1, 1982. Thereafter, the exact number of years and days of an individual's employment with the employer.
Normal Retirement	Eligibility is attainment of age 65 and completion of five years of vesting service. The amount of the monthly benefit is as follows:
Employees of Dynamic Seals, Inc. Houston, Texas Plant	$5.00 multiplied by credited service (as an employee under this plan) from March I, 1982 (or date of hire, if later) to December 31, 1992 plus $7.50 multiplied by credited service on or after January 1, 1993 to January 1, 2001.
Employees of Dynamic Seals, Inc. Lynchburg, Virginia Plan	The benefit unit below is multiplied by all years of credited service (as an employee under this plan) after February 26, 1982 (or date of hire, if later).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-00	01-01-01	$ 9.50
01-01-01	01-01-02	$11.00
01-01-02	01-01-03	$13.00
01-01-03	01-01-04	$14.00
01-01-04	01-01-05	$15.00
01-01-05	01-01-06	$17.00
01-01-06	01-01-07	$18.00
01-01-07	01-01-08	$19.00
01-01-08	01-01-09	$20.00
01-01-09	01-01-14	$22.00
01-01-14	01-01-15	$23.00
01-01-15	01-01-16	$23.50
01-01-16	01-01-17	$24.00
01-01-17	01-01-18	$24.50

Early Retirement	Eligibility is attainment of age 55 and completion of five years of vesting service. Benefit is equal to either: (A) deferred benefit payable at normal retirement date equal to the accrued benefit at early retirement date, or (B) an immediate pension reduced 0.4% for each month that early retirement precedes normal retirement date.
Disability	Eligible after 15 years of vesting service and total and permanent disability. The disability benefit is equal to the accrued retirement benefit determined at disability retirement date. The unreduced accrued retirement benefit will be doubled for the period between the date of disability benefits begin and the earlier of normal retirement date or the date the employee becomes eligible for Social Security primary old age or disability benefits.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Preretirement Spouse's Benefit	Eligible upon the death of an active married employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Post Termination Spouse's Benefit	Eligible upon the death of a former married employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Special Termination Benefit

Eligible if attained five years of uninterrupted employment after March 1, 1982 and not eligible for a pension benefit other than severance under this plan and either terminated because no longer meets the requirements of the job and is not qualified for transfer to another job, or terminated because operations at a plant or department are permanently discontinued. This does not apply if the employee is temporarily disabled and under age 65 and leaves the service of the employer while still considered employable by the employer.

The benefit is computed on the following basis:

Length of Most Recent Uninterrupted Employment (After March 1, 1982)	Percent of Total Earnings (After March 1, 1982)
5 Years But Fewer Than 10	2.0%
10 Years But Fewer Than 15	2.5%
15 or More Years	3.0%

Earnings means the entire amount of compensation paid to the employee by the employer, including piecework earnings and bonuses, overtime pay, shift premiums, vacation pay, reporting for work pay and holiday pay.

Forms of Payment

A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, 15 year certain and life
- 50% joint and survivor with 10 year certain and life
- Lump sum payout

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Goshen Rubber Company, Inc. Pension Plan—Goshen Plan Union Employees (Sub-Plan 150)

Effective Date	June 2, 1961, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Each employee who is covered under the collective bargaining agreement between the employer and Local 650, United Rubber, Cork Linoleum and Plastic Workers of America shall become a participant on the date next following the date as of which he has completed six months of employment without regard to hours of service. Note that employees on June 2, 1989 that were participants in the 1985 Plan will continue to be participants in the 1989 Plan, with their participation date equal to the participation date in the 1985 Plan.
Credited Service	Continuous service from the employee's employment commencement date to his severance from service date computed on the basis of completed one-twelfths of a year.
Vesting Service	Continuous service from the employee's employment commencement date to his severance from service date computed on the basis of completed one-twelfths of a year.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit is equal to the sum of the following: (A) Credited service earned prior to August 1, 1988 multiplied by $10.50; plus (B) Credited service earned after August 1, 1988, but before January 1, 1995 multiplied $15.50; plus (C) Credited service earned after January 1, 1995 but before June 2, 1998 multiplied by $18.00; plus

(D) Credited service earned after June 2, 1998 but before July 1, 2002 multiplied by $21.00;

plus

(E) Credited serviced earned after July 1, 2002 multiplied by the benefit unit shown below:

Date of Retirement

On or After	But Before	Benefit Unit
07-01-02	07-01-03	$22.00
07-01-03	07-01-04	$22.75
07-01-04	07-01-05	$23.50
07-01-05	07-01-06	$24.25
07-01-06	07-01-07	$26.25
07-01-07	07-01-08	$28.25
07-01-08	06-27-10	$30.25
06-27-10	06-22-14	$31.25
06-22-14	06-22-15	$31.75
06-22-15	06-20-16	$32.00
06-20-16	06-17-17	$32.25
06-17-17	06-17-18	$32.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to an immediate pension equal to the accrued benefit determined as of the early retirement date reduced 0.4% for each month that early retirement precedes the first day of the month coinciding with or otherwise next following the participant’s sixty-second birthday.

Disability Retirement	Eligible after 10 years of vesting service. The disability benefit is equal to the accrued benefit determined as of the disability retirement date. This benefit will be increased by 100% if the participant is not entitled to Social Security disability payments. This increased benefit will be reduced to the regular disability benefit on his normal retirement date or when he begins to receive any Social Security payments, whichever comes first.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement. In lieu of receiving a benefit as described above, a participant may elect to receive a single lump sum severance benefit in the amount of $195.00 multiplied by his years of credited service. The participant's benefit payable as a monthly amount starting on his normal retirement date is then reduced by this lump sum.
Preretirement Spouse's Benefit	Eligible upon the death of an active married employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post Termination Spouse's Benefit	Eligible upon the death of a former married employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15, or 20 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Watts FluidAir Pension Plan—Hourly Participants (Sub-Plan 151-H)

Effective Date

March 18, 1978, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.

Eligibility

All production and maintenance employees of the company compensated on an hourly basis will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained at least age 21.

Note: *An employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12 month period following his date of hire or during any following plan year.*

Vesting Service

One year of vesting service shall be credited for each plan year that the participant has earned 1,000 hours. If the participant has earned less than 1,000 hours, but has not experienced a break in service, vesting service credit will be granted according to the following schedule:

Hours of Service During One Plan Year	Vesting Service Credit
500–727	0.3
728–935	0.4
936–999	0.5
1,000 or More	1.0

Benefit Service

One full year of benefit service will be credited for every plan year that the member completes 2,080 hours of service; for less than 2,080 hours of service in a plan year, a fraction of a year equal to the number of hours of service divided by 2,080 (rounded to the nearest one-tenth) will be credited.

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is equal to the benefit amount in the table below multiplied by benefit service.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-89	01-01-03	$11.00
01-01-03	07-01-04	$12.50
07-01-04	01-01-05	$13.50
01-01-05	01-01-06	$14.50
01-01-06	01-01-07	$16.00
01-01-07	01-01-08	$16.50
01-01-08	01-01-09	$17.50
01-01-09	01-01-11	$18.50
01-01-11	01-01-12	$19.50
01-01-12	01-01-13	$20.50
01-01-13	01-01-14	$22.00
01-01-14	01-01-15	$23.00

In addition to the regular plan benefit described above, a retiree medical account (RM.A) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the normal retirement benefit based on benefit service as of the early retirement date. Payments that begin prior to the normal retirement date will be reduced by 5/9 of 1% for each of the first 60 months by which commencement precedes the normal retirement date, and by 5/18 of 1% for each month thereafter, if any, by which commencement of benefits precedes the normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% joint and survivor annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date at spouse's election) or date of death.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% joint and survivor annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date at spouse's election) or date of death.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available.

Changes in Plan Provisions Since the Prior Year

None.

Former Watts FluidAir Pension Plan—Salaried Participants (Sub-Plan 151-S)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All clerical and salaried employees of the company will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained age 21. ***Note:*** *an employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12 month period following his date of hire or during any following plan year.*
Vesting Service	A year of vesting service is granted for each plan year that the employee completes 1,000 or more hours of service.
Benefit Service	A year of benefit service is granted for each year that an employee completes 1,000 or more hours of service, excluding years of service prior to the participant's eighteenth birthday.
Final Average Earnings	The average of the highest 60 consecutive months of earnings within the last 120 months ending on the date of termination. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit will be equal to the greater of (A) and (B): (A) The frozen benefit as of December 31, 2000 calculated under the former Watts FluidAir Pension Plan for Salaried Employees formula, plus the benefit for future service calculated under the former Parker Hannifin Corporation Retirement Plan formula; or

(B) The benefit for all service calculated under the former Parker Hannifin Corporation Retirement Plan formula. (Same as Sub-Plan 050 formula.)

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the benefit calculated at normal retirement but based on final average earnings as of the early retirement date. Payments may begin before normal retirement date, but will be reduced in accordance with the following schedule:

Years Before Normal Retirement Date	Reduction Factor
0	1.000
1	0.923
2	0.846
3	0.769
4	0.731
5	0.692
6	0.654
7	0.615
8	0.577
9	0.529
10	0.486

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of the 50% joint and survivor benefit calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date if the spouse elects) and date of death.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Miller Fluid Power Defined Benefit Plan (Sub-Plan 153)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Employees are eligible to participate at the later of the first of the month coinciding with or next following the date at which he reaches age 21 or one year of benefit service.
Vesting Service	
Salaried Participants	One year of service for each 12 month period of employment with prorated service (to the nearest l/10th) for periods less than a full year.
Hourly Participants	An employee receives one year of vesting service for each plan year after January 1, 1989 in which 1,000 hours of service are performed.
Years of Benefit Service	
Salaried Participants	(A) Year of benefit service prior to January 1, 2002. A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65. (B) Year of benefit service after January 1, 2002. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Hourly Participants	A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65.

Average Monthly Compensation

Average of the highest five calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Normal Retirement

Salaried Participants

Eligibility is attainment of age 65.

The monthly benefit is equal to (A) plus (B):

(A) The frozen benefit as of December 31, 2001 calculated under the former Miller Fluid Power Pension Plan.

(B) The monthly benefit equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years earned after December 31, 2001 in excess of 35 (maximum five years). A minimum benefit based on the benefit unit table below times basic service earned after December 31, 2001 (maximum 40 years) will be paid. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		**Minimum**
On or After	**But Before**	**Benefit Unit**
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Hourly Participants

(A) $5 multiplied by years of benefit service completed prior to January 1, 1989; and

(B) The benefit unit below multiplied by years of benefit service after December 31, 1988.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-89	04-01-02	$15.00
04-01-02	04-01-03	$16.00
04-01-03	04-01-05	$17.25
04-01-05		$18.50
Closed		

Early Retirement

Salaried Participants

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to either: (i) deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) an immediate pension equal to (i) but reduced 0.5% for each month that early retirement precedes normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Hourly Participants

Age 55 and 10 years, reduced 0.5% per month preceding normal retirement date.

Disability Retirement

Salaried Participants

No provision is provided applicable to the salary related formula.

Hourly Participants

Eligible upon termination of employment on account of total and permanent disability. The disability benefit is equal to the 100% vested accrued benefit at the date of disability and is payable at the normal retirement date.

Termination

Salaried Participants

Eligible after three or more years of vesting service (five years prior to July 1, 2008).

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Hourly Participants

Employees are vested in their benefits based on the following schedule:

Years of Vesting Service	Vesting Percent
0–1	0%
2	20%
3	40%
4	60%
5	80%
6+	100%

Participants become 100% vested on their normal retirement date regardless of their years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65.

Preretirement Spouse's Benefit	
Salaried Participants	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding the date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before the date of death, taken immediate early retirement, and accepted the 50% joint and survivor option.
Hourly Participants	Eligible upon the death of an active married employee. The Surviving spouse will receive 50% of the amount of the benefit that the employee would have received had the employee been 100% vested, terminated on the day of death, survived to normal retirement date, elected the 50% joint and survivor form then died the day after retirement. The surviving spouse will begin to receive this benefit at the later of the employee's date of death or normal retirement date.
Post-Termination Spouse's Benefit	
Salaried Participants	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before the date of death and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.

Hourly Participants	Eligible upon the death of a former employee while eligible for a vested benefit. The surviving spouse will receive 50% of the employee's vested benefit calculated as if the 50% joint and survivor form was elected, payable the later of the employee's date of death or normal retirement date.
Retirement Income Account (IRA)	
Salaried Participants	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Denison Hydraulics Inc. Hourly Pension for Former Delaware and Marysville Employees (Sub-Plan 157)

Effective Date	January 1, 1987 as the Hagglunds Denison Hourly Pension Plan, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	All inactive and retired participants of the Hagglunds Denison Hourly Pension Plan as of May 31, 1993 became participants of the Denison Hydraulics, Inc. Hourly Pension Plan for Former Delaware and Marysville Employees. Future eligibility to participate under the plan was frozen effective June 30, 1993.
Vesting Service	One year of vesting service is credited for each twelve consecutive month period during which the participant completes at least 1,000 hours of service.
Benefit Service	One year of benefit service is credited for each twelve consecutive month period beginning on the date the employee first performs an hour of service. Each fraction of a calendar month period greater than 14 days shall equal one-twelfth of a year of benefit service. Benefit Service accrual under the plan was frozen effective June 30, 1993.
Normal Retirement	Eligibility is attainment of age 65.
Marysville	The monthly benefit is the applicable benefit unit below multiplied by the years of credited service.

Date of Retirement	Benefit Unit
01-01-87 to 06-27-87	$13.00
06-28-87 to 06-25-88	$13.50
06-26-88 to 06-24-89	$14.00
06-25-89 to 06-30-90	$14.50
07-01-90 to 06-30-91	$15.00
07-01-91 to 06-30-92	$16.00
07-01-92 and After	$17.00

Delaware

The monthly benefit is the applicable benefit unit below multiplied by the years of credited service.

Date of Retirement	Benefit Unit
01-01-87 to 04-26-87	$14.50
04-27-87 to 04-24-89	$15.50
04-25-89 and After	$16.00

For both Marysville and Delaware participants, this amount will be reduced by the benefit earned as of December 12, 1986 under the Non Contributory Retirement and Disability Pension Plan of Abex Corporation.

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

The early retirement benefit is equal to the normal retirement benefit reduced by 5/9 of 1% for each month the benefit commences before the participant's normal retirement date. Unreduced benefit available if certain age/service requirements are met.

Disability Retirement

Eligibility is 10 years of service for a Marysville participant (15 years of service for a Delaware participant) who is deemed to be permanently disabled.

The disability retirement benefit is a monthly benefit payable until normal retirement equal to the normal retirement benefit (calculated using benefit service at disability) unreduced by the benefit due from Abex (increased by 50% if the individual is not receiving Social Security Disability) but not less than $100.00. At normal retirement the normal retirement benefit is payable.

Termination

Eligible after five or more years of vesting service.

The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 60 with 10 years of service, reduced as for early retirement.

Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive a pension payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the date before death and elected a 50% joint and survivor annuity at the first eligible age.
Postretirement Death Benefit	A death benefit of $1,550 is payable to a named beneficiary of a participant who is retired (not a vested separation) if such participant was insured for life insurance under the company's group insurance plan immediately prior to retirement.
Normal Forms of Payment	An employee will normally receive his benefit on a straight life basis or, if married, a reduced monthly benefits payable for life with 50% of the reduced benefit continuing to the participant's spouse upon death. Other optional forms available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum payout

Changes in Plan Provisions Since the Prior Year

None.

Former Denison Hydraulics Inc. Salaried Pension Plan (Sub-Plan 158)

Effective Date	January 1, 1987 as the Hagglunds Denison Salaried Pension Plan, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Each non-union salaried employee as of the effective date became a participant as of that date. Any other non-union salaried employee became a participant on his employment date or transfer date. All participants of the Hagglunds Denison Hourly Pension Plan as of June 15, 1993 became participants of the Denison Hydraulics, Inc. Salaried Pension Plan on that date. Future eligibility to participate under the plan was frozen effective December 31, 1994.
Vesting Service	A year of vesting service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked.
Benefit Service	A year of benefit service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked. Benefit service accrual under the plan was frozen effective December 31, 1994.
Final Average Earnings	The average of the highest 36 consecutive months of earnings prior to December 31, 1994, or, if earlier, on the date of termination or retirement. Earnings are limited to the Section 401(a)(l7) limit.
Normal Retirement	Eligibility is attainment of age 65. The benefit payable for life of the participant will be equal to (A) + (B) + (C) but not less than (D): (A) 0.8% of average annual compensation times years of credited service not in excess of 35 years. (B) 0.4% of average annual compensation in excess of covered compensation times years of credited service to a maximum of 35 years.

(C) 1.5% of average annual compensation times years of credited service in excess of 35 years.

Participants who are due benefits from a former "Recognized Employer" (including Abex Corporation, ASEA Hagglunds, Inc. or ABB Power Generation, Inc.) will have the above benefit offset by benefits accrued under plans sponsored by the former "Recognized Employers."

(D) The participant's accrued benefit under the prior plan in effect December 31, 1989.

Regular Early Retirement

Eligible at age 60 with a minimum of 10 years of service or if hired prior to age 35, and combined age and service total at least 75.

The early retirement benefit is the accrued portion of the normal retirement benefit reduced as follows.

(A) For participants who were hired prior to age 35, have completed more than 30 years of service and retire with combined age and service totaling at least 75, the monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes age 60.

(B) For participants who were hired prior to age 35, have completed less than 30 years of service and retire with combined age and service totaling at least 75, the Monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes the date the participant would have attained age 60 or 30 years of service, whichever is later.

(C) For all other participants, the monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes normal retirement.

Participants entitled to benefits payable under Items (A) and (B) above, are also entitled to an annual supplement equal to $33.00 times years of credited service, appropriately reduced, as noted above, payable until age 65. In no event should combined annual benefits (regular plus supplemental) payable to such participants prior to age 65 be less than $189.00 times years of credited service.

Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one-half of the pension due the participant had he or she terminated on the day before death and elected a 50% joint and survivorship at the first eligible age.
Disability Benefit	A participant who is disabled prior to normal retirement or early retirement shall receive a benefit at normal retirement or early retirement assuming the participant continued to earn credited service and compensation at the rate of compensation in effect on the date of disability through that period, However, service and compensation earned after December 31, 1994 will not be considered.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option

Changes in Plan Provisions Since the Prior Year

None.

Former Pension Plan for Hourly Paid Employees of Sporlan Valve Company and Jefferson Products Company (Sub-Plan 161)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the valuation date, most recently Amendment 16. This plan was merged with the Parker Hannifin Corporation Pension Plan, effective December 31, 2004.
Eligibility	Hourly paid employees in covered service working at least 667 hours per year participate after one year of employment; provided however there shall be no new participants hired on or after January 1, 2002.
Covered Service	The period during which a person is an hourly paid employee excluding anyone covered by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining and anyone working for the division of Jefferson Products Company doing business as Cline or the business operation known as I Line Manufacturing.
Benefit Service	(A) Employment periods prior to January 1, 1959. For each calendar year prior to January 1, 1959: (i) One year, if paid for 2,000 or more hours of covered service; or (ii) One-twelfth year for each 167 paid hours of covered service. Provided that total benefit service for all periods prior to January 1, 1959 shall not exceed 20 years. (B) Employment periods after January 1, 1959. For each calendar year after December 31, 1958: (i) One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

	(ii) ¾ year for 1,000 to 1,333 hours of service; or (iii) ½ year for 667 to 999 hours of service. (iv) One-twelfth year for each 167 hours of service for total hours of service from 167 to 666. Effective January 1, 2002, an employee who returns to service on or after January 1, 2002, following a layoff of more than 18 months or termination of service for 14 or more calendar days shall not earn any fractional or full years of benefit service for periods beginning on or after such return to service.
Vesting Service	Continuous employment prior to January 1, 1976 plus each calendar year after December 31, 1975 in which a person has 1,000 hours of service or more.
Normal Retirement	(A) Eligible at age 65 with five years of benefit service (but not later than the later of age 65 or the fifth anniversary of plan participation). (B) For participants leaving covered employment after December 31, 1992: $6.00 times years of benefit service from January 1, 1939 to December 31, 1948; plus $13.00 times years of benefit service from January 1, 1949 to December 31, 1988; plus $17.00 times years of benefit service from January 1, 1989 to December 31, 1992; plus $19.00 times years of benefit service after December 31, 1992. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.
Early Retirement	(A) Eligible at age 60 with 10 years of benefit service.

	(B) Accrued benefit reduced by 3/9% for each month that early retirement precedes normal retirement date. For participants who left covered employment before January 1, 1992, the reduction is 5/9% for each month that early retirement precedes normal retirement date. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger. Sporlan Plan participants actively employed and under age 50 on the December 31, 2004 plan merger date are eligible for the temporary pension supplement (TPS) upon retirement after attaining age 60 with at least 10 years of vesting service (but not age 55 with 20 years of vesting service), provided the participants are not eligible for Medicare. The main provisions of the TPS are summarized in the Appendix.
Late Retirement	(A) Eligible after normal retirement. (B) Greater of accrued benefit at late retirement or actuarial equivalent of normal retirement benefit at late retirement. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.
Disability Retirement	(A) Eligible after 15 years of benefit service and termination due to covered total and permanent disability lasting at least six months. (B) Accrued benefit. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.
Termination	Eligible after three years of vesting service (five years prior to July 1, 2008). Full accrued benefit payable beginning at normal retirement or, with 10 years of benefit service, reduced early retirement benefit beginning from age 60 to 65. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.

Form of Benefit	Five years certain and life normal form. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum payout
Preretirement Death Benefit	Eligible if married and age 60 with 10 years of benefit service, married with five years of vesting service or unmarried and active with five years of vesting service. (A) If participant had been married and eligible for early retirement monthly benefit to spouse for life. For deaths occurring before January 1, 1990, accrued benefit reduced for 50% joint and survivor payment form. For deaths occurring on or after January 1, 1990, accrued benefit of participant. (B) If participant had been married and vested but not eligible for early retirement monthly benefit to spouse for life commencing at first date participant would have been able to commence vested deferred termination benefit. For deaths occurring before January 1, 1990, one half of accrued benefit reduced for 50% joint and survivor payment form. For deaths occurring on or after January 1, 1990, accrued benefit of participant. (C) If participant had been active, unmarried and vested monthly for 60 months. For deaths occurring after December 31, 1991, accrued benefit discounted by 6% per annum for the period between actual commencement and the month following the month containing the employee's sixty-fifth birthday.

Changes in Plan Provisions Since the Prior Year

None.

Former Legris Inc. Retirement Plan (Sub-Plan 184)

Effective Date	The Legris, Inc. Retirement Plan was merged into the plan, effective July 1, 2010.
Eligibility	Age 20½ and one year of work with at least 1,000 hours. No employee hired on or after March 1, 2009 will become an active participant and no inactive participant of former participant will again become an active participant.
Vesting and Benefit Service	A year of vesting and benefit service is granted for each year of employment commencing on (1) the later of date the employee first performs an hour of service or reemployment or (2) January 1, 2010 and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked.
Final Average Earnings	The average of the highest five years of compensation. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is the later of attainment of age 65 or five years of vesting service. 48% of final average earnings × accrued benefit adjustment. The accrued benefit adjustment is the quotient of benefit service divided by the greater of 25 years or benefit service projected to the normal retirement date.
Early Retirement	Eligible at age 55 and six years of vesting service. The early retirement benefit is the accrued portion of the normal retirement benefit reduced 6⅔% for each year up to five and 3⅓% for each year between five and 10 that the early retirement date precedes the normal retirement date.
Termination	Eligible after two or more years of vesting service. The accrued benefit is 20% vested after two years of vesting service, increasing 20% per year to 100% after six years of vesting service. Deferred vested benefit is equal to the vested portion of the accrued benefit at normal retirement age.

Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement age or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the day before death and elected a 50% joint and survivorship at the first eligible age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 66⅔%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the mortality table set forth in Revenue Ruling 95-6 and a 7.5% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Snap-Tite, Inc. Pension Plan (Sub-Plan 188)

Effective Date	June 1, 1963; as and last amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All non-union employees are eligible to participate on the June 1 or December 1 following completion of one (1) year of service. Plan was frozen to all new participants effective May 31, 2006. An employee who was employed by Autoclave Engineers, Inc. shall commence earning credited service effective January 1, 1996. An employee who was employed by National Fire Hose, Inc. shall commence earning credited service effective February 1, 1998.
Service	
Eligibility	Completion of 1,000 hours of service during the 12-month period following employee's first hour of service, or any plan year.
Credited Service	Years and months of employment completed prior to June 1, 1975. A year of service shall be credited for each plan year after June 1, 1975 in which the employee works 1,000 hours of service. If the member works less than 1,000 hours in the last plan year, he will receive credit for any month that he works 83 hours of service. Service prior to June 1, 1978 is excluded for benefit accrual purposes for Airmatic-Allied employees as of that date. Credited service was frozen as of May 31, 2006.
Compensation	Gross calendar year compensation.
Average Annual Compensation	Average of the highest five consecutive calendar years' compensation in the last 10 calendar years preceding date of determination.

Retirement Dates	
Early	Age 60 with five years of service.
Normal	Age 65 with five years of service.
Late	Anytime after normal retirement date.
Disability	Receiving Social Security disability benefits.
Retirement and Termination Benefits	
Accrued Benefit	For employees who were under the Office and Salaried Plan: Equal to the greater of (a) or (b): (a) The accrued benefit to June 1, 1975 under the Group Annuity contract plus 1% of final average annual compensation times the number of years of credited service since June 1, 1975 up to 25 years. (b) The projected benefit under the prior Group Annuity contract (Table I of the plan document) times the ratio of service to date over potential service up to normal retirement date. For employees who were under the Executive Plan and all other employees joining the plan on or after June 1, 1978: Equal to 1% of average annual compensation times the number of years of credited service up to a maximum of 25 years.
Early Retirement	Accrued benefit reduced by 3% for each year the benefit commencement date precedes normal retirement date.
Normal Retirement	Accrued benefit.
Late Retirement	Actuarial equivalent of benefit that would have been payable at normal retirement date.
Disability	Accrued benefit reduced by 3% for each of the first 10 years and actuarially for years beyond 10 that benefit commencement date precedes normal retirement date.
Vested Termination	Accrued benefit at date of termination times the percentage vested.
Vesting Schedule	A participant is 100% vested in his accrued benefit upon completion of five years of credited service.

Preretirement Death Benefits	In the case of any participant or terminated participant who dies prior to the commencement of benefits under this plan when he is vested in any portion of his accrued benefit, a death benefit shall be payable to his surviving spouse in accordance with paragraph (a) or (b) below as applicable. (a) If a participant dies after the earliest retirement age, the participant's surviving spouse (if any) will receive the same benefit that would have been payable if the participant had retired with an immediate qualified joint and survivor annuity on the day before the participant's date of death. The spouse may elect to start benefits later than the date on which payments would have been made to the surviving spouse under a qualified joint and survivor annuity. If payments are delayed, they shall be adjusted using the early retirement factors. (b) If a participant dies on or before the earliest retirement age, the participant's surviving spouse (if any) will receive the same benefit that would be payable if the participant had: (i) Separated from service on the date of death; (ii) Survived to the earliest retirement age; (iii) Retired with an immediate qualified joint and survivor annuity at the earliest retirement age; and (iv) Died on the day after the earliest retirement age. If a participant's death occurs after his normal retirement date and before he actually retires, payments shall be made to his spouse as if the participant had retired on his date of death and selected the 100% contingent annuitant option to his spouse.
Employee Contributions	None required.

Payment Forms

Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Former QD&V Union City Plan Production Employees' Pension Plan (Sub-Plan 189)

Effective Date	June 1, 1978; as last amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All employees who are employed as a production employee at the QD&V Union City Plant are eligible to participate 30 days after their date of employment. Plan was frozen to new participants as of May 31, 2006.
Retirement Dates	
Early	Age 60 and 10 years of service.
Normal	Age 65 and five years of participation.
Late	Anytime after normal retirement date.
Disability	Ten years of credited service and is eligible and receiving Social Security disability benefits.
Retirement and Termination Benefits	
Accrued Benefit	A monthly benefit equal to the product of the benefit multiplier in effect as of retirement, termination, disability, or death and the participant's years and months of credited service. Credited service is years and months of employment completed from date of hire to termination of employment. Plan was frozen for all future benefit accruals effective May 31, 2006. The negotiated benefit multipliers are as follows:

Effective Date	Benefit Multiplier
Prior to November 18, 1996	$18.00
November 18, 1996 through May 31, 1997	$18.50
June 1, 1997 through May 31, 1998	$19.00
June 1, 1998 through September 30, 1999	$19.50
October 1, 1999 through May 31, 2000	$20.00
June 1, 2000 and After	$20.50

Early Retirement	Accrued benefit reduced by one-fifteenth for each year the benefit commencement date precedes normal retirement date.
Normal Retirement	Accrued benefit.
Late Retirement	Accrued benefit determined as of actual retirement date.

Disability	Accrued benefit reduced by one-fifteenth for each of the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date.
Minimum Benefit	In all instances, if the actuarial value of the benefit is less than the account balance from the prior plan, the account balance will be the benefit.
Vested Termination	If a member has completed less than five years of credited service, 100% of his account balance will be payable. If a member has completed at least five years of credited service, he will be entitled to the greater of his monthly accrued benefit or the monthly benefit provided by his account balance.
Preretirement Death Benefits	If death occurs prior to completing five years of service or while the member is not married, no benefits shall be payable from this plan. Upon the death of a married member who qualifies for early retirement, the member's spouse shall receive a monthly benefit for life based on the benefit payable under a joint and 50% survivor annuity which the member's spouse would receive assuming the member retired on the day before his death. The spouse of any married vested participant who was not eligible for early retirement is also eligible for a benefit if the participant should die prior to his normal retirement date. The monthly pension payable at the participant's earliest retirement date will be an amount equal to the benefit calculated as though the participant survived to his earliest retirement age, selected a 50% qualified joint and survivor annuity, and died on the day after the day of attaining the earliest retirement age. This amount will not be less than the monthly benefit that his account balance would purchase for the member's spouse under a life only annuity.
Employee Contributions	None required.

Payment Forms

Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Former PONN Manufacturing Plant Production Employees' Pension Plan (Sub-plan 190)

Effective Date	The plan became effective April 1, 1996 and has been most recently amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All employees employed as a production employee located at the PONN manufacturing plant are eligible to participate 30 days after their date of employment. The plan was frozen to new participants as of May 31, 2006.
Retirement Dates	
Early	Age 60 and 10 years of service. The benefit earned under the Snap-Tite, Inc. Pension Plan is payable at age 60 and five years of service.
Normal	Age 65 and five years of participation.
Late	Anytime after normal retirement date.
Disability	Ten years of credited service and is eligible and receiving Social Security disability benefits.
Retirement and Termination Benefits	Upon retirement, termination, disability, or death, a participant shall be entitled to receive the sum of their benefit earned under the provisions of the Snap-Tite, Inc. Pension Plan as of April 1, 1996 which was transferred to this plan, plus the product of the participant's years and months of credited service since April 1, 1996 and the benefit multiplier in effect as of retirement, termination, disability, or death. Credited service is years and months of employment completed from date of hire (but never prior to April 1, 1996) to termination of employment. The plan was frozen for all future benefit accruals effective May 31, 2006. The negotiated benefit multipliers are as follows:

Effective Date	Benefit Multiplier
April 1, 1996 through March 31, 1997	$18.00
April 1, 1997 through March 31, 1998	$18.50
April 1, 1998 through March 31, 1999	$19.00
April 1, 1999 through October 7, 2000	$19.50
October 8, 2000 and After	$20.50

Early Retirement	Accrued benefit reduced by one-fifteenth for each year the benefit commencement date precedes normal retirement date. The accrued benefit earned under the Snap-Tite, Inc. Pension Plan which has been transferred to this plan shall be subject to a 3% per year early retirement reduction factor.
Normal Retirement	Accrued benefit.
Late Retirement	Accrued benefit determined as of actual retirement date.
Disability	Accrued benefit reduced by one-fifteenth for each of the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date. The accrued benefit earned under the Snap-Tite, Inc. Pension Plan which has been transferred to this plan shall be subject to a 3% per year reduction factor for the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date.
Vested Termination	If a member has completed less than five years of credited service, (including service prior to April 1, 1996) no benefits shall be payable from the plan. If a member has completed at least five years of credited service, he will be entitled to his monthly accrued benefit.

Preretirement Death Benefits	If death occurs prior to completing five years of service or while the member is not married, no benefits shall be payable from this plan. Upon the death of a married member who qualified for early retirement, the member's spouse shall receive a monthly benefit for life based on the benefit payable under a joint and 50% survivor annuity which the member's spouse would receive assuming the member retired on the day before his death. The spouse of any married vested participant who is not eligible for early retirement is also eligible for a benefit if the participant should die prior to his normal retirement date. The monthly pension payable at the participant's earliest retirement date will be an amount equal to the benefit calculated as though the participant survived to his earliest retirement age, selected a 50% qualified joint and survivor annuity, and died on the day after the day of attaining the earliest retirement age.
Employee Contributions	None required.
Payment Forms	
Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Appendix—RMA and TPS Benefits

RMA Benefits (Active Participants)

A retiree medical account (RMA) opening balance was established on the opening balance date for all active participating employees as of the effective date at RMA eligible locations. This opening balance was calculated as follows:

- An annual RMA credit is assumed to be granted to each RMA eligible participant on each December 31 from the RMA accrual date to the opening balance date.
- Each annual RMA credit is accumulated using a 6% annual interest rate from the December 31 date. It is credited to the opening balance date.

After the establishment of the opening balance, interest will be credited to the RMA at the end of each month based on a 6% annual interest rate. These monthly interest credits will continue until the date of benefit commencement.

Each eligible participant will also receive an annual RMA credit on each December 31 as long as the participant remains an employee. The annual RMA credit, which is based on the age of the participant at the RMA accrual date, will be the same annual RMA credit that was used to determine the opening balance. The RMA accrual date is generally the participant's original date of hire or the credited service date for some acquisitions.

The table below shows the annual RMA credit based on several sample participant ages on their accrual dates:

Age on RMA Accrual Date	Annual RMA Credit
25	$185
30	$230
35	$295
40	$380
45	$510
50	$500
55	$850
60	$850

Upon benefit commencement, the accumulated RMA balance is converted to a monthly annuity as follows:

- For unmarried participants, the benefit will be paid as a life annuity.
- For married participants, the benefit will be paid as a 50% qualified joint and survivor annuity (without any actuarial reduction).

The basis upon which the RMA balance is converted to a monthly annuity is the 1994 Group Annuity Reserving Table, a 7% annual rate of interest, plus a 10% increase in the resulting annuity conversion factor. The conversion factors are based on the participant's age at benefit commencement.

A preretirement survivor benefit is available if the participant is not eligible for early retirement at the time of death, but has completed five or more years of vesting service. This RMA preretirement survivor benefit is payable as early as the date the participant would have attained age 55 in an amount equal to 50% of the benefit that would have been payable had the participant survived until the earliest possible retirement age under the plan. If the participant is eligible for early retirement at the time of death, the RMA preretirement survivor benefit is payable immediately and is equal to 50% of the benefit that would have been payable had the participant retired the day before death.

RMA Benefits (Retired Participants on June 1, 2001)

The RMA benefit for this group is an additional monthly pension paid effective June 1, 2001. Retirees in payment status (or deferred retirees) on June 1, 2001 who were eligible for retiree medical now receive an RMA benefit based on their years of service at termination. The amount of the monthly RMA benefit is determined by the table below:

Years of Service	RMA Benefit
10–19	$120
20–29	$160
30 and Over	$200

Surviving spouses in payment status on June 1, 2001 receive one half of the RMA that the participant would have received based the participant's service.

TPS Benefits (Active Participants)

A participant may also be eligible to receive a temporary pension supplement (TPS) at benefit commencement if retiring from active service prior to normal retirement and meeting certain eligibility conditions. Participants retiring under normal, early or disability retirement, will receive the TPS payable until age 65 if the participant retires at age 60 with 10 or more years of service, or at age 55 with 20 or more years of service. Participants retiring under normal, early or disability retirement who were at least age 50 with five or more years of service on July 1, 2001 will be eligible for the supplement if the participant retires on or after age 55 with 10 or more years of service. For this latter group of participants, the supplement will continue to be paid through the later of the month prior to the participant's sixty-fifth birthday or the spouse's sixty-fifth birthday. The TPS is payable as a life annuity for participants who are not married at the time of commencement and as a 50% qualified joint and survivor annuity (without any actuarial reduction) for participants who are married at the time of commencement.

The amount of the monthly TPS is determined by the table below:

Years of Service	Monthly TPS to Age 65
10–14	$180
15–19	$230
20–24	$300
25–29	$370
30–34	$450
35–39	$500
40 and Over	$550

A preretirement survivor benefit is available if the participant is eligible for the TPS at the time of death; the surviving spouse will receive a benefit equal to 50% of the TPS amount that the participant would have been entitled to had the participant retired the day before death. This preretirement survivor TPS benefit is payable until the month prior to the former participant's sixty-fifth birthday. If the employee was age 50 or older with five or more years of service on July 1, 2001 and died after attaining age 55 with at least 10 years of service, the preretirement survivor TPS benefit payable to the surviving spouse continues until the later of the month prior to the participant's sixty-fifth birthday or the surviving spouse's sixty-fifth birthday.

TPS Benefits (Retired Participants on June 1, 2001

Retirees who were under age 65 or retirees who have spouses who were under age 65 as of June 1, 2001 receive the TPS to the later of the month before the retiree or spouse turns age 65. The amount of the TPS is determined by the table below:

Years of Service	TPS Benefit
10–19	$210
20–29	$330
30 and Over	$450

Retirees at the Stratoflex locations (HRIS codes 27400, 27800, 28400 and now receive a TPS benefit, which is payable only until the later of the month before the retiree or spouse turns age 65. The amount of the TPS is based on the table below:

Years of Service	Stratoflex TPS Benefit
10–19	$270
20–29	$410
30 and Over	$550

If a retiree in pay status as of June 1, 2001 subsequently dies, the surviving spouse will continue to receive one half of the RMA plus one half of the TPS, if applicable. Surviving spouses in pay status on June 1, 2001 receive one half of the TPS that the participant would have received based on his or her age and service.

Millennium Increase

The "Millennium Increase" is a one-time pension (Retired Participants on June 1, 2001) increase for all normal, early and disabled retirees, plus surviving spouses, who had attained age 65 as of June 1, 2001 and in who were payment status on that date. The pension increase was 2% for each year the participant was over age 65 (or retirement date, if later), with a maximum increase of 10%. The minimum benefit increase was $5.00 per month for each year the participant was over age 65 (or retirement date, if later), or at least $25.00 per month.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- Many locations had an increase in the multiplier used in the benefit formula and/or an increase in the maximum years of participation. See the Plan Provisions section for details.
  - For the funding valuation, any multiplier changes adopted on or before September 1, 2016 were reflected in the valuation as allowed through an optional election under the Pension Protection Act of 2006. The multiplier becoming effective during the current plan year was used in the benefit formula and was considered effective as of the beginning of the plan year, in accordance with the Pension Protection Act of 2006.
- A change in the mortality for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

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

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

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non–prescribed assumption change:

- A change in the base salary scale from 4.00% to 3.50%.

This change was made to better reflect anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of July 1, 2016

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25	12	106 $47,283	4							
25-29	20 $58,090	178 $48,592	57 $51,197	4						
30-34	37 $65,906	151 $50,481	87 $52,258	72 $63,769	9					
35-39	37 $86,597	215 $76,283	152 $65,022	129 $67,872	148 $71,662	9				
40-44	42 $102,591	225 $68,596	314 $87,962	209 $68,714	250 $76,242	153 $75,927	3			
45-49	39 $91,925	185 $67,156	290 $75,711	287 $74,457	324 $84,177	292 $84,432	161 $80,998	9		
50-54	26 $75,600	167 $68,323	220 $67,622	358 $75,608	446 $89,451	341 $82,462	359 $100,170	177 $96,810	27 $88,570	
55-59	22 $79,253	121 $59,920	188 $64,828	367 $72,973	402 $85,803	319 $83,981	462 $94,072	284 $104,946	365 $91,247	36 $69,968
60-64	10	54 $59,788	95 $56,313	227 $69,456	210 $85,292	178 $82,042	251 $89,873	179 $92,419	209 $99,384	103 $82,972
65-69		4	10	39 $73,493	41 $80,288	40 $86,022	42 $88,876	32 $103,738	27 $108,399	33 $94,727
70+		1	2	1	12	9	8	2	8	6

N - 10,730

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 5,581,318	July 1, 2015	6	$ 1,044,438
Shortfall	$ 37,787,602	July 1, 2016	7	$ 6,243,397

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

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

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

Hourly Plans with Age 55 Retirement Eligibility

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	7.00%	0.9300	3.68
57.5	7.00%	0.8649	3.48
58.5	8.00%	0.8044	3.76
59.5	10.00%	0.7400	4.40
60.5	10.00%	0.6660	4.03
61.5	15.00%	0.5994	5.53
62.5	25.00%	0.5095	7.96
63.5	20.00%	0.3821	4.85
64.5	30.00%	0.3057	5.92
65.5	50.00%	0.2140	7.01
66.5	50.00%	0.1070	3.56
67.5	50.00%	0.0535	1.81
68.5	50.00%	0.0267	0.92
69.5	50.00%	0.0134	0.46
70	100.00%	0.0067	0.47
		Weighted Average	61.73

Hourly Plans with Age 60 Retirement Eligibility

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
60.5	10.00%	1.0000	6.05
61.5	15.00%	0.9000	8.30
62.5	25.00%	0.7650	11.95
63.5	20.00%	0.5738	7.29
64.5	30.00%	0.4590	8.88
65.5	50.00%	0.3213	10.52
66.5	50.00%	0.1607	5.34
67.5	50.00%	0.0803	2.71
68.5	50.00%	0.0402	1.38
69.5	50.00%	0.0201	0.70
70	100.00%	0.0100	0.70
		Weighted Average	63.82

Gresen and Former Snap-Tite Participants

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
62.5	25.00%	1.0000	15.63
63.5	25.00%	0.7500	11.91
64.5	25.00%	0.5625	9.07
65	100.00%	0.4219	27.42
		Weighted Average	64.03

Greenville

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	20.00%	1.0000	11.10
56.5	20.00%	0.8000	9.04
57.5	20.00%	0.6400	7.36
58.5	20.00%	0.5120	5.99
59.5	20.00%	0.4096	4.87
60.5	35.00%	0.3277	6.94
61.5	35.00%	0.2130	4.58
62.5	45.00%	0.1384	3.89
63.5	40.00%	0.0761	1.93
64.5	30.00%	0.0457	0.88
65	100.00%	0.0320	2.08
		Weighted Average	58.66

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

NWL Retirement Plan - Less than 30 Years of Service

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	17.00%	1.0000	9.44
56.5	17.00%	0.8300	7.97
57.5	17.00%	0.6889	6.73
58.5	18.00%	0.5718	6.02
59.5	20.00%	0.4689	5.58
60.5	20.00%	0.3751	4.54
61.5	25.00%	0.3001	4.61
62.5	20.00%	0.2251	2.81
63.5	15.00%	0.1800	1.71
64.5	25.00%	0.1530	2.47
65.5	50.00%	0.1148	3.76
66.5	50.00%	0.0574	1.91
67.5	50.00%	0.0287	0.97
68.5	50.00%	0.0143	0.49
69.5	50.00%	0.0072	0.25
70	100.00%	0.0036	0.25
		Weighted Average	59.51

NWL Retirement Plan - Over 30 Years of Service

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	10.00%	0.9025	5.19
58.5	10.00%	0.8123	4.75
59.5	10.00%	0.7310	4.35
60.5	15.00%	0.6579	5.97
61.5	20.00%	0.5592	6.88
62.5	40.00%	0.4474	11.18
63.5	40.00%	0.2684	6.82
64.5	40.00%	0.1611	4.16
65	100.00%	0.0966	6.28
		Weighted Average	61.04

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Retirement Plan, Commercial Intertech and Wynn

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	7.00%	0.8306	3.40
59.5	9.00%	0.7724	4.14
60.5	9.00%	0.7029	3.83
61.5	14.00%	0.6397	5.51
62.5	24.00%	0.5501	8.25
63.5	19.00%	0.4181	5.04
64.5	29.00%	0.3386	6.33
65.5	30.00%	0.2404	4.72
66.5	30.00%	0.1683	3.36
67.5	30.00%	0.1178	2.39
68.5	30.00%	0.0825	1.69
69.5	30.00%	0.0577	1.20
70	100.00%	0.0404	2.83
		Weighted Average	62.26

Retirement Table	*Count*	*Average Retirement Age*	*Weight*
Hourly Plans with Age 55 Retirement Eligibility	5,054	61.73	47.10%
Hourly Plans with Age 60 Retirement Eligibility	447	63.82	4.17%
Greenville	17	58.66	0.16%
Gresen and Former Snap-Tite Plans	311	64.03	2.90%
NWL Retirement Plan - Less than 30 Years of Service	231	59.51	2.15%
NWL Retirement Plan - Over 30 Years of Service	89	61.04	0.83%
Retirement Plan, Commercial Intertech, and Wynn	4,581	62.26	42.69%
	10,730		
		Weighted Average Retirement Age	62.05

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, Part V—Summary of Plan Provisions

Former Hourly Pension Plan (Sub-Plan 001)

Plan Sponsor	Parker Hannifin Corporation
EIN/PN	34-0451060/001
Effective Date	May 1, 1969, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, nonbargaining employees at this location will become Plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 1997 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then one year credit will be granted for each full 170 hours of service. (B) Years of service after July 1, 1997 One year of service for each 12-month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 1997 Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then one year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 1997 One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Irvine, CA (Jamboree Blvd.) (00201H, 00203H, 00202H, 00205H)	07-01-76	05-01-77	$ 7.00	35
	05-01-77	05-01-78	8.00	35
	05-01-78	05-01-79	9.00	35
	05-01-79	05-01-80	10.00	35
	05-01-80	05-01-81	11.00	35
	05-01-81	05-01-82	12.00	40
	05-01-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Huntsville, AL (006H)				
Huntsville, AL—Plant #2 (349H)	07-01-76	12-01-77	$ 4.00	25
	12-01-77	12-01-78	4.50	25
	12-01-78	12-01-79	5.00	25
	12-03-79	12-01-80	5.50	25
	12-01-80	12-01-81	6.00	25
	12-01-81	12-06-82	7.00	25
	12-06-82	12-05-83	7.50	25
	12-05-83	12-03-84	8.00	25
	12-03-84	12-01-85	8.50	25
	12-01-85	12-01-86	9.00	25
	12-08-86	12-01-87	10.25	30
	12-01-87	12-01-88	11.00	30
	12-01-88	12-01-89	11.75	30
	12-01-89	12-01-90	12.25	30
	12-01-90	12-01-91	13.00	30
	12-01-91	12-01-92	14.00	35
	12-01-92	12-01-93	15.00	35
	12-01-93	12-01-94	16.00	35
	12-01-94	12-01-95	17.00	35
	12-01-95	12-01-96	18.00	35
	12-01-96	12-01-97	19.00	40
	12-01-97	12-01-98	20.00	40
	12-01-98	12-01-99	21.00	40
	12-01-99	12-01-00	22.50	40
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-14	36.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Lyons, NY (022H, 023H)	07-01-10		$35.00	40
	07-01-76	12-01-76	6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30
	12-01-85	12-01-86	11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-93	15.25	35
	12-01-93	12-01-94	16.00	35
	12-01-94	12-01-95	16.75	35
	12-01-95	12-01-96	17.50	35
	12-01-96	12-01-97	18.25	35
	12-01-97	12-01-98	19.00	40
	12-01-98	12-01-99	20.00	40
	12-01-99	12-01-01	21.00	40
	12-01-00	12-01-02	22.00	40
	12-01-02	12-01-04	22.50	40
	12-01-04	12-01-06	23.00	40
	12-01-06	Closed	23.50	40
Clyde, NY (028H)	07-01-76	12-01-76	$ 6.00	30
	12-01-76	12-01-77	6.50	30
	12-01-77	12-01-79	7.00	30
	12-01-79	12-01-80	7.50	30
	12-01-80	12-01-81	8.00	30
	12-01-81	12-01-82	9.00	30
	12-01-82	12-01-83	9.50	30
	12-01-83	12-01-84	10.00	30
	12-01-84	12-01-85	10.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	12-01-85	12-01-86	$11.00	30
	12-01-86	12-01-87	11.50	35
	12-01-87	12-01-88	12.00	35
	12-01-88	12-01-89	12.50	35
	12-01-89	12-01-90	13.00	35
	12-01-90	12-01-91	13.75	35
	12-01-91	12-01-92	14.50	35
	12-01-92	12-01-94	15.25	35
	12-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.50	40
	07-01-96	07-01-97	18.25	40
	07-01-97	07-01-98	19.00	40
	07-01-98	07-01-99	20.00	40
	07-01-99	07-01-01	21.00	40
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02	07-01-03	24.00	40
Otsego, MI (017H, 018H, 044H)				
Richland, MI (009H)	07-01-76	04-01-77	$ 6.00	30
	04-01-77	04-01-78	6.50	30
	04-01-78	04-01-79	7.00	30
	04-01-79	04-01-80	7.50	30
	04-01-80	04-01-81	8.50	35
	04-01-81	04-01-82	9.50	35
	04-01-82	04-01-83	10.25	35
	04-01-83	04-01-84	11.00	35
	04-01-84	04-01-85	11.50	35
	04-01-85	04-01-86	12.00	35
	04-01-86	04-01-87	12.50	35
	04-01-87	04-01-88	13.00	35
	04-01-88	04-01-89	13.50	35
	04-01-89	04-01-90	14.00	35
	04-01-90	04-01-91	14.50	35
	04-01-91	04-01-92	15.00	40
	04-01-92	04-01-93	16.00	40
	04-01-93	04-01-94	17.00	40
	04-01-94	04-01-95	18.00	40
	04-01-95	04-01-96	19.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	04-01-96	04-01-97	$20.00	40
	04-01-97	04-01-98	21.00	40
	04-01-98	04-01-99	22.00	40
	04-01-99	04-01-00	23.00	40
	04-01-00	04-01-01	25.00	40
	04-01-01	04-01-02	26.00	40
	04-01-02	04-01-03	27.00	40
	04-01-03	10-01-04	28.00	40
	10-01-04	04-01-05	29.00	40
	04-01-05	04-01-06	30.00	40
	04-01-06	04-01-07	31.00	40
	04-01-07	04-01-08	32.00	40
	04-01-08	04-01-10	32.50	40
	04-01-10	04-01-11	33.50	40
	04-01-11	04-01-12	34.50	40
	04-01-12	04-01-13	35.50	40
	04-01-13	04-01-14	36.50	40
	04-01-14	04-01-15	37.50	40
	04-01-15	04-01-16	38.50	40
	04-01-16	04-01-17	39.00	40
Lithia Springs, GA (045H)	07-01-76	08-01-76	$ 3.50	25
	08-01-76	08-01-77	4.50	25
	08-01-77	08-01-78	5.50	25
	08-01-78	08-01-79	6.00	25
	08-01-79	08-01-80	6.50	25
	08-01-80	08-01-81	7.00	25
	08-01-81	08-01-82	7.75	25
	08-01-82	08-01-83	8.50	25
	08-01-83	08-01-84	9.25	25
	08-01-84	08-01-85	9.75	25
	08-01-85	08-01-86	10.50	25
	08-01-86	08-01-87	11.25	25
	08-01-87	08-01-88	12.00	25
	08-01-88	08-01-90	12.75	25
	08-01-90	08-01-91	13.50	25
	08-01-91	08-01-92	14.00	25
	08-01-92	08-01-93	14.50	25
	01-01-93	01-01-94	15.50	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	08-01-96	08-01-97	$17.75	32
	08-01-97	08-01-99	18.50	32
	08-01-99	08-01-01	19.50	32
	08-01-01	08-01-02	21.75	35
	08-01-02	08-01-04	23.00	35
	02-01-04	08-01-04	24.25	35
	08-01-04	08-01-05	25.25	35
	08-01-05	08-01-07	26.25	35
	08-01-07	08-01-08	27.00	35
	08-01-08	08-01-10	28.00	35
	08-01-10	08-01-11	28.50	35
	08-01-11	08-01-12	29.00	35
	08-01-12	08-01-13	29.50	40
	08-01-13	08-01-14	30.00	40
	08-01-14	08-01-15	30.50	40
	08-01-15	08-01-16	31.00	40
	08-01-16	08-01-17	31.50	40
Elyria, OH—Valve (060H)	10-01-76	10-01-77	$ 5.00	35
	10-01-77	10-01-78	5.50	35
	10-01-78	10-01-79	6.25	35
	10-01-79	10-01-81	8.25	35
	10-01-81	10-01-82	9.25	35
	10-01-82	09-30-83	10.25	35
	09-30-83	09-30-84	11.00	36
	09-30-84	10-01-85	11.75	37
	10-01-85	10-01-86	12.50	40
	10-01-86	06-01-87	13.00	40
	06-01-87	10-01-88	13.50	40
	10-01-88	10-01-89	14.00	40
	10-01-89	10-01-90	14.50	Unlimited
	10-01-90	10-01-91	15.00	Unlimited
	10-01-91	10-01-92	15.50	Unlimited
	10-01-92	10-01-93	16.00	Unlimited
	10-01-93	10-01-94	16.50	Unlimited
	10-01-94	10-01-95	17.25	Unlimited
	10-01-95	10-01-96	18.00	Unlimited
	10-01-96	10-01-97	18.50	Unlimited
	10-01-97	10-01-98	19.00	Unlimited
	10-01-98	10-01-99	19.50	Unlimited
	10-01-99	10-01-00	20.00	Unlimited

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	10-01-00	10-01-01	$20.50	Unlimited
	10-01-01	10-01-02	21.50	Unlimited
	10-01-02	04-01-04	22.50	Unlimited
	04-01-04	10-01-04	23.50	Unlimited
	10-01-04	10-01-05	24.50	Unlimited
	10-01-05	10-01-06	25.50	Unlimited
	10-01-06	10-01-07	26.50	Unlimited
	10-01-07	10-01-08	27.50	Unlimited
	10-01-08	10-01-10	28.50	Unlimited
	10-01-10	10-01-10	29.50	Unlimited
	10-01-11	10-01-12	30.50	Unlimited
	10-01-12	10-01-13	31.00	Unlimited
	10-01-13	10-01-14	31.50	Unlimited
	10-01-14	10-01-15	32.00	Unlimited
	10-01-15	10-01-16	32.50	Unlimited
Kent, OH (029H)	07-01-76	06-01-77	$ 5.00	25
	06-01-77	06-01-78	5.50	25
	06-01-78	04-01-80	6.00	25
	04-01-80	04-01-81	7.00	30
	04-01-81	04-01-82	8.00	30
	04-01-82	04-01-83	8.75	30
	04-01-83	04-01-84	9.25	30
	04-01-84	04-01-85	9.75	30
	04-01-85	04-01-86	10.25	32
	04-01-86	04-01-87	10.75	32
	04-01-87	07-01-88	11.25	32
	07-01-88	07-01-89	12.00	32
	07-01-89	07-01-90	12.50	32
	07-01-90	07-01-91	13.00	35
	07-01-91	07-01-92	14.00	35
	07-01-92	07-01-93	14.75	35
	07-01-93	07-01-94	15.75	35
	07-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.75	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.50	35
	07-01-98	07-01-99	20.50	35
	07-01-99	07-01-00	21.50	35
	07-01-00	07-01-01	23.50	35
	07-01-01	07-01-02	24.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-02	01-01-04	$25.50	35
	01-01-04	07-01-04	26.50	40
	07-01-04	07-01-05	27.50	40
	07-01-05	07-01-06	28.50	40
	07-01-06	07-01-07	29.50	40
	07-01-07	07-01-08	30.00	40
	07-01-08	07-01-10	30.50	40
	07-01-10	07-01-11	31.00	40
	07-01-11	07-01-12	31.50	40
	07-01-12	07-01-13	32.50	40
	07-01-13	07-01-14	33.50	40
	07-01-14	07-01-15	34.50	40
	07-01-15	07-01-16	35.50	40
	07-01-16	07-01-17	36.00	40
Ravenna, OH (063H)	07-01-76	06-01-77	$ 5.00	25
	06-01-77	06-01-78	5.50	25
	06-01-78	04-01-80	6.00	25
	04-01-80	04-01-81	7.00	30
	04-01-81	04-01-82	8.00	30
	04-01-82	04-01-83	8.75	30
	04-01-83	04-01-84	9.25	30
	04-01-84	04-01-85	9.75	30
	04-01-85	04-01-86	10.25	32
	04-01-86	04-01-87	10.75	32
	04-01-87	07-01-88	11.25	32
	07-01-88	07-01-89	12.00	32
	07-01-89	07-01-90	12.50	32
	07-01-90	07-01-91	13.00	35
	07-01-91	07-01-92	14.00	35
	07-01-92	07-01-93	14.75	35
	07-01-93	07-01-94	15.75	35
	07-01-94	07-01-95	16.75	35
	07-01-95	07-01-96	17.75	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.50	35
	07-01-98	07-01-99	20.50	35
	07-01-99	07-01-00	21.50	35
	07-01-00	07-01-01	23.50	35
	07-01-01	07-01-02	24.50	35
	07-01-02	01-01-04	25.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	01-01-04	07-01-04	$26.50	40
	07-01-04	07-01-05	27.50	40
	07-01-05	07-01-06	28.50	40
	07-01-06	07-01-07	30.00	40
	07-01-07	07-01-13	31.00	40
Portland, OR—PSC (082H)	04-01-81	04-01-82	$ 6.50	30
	04-01-82	04-01-84	7.00	30
	04-01-84	04-01-86	7.75	30
	04-01-86	04-01-87	8.00	30
	04-01-87	04-01-88	8.25	30
	04-01-88	04-01-89	9.00	30
	04-01-89	04-01-90	10.00	30
	04-01-90	04-01-91	11.00	30
	04-01-91	04-01-92	12.00	30
	04-01-92	04-01-93	12.50	30
	04-01-93	04-01-94	13.00	30
	04-01-94	04-01-95	14.00	30
	04-01-95	04-01-96	15.00	30
	04-01-96	04-01-97	16.00	30
	04-01-97	04-01-98	17.00	30
	04-01-98	04-01-99	17.50	30
	04-01-99	04-01-00	18.50	30
	04-01-00	04-01-01	19.00	30
	04-01-01	04-01-02	20.00	30
	04-01-02	04-01-03	21.00	30
	04-01-03	10-01-04	21.50	30
	10-01-04	04-01-05	22.50	30
	04-01-05	04-01-06	23.50	30
	04-01-06	01-01-07	24.50	30
	01-01-07	04-01-07	24.50	35
	04-01-07	04-01-08	25.50	35
	04-01-08	04-01-10	26.50	35
	04-01-10	04-01-11	27.50	35
	04-01-11	04-01-12	28.50	35
	04-01-12	04-01-13	29.50	35
	04-01-13	04-01-14	30.50	35
	04-01-14	04-01-15	31.50	35
	04-01-15	04-01-16	32.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Santa Fe Springs, CA (053H—Closed)				
Corona, CA—Cylinder (337H)	07-01-76	11-01-76	$ 1.50	30
	11-01-76	11-01-77	4.50	30
	11-01-77	11-01-78	5.50	30
	11-01-78	11-01-79	6.00	30
	11-01-79	11-01-80	6.50	30
	11-01-80	11-01-81	7.00	30
	11-01-81	11-01-82	7.50	30
	11-01-82	11-01-83	8.25	30
	11-01-83	11-01-84	9.00	30
	11-01-84	11-01-85	9.75	30
	11-01-85	11-01-86	10.50	30
	11-01-86	11-01-87	11.25	30
	11-01-87	11-01-88	11.75	30
	11-01-88	11-01-90	12.25	30
	11-01-90	11-01-91	12.75	30
	11-01-91	11-01-92	13.25	30
	11-01-92	11-01-93	14.00	30
	11-01-93	11-01-94	14.75	30
	11-01-94	11-01-95	15.50	30
	11-01-95	11-01-96	16.25	30
	11-01-96	11-01-97	17.00	30
	11-01-97	11-01-98	17.75	30
	11-01-98	11-01-00	18.50	30
	11-01-00	11-01-01	19.50	30
	11-01-01	11-01-02	20.75	30
	11-01-02	05-01-04	21.75	30
	05-01-04	11-01-04	23.00	30
	11-01-04	11-01-05	24.00	30
	11-01-05	11-01-06	25.00	30
	11-01-06	11-01-07	25.75	30
	11-01-07	11-01-08	27.00	30
	11-01-08	11-01-10	28.00	30
	11-01-10	11-01-11	29.00	35
	11-01-11	11-01-12	29.50	35
	11-01-12	11-01-13	30.00	35
	11-01-13	11-01-14	30.50	35
	11-01-14	11-01-15	31.00	35
	11-01-15	11-01-16	31.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Eaton, OH (004H) Brookville, OH (301H) Lewisburg, OH (007H) Lewisburg West—TFD (345H)	07-01-76	02-01-77	$ 6.00	30
	02-01-77	02-01-78	7.00	30
	02-01-78	02-01-79	7.75	30
	02-01-79	02-01-80	8.50	31
	02-01-80	02-01-81	9.50	31
	02-02-81	02-01-82	10.50	31
	02-01-82	02-01-83	11.25	31
	02-01-83	02-01-84	11.50	31
	02-01-84	02-01-85	11.75	31
	02-01-85	02-01-86	12.00	35
	02-01-86	02-01-87	12.25	35
	02-01-87	02-01-88	12.75	35
	02-01-88	02-01-89	13.50	35
	02-01-89	02-01-90	14.00	35
	02-01-90	02-01-91	14.50	35
	02-01-91	02-01-92	15.00	37
	02-01-92	02-01-93	15.50	38
	02-01-93	02-01-94	16.00	39
	02-01-94	02-01-95	17.50	40
	02-01-95	02-01-96	18.50	40
	02-01-96	07-01-97	19.50	41
	07-01-97	02-01-98	20.50	41
	02-01-98	02-01-99	21.50	42
	02-01-99	02-01-00	22.50	42
	02-01-00	02-01-01	24.00	42
	02-01-01	02-01-02	25.00	42
	02-01-02	02-01-03	26.00	42
	02-01-03	08-01-04	27.00	42
	08-01-04	02-01-05	28.50	42
	02-01-05	02-01-06	29.50	42
	02-01-06	02-01-07	30.50	42
	02-01-07	02-01-08	31.50	45
	02-01-08	07-01-10	32.50	45
	07-01-10	07-01-11	33.50	45
	07-01-11	07-01-12	34.50	45

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-12	07-01-13	$35.50	45
	07-01-13	07-01-14	35.75	45
	07-01-14	07-01-15	36.00	45
	07-01-16	07-01-17	36.00	45
St. Mary's, OH—Hourly Flex (041H—Closed)				
St. Mary's OH—Cylinder—Flex (411H)				
St. Mary's OH—Cylinder—Non-Flex (41101H)				
St. Mary's OH—Hourly	07-01-76	03-04-77	$ 5.75	30
	03-04-77	03-04-78	6.25	30
	03-04-78	03-04-79	7.00	30
	03-04-79	03-08-80	7.50	30
	03-08-80	03-09-81	9.00	30
	03-09-81	03-08-82	10.00	30
	03-08-82	03-07-83	10.50	32
	03-07-83	03-10-84	11.00	33
	03-10-84	03-11-85	11.50	34
	03-11-85	03-10-86	12.00	35
	03-10-86	03-09-87	12.50	36
	03-09-87	03-14-88	13.00	37
	03-14-88	03-13-89	13.50	38
	03-13-89	03-12-90	14.00	39
	03-12-90	03-01-91	14.50	40
	03-01-91	03-01-92	15.00	40
	03-01-92	03-01-93	15.50	40
	03-01-93	03-01-94	16.50	40
	03-01-94	03-01-95	17.50	40
	03-01-95	03-01-96	18.50	40
	03-01-96	03-01-97	19.25	40
	03-01-97	03-01-99	20.00	40
	03-01-99	03-01-00	20.75	40
	03-01-00	03-01-01	21.50	40
	03-01-01	03-01-02	22.75	40
	03-01-02	03-01-03	23.75	40
	03-01-03	09-01-04	25.00	40
	09-01-04	03-01-05	26.00	40
	03-01-05	03-01-07	27.00	40
	03-01-07	03-01-08	27.50	40
	03-01-08	03-01-10	28.50	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-10	03-01-11	$29.00	40
	03-01-11	03-01-12	29.50	40
	03-01-12	03-01-13	30.00	40
	03-01-13	03-01-14	30.50	40
	03-01-14	03-01-15	31.00	40
	03-01-15	03-01-16	31.50	40
Plymouth, MI (043H)	07-01-76	03-01-77	$ 5.00	25
	03-01-77	03-01-78	5.50	25
	03-01-78	03-01-79	6.00	25
	03-01-79	03-01-80	6.75	25
	03-01-80	03-02-81	7.50	25
	03-02-81	03-01-82	8.00	25
	03-01-82	03-01-83	9.00	25
	03-01-83	02-27-84	9.50	25
	02-27-84	03-01-85	10.25	25
	03-01-85	03-01-86	10.75	25
	03-01-86	03-01-87	11.25	25
	03-01-87	03-01-88	12.00	25
	03-01-88	03-01-90	12.75	25
	03-01-90	03-01-91	13.25	30
	03-01-91	03-01-92	13.75	30
	03-01-92	03-01-93	14.25	30
	03-01-93	03-01-94	15.00	30
	03-01-94	03-01-95	16.00	30
	03-01-95	03-01-96	17.00	35
	03-01-96	03-01-97	18.00	35
	03-01-97	03-01-99	18.75	35
	03-01-99	03-01-00	19.25	35
	03-01-00	03-01-01	20.25	35
	03-01-01	03-01-02	21.50	35
	03-01-02	03-01-03	22.50	35
	03-01-03	09-01-04	23.75	35
	09-01-04	03-01-05	24.75	35
	03-01-05	03-01-07	26.00	35
	03-01-07	03-01-08	27.00	35
	03-01-08	03-01-10	28.00	35
	03-01-10	03-01-11	28.50	35
	03-01-11	03-01-12	29.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-12	03-01-13	$29.50	40
	03-01-13	03-01-14	30.00	40
	03-01-14	03-01-15	30.50	40
	03-01-15	03-01-16	31.00	40
	03-01-16	03-01-17	31.50	40
Lexington, KY (014H)	07-01-76	02-01-77	$ 4.50	30
	02-01-77	02-01-78	4.75	30
	02-01-78	02-01-81	5.00	30
	02-01-81	02-01-82	5.25	30
	02-01-82	02-01-83	5.75	30
	02-01-83	02-01-84	6.50	30
	02-01-84	02-01-85	6.75	30
	02-01-85	02-01-86	7.00	30
	02-01-86	02-01-87	7.50	30
	02-01-87	02-01-88	8.00	31
	02-01-88	02-01-89	9.00	31
	02-01-89	02-01-90	9.50	31
	02-01-90	02-01-91	10.00	31
	02-01-91	02-01-92	10.50	32
	02-01-92	02-01-93	11.00	33
	02-01-93	02-01-94	11.50	34
	02-01-94	02-01-95	12.00	35
	02-01-95	02-01-96	12.50	36
	02-01-96	02-01-97	13.00	36
	02-01-97	07-01-97	13.50	37
	07-01-97		13.50	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Grantsburg, WI (048H)				
Chetek, WI—Quick Coupling (361H)	07-01-76	09-01-77	$ 3.50	25
	09-01-77	09-01-78	4.50	25
	09-01-78	09-01-79	5.00	25
	09-01-79	09-01-80	5.50	25
	09-01-80	09-01-81	6.50	25
	09-01-81	09-03-82	7.50	25
	09-03-82	09-01-84	8.25	25
	09-01-84	09-01-85	8.75	25
	09-01-85	09-01-86	9.25	25
	09-01-86	09-01-87	10.00	25
	09-01-87	09-01-88	10.50	25
	09-01-88	09-01-89	11.50	30
	09-01-89	09-01-90	12.50	30
	09-01-90	09-01-91	13.50	30
	09-01-91	09-01-92	14.50	30
	09-01-92	09-01-93	15.50	30
	09-01-93	09-01-94	16.50	30
	09-01-94	09-01-95	17.50	30
	09-01-95	09-01-96	18.50	30
	09-01-96	09-01-97	19.50	30
	09-01-97	09-01-98	21.00	30
	09-01-98	09-01-99	22.00	30
	09-01-99	09-01-00	23.00	30
	09-01-00	09-01-01	24.00	35
	09-01-01	09-01-02	25.50	35
	09-01-02	03-01-04	27.00	35
	03-01-04	09-01-04	28.00	35
	09-01-04	09-01-05	29.00	35
	09-01-05	09-01-06	30.00	35
	09-01-06	09-01-07	31.00	35
	09-01-07	09-01-08	32.00	35
	09-01-08	09-01-10	33.00	35
	09-01-10	09-01-11	33.50	35
	09-01-11	09-01-12	34.00	35
	09-01-12	09-01-14	34.50	40
	09-01-16	09-01-17	35.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Trenton, NJ/PSC (Cherry Hill) (157H—Closed)	09-01-80	09-01-81	$ 5.50	25
	09-01-81	09-01-84	6.50	25
	09-01-84	09-01-85	6.75	25
	09-01-85	09-01-86	7.00	25
	09-01-86	09-01-87	7.25	25
	09-01-87	09-01-90	7.75	25
	09-01-90	09-01-91	10.75	25
	09-01-91	09-01-92	11.75	25
	09-01-92	09-01-93	12.50	25
	09-01-93	09-01-94	13.00	25
	09-01-94	09-01-95	14.00	26
	09-01-95	09-01-98	15.00	26
	09-01-98	09-01-99	17.50	26
	09-01-99	09-01-00	18.50	26
	09-01-00	09-01-01	19.00	26
	09-01-01	09-01-02	19.50	26
	09-01-02	03-01-04	20.00	30
	03-01-04	09-01-04	20.50	30
	09-01-04	09-01-05	21.50	30
	09-01-05	09-01-06	22.50	30
	09-01-06	01-01-07	23.50	30
	01-01-07	09-01-07	23.50	35
	09-01-07	09-01-08	24.50	35
	09-01-08	Closed	25.50	35
Mason, MI (035H)	07-01-76	07-01-77	$ 5.00	25
	07-01-77	07-01-78	5.50	25
	07-01-78	07-01-79	6.50	25
	07-01-79	04-01-80	6.50	30
	04-01-80	04-01-81	7.50	30
	04-01-81	04-01-82	U O	30
	04-01-82	04-01-83	9.25	30
	04-01-83	04-01-84	9.75	30
	04-01-84	04-01-85	10.25	30
	04-01-85	04-01-86	10.75	30
	04-01-86	04-01-87	11.25	32
	04-01-87	04-01-88	11.75	32
	04-01-88	04-01-89	12.25	32
	04-01-89	04-01-90	13.00	32
	04-01-90	04-01-91	14.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	04-01-91	04-01-92	$15.00	32
	04-01-92	04-01-93	16.00	35
	04-01-93	04-01-94	17.00	35
	04-01-94	04-01-95	18.00	35
	04-01-95	04-01-96	19.00	38
	04-01-96	04-01-97	20.00	38
	04-01-97	04-01-98	21.00	38
	04-01-98	04-01-99	22.00	38
	04-01-99	04-01-00	23.00	38
	04-01-00	04-01-01	24.00	38
	04-01-01	04-01-02	25.00	40
	04-01-02	04-01-03	26.00	40
	04-01-03	10-01-04	27.00	40
	10-01-04	04-01-05	28.00	40
	04-01-05	04-01-06	29.00	40
	04-01-06	08-01-14	30.00	40
Salt Lake City, UT (013H)	04-01-76	04-01-77	$ 2.50	30
	04-01-77	04-01-79	3.00	30
	04-01-79	04-01-80	4.00	30
	04-01-80	04-01-81	5.00	30
	04-01-81	04-01-82	5.50	30
	04-01-82	04-01-84	6.25	30
	04-01-84	04-01-85	6.75	30
	04-01-85	08-01-86	7.00	30
	08-01-86	08-01-87	7.50	30
	08-01-87	08-01-88	8.00	30
	08-01-88	08-01-89	8.75	30
	08-01-89	08-01-90	9.50	30
	08-01-90	08-01-91	10.00	30
	08-01-91	08-01-92	10.50	30
	08-01-92	07-01-93	11.00	30
	07-01-93	08-01-94	11.50	30
	08-01-94	07-01-04	12.00	30
	07-01-04	01-01-05	13.00	30
	01-01-05	07-01-06	15.00	30
	07-01-06	07-01-07	17.00	30
	07-01-07	07-01-12	17.50	30
	07-01-12	07-01-13	18.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-13	07-01-14	$19.40	30
	07-01-14		20.15	30
	07-01-16	07-01-17	21.15	30
Metamora, OH (067H)				
Metamora, OH—Arlon (06701H—Closed)	04-01-76	04-01-77	$ 3.00	25
	04-01-77	04-01-78	4.00	25
	04-01-78	04-01-80	4.50	25
	04-01-80	04-01-81	5.50	25
	04-01-81	04-01-82	6.50	25
	04-01-82	04-01-83	7.25	25
	04-01-83	04-01-84	8.00	25
	04-01-84	04-01-85	8.75	25
	04-01-85	04-01-86	9.50	25
	04-01-86	04-01-87	10.25	25
	04-01-87	04-01-88	11.00	25
	04-01-88	04-01-89	1135	25
	04-01-89	04-01-90	12.25	25
	04-01-90	04-01-91	13.00	25
	04-01-91	04-01-92	13.75	25
	04-01-92	04-01-93	14.25	25
	04-01-93	04-01-94	14.75	25
	04-01-94	04-01-95	15.25	25
	04-01-95	04-01-96	15.75	25
	04-01-96	04-01-97	16.00	25
	04-01-97	04-01-98	16.75	25
	04-01-98	04-01-99	17.25	25
	04-01-99	04-01-00	18.00	25
	04-01-00	04-01-01	20.00	25
	04-01-01	04-01-02	22.00	25
	04-01-02	04-01-03	22.50	25
	04-01-03	10-01-04	22.75	30
	10-01-04	04-01-06	23.00	30
	04-01-06	04-01-07	23.50	30
	04-01-07	04-01-08	24.00	30
	04-01-08	04-01-10	25.00	30
	04-01-10	04-01-11	26.00	30
	04-01-11	08-01-12	26.50	30
	08-01-12	08-01-13	27.50	35
	08-01-13	08-01-14	28.25	35
	08-01-14		29.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Portland, OR (065H—Closed)	08-01-75	08-01-76	$ 2.75	25
	08-01-76	04-01-77	3.00	25
	04-01-77	02-01-78	4.00	25
	02-01-78	02-01-80	5.00	25
	02-01-80	02-01-81	5.50	25
	02-01-81	02-01-82	6.00	25
	02-01-82	02-01-83	7.00	25
	02-01-83	02-01-84	7.75	25
	02-01-84	02-01-85	8.50	25
	02-01-85	02-01-86	9.25	25
	02-01-86	02-01-87	10.00	25
	02-01-87	02-01-88	10.75	25
	02-01-88	02-01-90	11.50	25
	02-01-90	02-01-91	12.00	25
	02-01-91	02-01-92	12.50	25
	02-01-92	02-01-93	13.00	25
	02-01-93	02-01-94	13.75	25
	02-01-94	02-01-95	14.50	25
	02-01-95	02-01-96	15.25	25
	02-01-96	02-01-97	16.00	25
	02-01-97	02-01-99	16.50	25
	02-01-99	02-01-00	17.00	25
	02-01-00	02-01-01	18.00	25
	02-01-01	02-01-02	19.00	25
	02-01-02	02-01-03	20.00	25
	02-01-03	08-01-04	21.25	25
	08-01-04	02-01-05	22.50	25
	02-01-05	02-01-07	23.75	25
	02-01-07	02-01-08	24.75	25
	02-01-08	02-01-09	25.75	25
	02-01-09	Closed	26.25	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Conyers, GA/PSC (078H)	11-01-82	11-01-83	$ 5.50	25
	11-01-83	11-01-84	6.00	25
	11-01-84	11-01-85	6.25	25
	11-01-85	11-01-86	6.50	25
	11-01-86	11-01-87	6.75	25
	11-01-87	11-01-90	7.25	25
	11-01-90	11-01-91	9.75	25
	11-01-91	11-01-92	10.75	25
	11-01-92	11-01-93	11.75	25
	11-01-93	11-01-94	12.75	25
	11-01-94	11-01-95	13.75	25
	11-01-95	11-01-96	14.75	25
	11-01-96	11-01-97	15.25	25
	11-01-97	11-01-98	16.00	25
	11-01-98	11-01-99	17.00	25
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.00	30
	11-01-02	05-01-04	20.00	30
	05-01-04	11-01-04	21.00	30
	11-01-04	11-01-05	22.00	30
	11-01-05	11-01-06	23.00	30
	11-01-06	01-01-07	24.00	30
	01-01-07	11-01-07	24.00	35
	11-01-07	11-01-08	25.00	35
	11-01-08	11-01-10	26.00	35
	11-01-10	11-01-11	27.00	35
	11-01-11	11-01-12	28.00	35
	11-01-12	11-01-13	29.00	35
	11-01-13	11-01-14	30.00	35
	11-01-14	11-01-15	31.00	35
Lakeville, MN/PSC (085H)				
Toledo, OH—OEM KIT (08501H)	03-01-81	03-01-82	$ 5.00	25
	03-01-82	03-01-84	6.00	25
	03-01-84	03-01-86	6.25	25
	03-01-86	03-01-88	7.00	25
	03-01-88	03-01-90	8.00	25
	03-01-90	03-01-91	9.75	25
	03-01-91	03-01-92	10.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	03-01-92	03-01-93	$11.50	25
	03-01-93	03-01-94	12.50	25
	03-01-94	03-01-95	13.50	25
	03-01-95	03-01-96	14.50	25
	03-01-96	03-01-97	15.50	25
	03-01-97	03-01-98	16.50	25
	03-01-98	03-01-99	17.50	25
	03-01-99	03-01-00	18.50	25
	03-01-00	03-01-01	19.00	30
	03-01-01	03-01-02	20.00	30
	03-01-02	03-01-05	21.00	30
	03-01-05	03-01-06	22.00	30
	03-01-06	01-01-07	22.50	30
	01-01-07	03-01-07	22.50	35
	03-01-07	03-01-08	23.00	35
	03-01-08	03-01-09	23.50	35
	03-01-09	03-01-11	24.00	35
	03-01-11	03-01-12	25.00	35
	03-01-12	03-01-13	26.00	35
	03-01-13	03-01-14	27.00	35
	03-01-14	03-01-15	28.00	35
	03-01-15	03-01-16	29.00	35
	03-01-16	03-01-17	30.00	35
Lakeview, MI—Brass (021H)	07-01-79	07-01-80	$ 3.00	25
	07-01-80	07-01-81	4.00	25
	07-01-81	07-01-83	5.00	25
	07-01-83	07-01-84	5.75	25
	07-01-84	07-01-85	6.50	25
	07-01-85	07-01-86	7.25	25
	07-01-86	07-01-87	8.00	25
	07-01-87	07-01-88	9.00	25
	07-01-88	07-01-89	10.00	25
	07-01-89	07-01-90	11.00	25
	07-01-90	07-01-91	12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-97	07-01-98	$19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	40
	07-01-01	07-01-02	23.00	40
	07-01-02	01-01-04	24.00	40
	01-01-04	07-01-04	25.00	40
	07-01-04	07-01-05	26.00	40
	07-01-05	07-01-06	27.00	40
	07-01-06	07-01-07	28.00	40
	07-01-07	07-01-08	28.50	40
	07-01-08	07-01-10	29.00	40
	07-01-10	07-01-11	30.00	40
	07-01-11	07-01-12	30.50	40
	07-01-12	07-01-13	31.50	40
	07-01-13	07-01-14	32.50	40
	07-01-14	07-01-15	33.50	40
	07-01-15	07-01-16	34.50	40
	07-01-16	07-01-17	35.50	40
Jacksonville, AL (051H)	07-01-79	07-01-80	$ 5.00	25
	07-01-80	07-03-81	5.50	25
	07-03-81	07-02-82	6.00	25
	07-02-82	07-01-83	6.50	25
	07-01-83	08-01-84	7.00	25
	08-01-84	08-01-85	7.50	25
	08-01-85	08-01-86	8A0	25
	08-01-86	08-01-87	8.50	25
	08-01-87	08-01-88	9.00	25
	08-01-88	08-01-89	10.00	25
	08-01-89	08-01-90	11.00	25
	08-01-90	08-01-91	12.00	25
	08-01-91	08-01-92	13.00	25
	08-01-92	08-01-93	14.00	25
	08-01-93	08-01-94	15.00	25
	08-01-94	08-01-95	16.00	25
	08-01-95	08-01-96	17.00	25
	08-01-96	08-01-97	18.00	25
	08-01-97	08-01-98	19.00	25
	08-01-98	08-01-99	20.00	25
	08-01-99	08-01-00	21.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	08-01-00	08-01-01	$22.00	25
	08-01-01	08-01-02	23.50	25
	08-01-02	02-01-04	25.00	25
	02-01-04	06-01-04	27.00	40
	06-01-04	12-01-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-14	36.00	40
Avon, OH (081H)	03-01-80	09-13-82	$ 8.00	35
	09-13-82	09-13-83	8.50	35
	09-13-83	10-01-84	9.00	35
	10-01-84	10-01-85	10.00	35
	10-01-85	10-01-86	11.00	35
	10-01-86	09-14-87	12.00	35
	09-14-87	09-19-88	13.00	35
	09-19-88	09-18-89	14.00	35
	09-18-89	09-16-91	15.00	35
	09-16-91	09-19-92	16.00	35
	09-19-92	09-06-93	16.50	35
	09-06-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35
	07-01-00	07-01-01	21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02	07-01-03	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Madison, MS (128H, 12801H—Closed)	01-01-76	09-29-78	$ 2.50	Unlimited
	09-29-78	09-01-80	3.50	Unlimited
	09-01-80	09-01-81	4.00	35
	09-01-81	09-01-82	4.50	35
	09-01-82	09-01-83	5.00	35
	09-01-83	09-03-84	5.50	35
	09-03-84	09-01-86	6.00	35
	09-01-86	09-01-87	7.00	35
	09-01-87	09-01-88	7.50	35
	09-01-88	09-01-89	8.00	35
	09-01-89	09-01-90	8.50	35
	09-01-90	09-01-91	9.00	35
	09-01-91	09-01-92	9.50	35
	09-01-92	09-01-93	10.00	35
	09-01-93	09-01-94	10.50	35
	09-01-94	09-01-95	11.50	35
	09-01-95	09-01-97	12.00	35
	09-01-97	09-01-98	12.50	35
	09-01-98	09-01-99	13.00	35
	09-01-99	09-01-00	14.00	35
	09-01-00	09-01-01	15.00	35
	09-01-01	09-01-02	16.00	35
	09-01-02	03-01-04	17.00	35
	03-01-04	09-01-04	18.00	35
	09-01-04	09-01-05	19.00	35
	09-01-05	09-01-06	20.00	35
	09-01-06	09-01-07	21.00	35
	09-01-07	09-01-08	22.00	35
	09-01-08	09-01-10	23.00	35
	09-01-10	09-01-10	24.00	35
	09-01-11	09-01-12	25.00	35
	09-01-12	09-01-13	26.00	35
	09-01-13	09-01-14	27.00	35
	09-01-14	09-01-15	28.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Greensboro, NC—PSC (132H)	05-01-82	05-01-83	$ 4.75	30
	05-01-83	05-01-84	5.00	30
	05-01-84	05-01-85	5.50	30
	05-01-85	05-01-86	5.75	30
	05-01-86	05-01-87	6.00	30
	05-01-87	05-01-88	6.50	30
	05-01-88	05-01-90	7.50	30
	05-01-90	05-01-91	9.50	30
	05-01-91	05-01-92	10.50	30
	05-01-92	05-01-93	11.50	30
	05-01-93	05-01-94	12.50	30
	05-01-94	05-01-95	13.50	30
	05-01-95	05-01-96	14.50	30
	05-01-96	05-01-98	15.00	30
	05-01-98	05-01-00	16.00	30
	05-01-00	05-01-01	18.00	30
	05-01-01	05-01-02	19.00	30
	05-01-02	05-01-03	20.00	30
	05-01-03	05-01-05	21.00	30
	05-01-05	05-01-06	22.00	30
	05-01-06	05-01-08	23.00	30
	05-01-08	05-01-12	24.00	30
	05-01-12	05-01-13	25.00	30
	05-01-13	05-01-14	26.00	30
	05-01-14	05-01-15	27.00	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Irvine, CA—Logistics (08304H)				
Irvine, CA—Cust. Suppl. Military (08305H)				
Irvine, CA—Control Systems (071H)				
Irvine, CA—CSD Commercial (07102H)	07-01-81	05-03-82	$12.00	40
	05-03-82	05-01-84	12.50	40
	05-01-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	07-01-95	20.50	40
	07-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40
Elyria, OH (Airborne) (129H)	07-01-84	07-01-86	$13.50	30
	07-01-86	07-01-87	13.50	35
	07-01-87	07-01-88	14.00	35
	07-01-88	07-01-89	14.50	35
	07-01-89	07-01-90	15.00	35
	07-01-90	07-01-91	15.50	35
	07-01-91	07-01-92	16.00	35
	07-01-92	07-01-93	16.50	35
	07-01-93	07-01-94	17.00	35
	07-01-94	07-01-95	17.50	35
	07-01-95	07-01-96	18.00	35
	07-01-96	07-01-97	18.50	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	19.50	35
	07-01-99	07-01-00	20.00	35
	07-01-00	07-01-01	21.00	35
	07-01-01	07-01-02	22.00	35
	07-01-02		23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Spartanburg, SC (139H)	07-01-81	07-01-84	$ 8.00	35
	07-01-84	01-01-95	8.50	35
	01-01-95	01-01-96	9.50	35
	01-01-96	01-01-97	10.00	35
	01-01-97	01-01-98	10.50	35
	01-01-98	01-01-99	11.00	35
	01-01-99	01-01-00	11.50	35
	01-01-00	01-01-01	12.50	35
	01-01-01	01-01-02	13.50	35
	01-01-02	01-01-03	14.50	35
	01-01-03	07-01-05	15.50	35
	07-01-05	01-01-06	16.50	35
	01-01-06	01-01-07	17.50	35
	01-01-07	01-01-08	18.50	35
	01-01-08	07-01-10	19.00	35
	07-01-10	07-01-11	19.50	35
	07-01-11	07-01-12	20.00	35
	07-01-12	07-01-14	20.50	35
	07-01-14	07-01-15	21.00	35
Wadsworth, OH—Rotary Actuator (147H; 14701H)	07-01-81	02-01-82	$ 8.00	25
	02-01-82	02-01-83	9.00	25
	02-01-83	02-01-84	9.50	25
	02-01-84	02-01-85	10.25	25
	02-01-85	02-01-86	11.00	25
	02-01-86	02-01-87	11.50	25
	02-01-87	02-01-88	12.25	25
	02-01-88	02-01-89	13.00	25
	02-01-89	02-01-90	13.50	25
	02-01-90	02-01-92	14.00	25
	02-01-92	02-01-93	14.50	25
	02-01-93	02-01-94	15.25	25
	02-01-94	02-01-95	16.00	25
	02-01-95	02-01-96	16.75	25
	02-01-96	02-01-98	17.25	25
	02-01-98	02-01-99	18.00	25
	02-01-99	02-01-00	18.50	25
	02-01-00	02-01-01	19.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	02-01-01	02-01-02	$19.50	25
	02-01-02	02-01-03	20.50	25
	02-01-03	08-01-04	21.50	25
	08-01-04	02-01-06	22.50	32
	02-01-06	02-01-07	23.50	32
	02-01-07	02-01-08	24.50	35
	02-01-08	02-01-09	25.50	35
	02-01-09	02-01-11	26.50	35
	02-01-11	02-01-12	28.00	35
	02-01-12	02-01-13	29.50	35
	02-01-13	02-01-14	30.50	35
	02-01-14	02-01-15	31.50	35
	02-01-15	02-01-16	32.50	35
	02-01-16	02-01-17	33.50	35
	Note: *The minimum benefit is $30 per month for employees hired prior to age 60 and under age 65 on the effective date.*			
Ogden, UT (109H)	07-01-81	05-31-82	$12.00	40
	05-31-82	05-01-84	12.50	40
	05-0.1-84	05-01-85	13.00	40
	05-01-85	05-01-86	13.50	40
	05-01-86	05-01-87	14.00	40
	05-01-87	05-01-88	14.50	40
	05-01-88	05-01-89	15.00	40
	05-01-89	02-01-91	15.50	40
	02-01-91	06-01-92	16.50	40
	06-01-92	06-01-93	18.00	40
	06-01-93	06-01-94	19.50	40
	06-01-94	06-01-95	20.50	40
	06-01-95	07-01-96	21.50	40
	07-01-96	07-01-97	23.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Buena Park, CA—PSC (117H) Buena Park, CA—Western Metro (11701H—Closed)	11-01-82	11-01-83	$ 5.25	30
	11-01-83	11-01-84	5.75	30
	11-01-84	11-01-85	6.00	30
	11-01-85	11-01-86	6.25	30
	11-01-86	11-01-87	6.75	30
	11-01-87	11-01-89	7.25	30
	11-01-89	11-01-90	9.00	30
	11-01-90	11-01-91	10.00	30
	11-01-91	11-01-92	11.00	30
	11-01-92	11-01-93	12.00	30
	11-01-93	11-01-94	13.00	30
	11-01-94	11-01-95	14.00	30
	11-01-95	11-01-96	15.00	30
	11-01-96	11-01-98	16.00	30
	11-01-98	11-01-99	17.00	30
	11-01-99	11-01-00	18.00	30
	11-01-00	11-01-01	18.50	30
	11-01-01	11-01-02	19.50	30
	11-01-02	11-01-04	20.50	30
	11-01-04	01-01-05	21.50	30
	11-01-05	11-01-06	22.50	30
	11-01-06	01-01-07	23.50	30
	01-01-07	11-01-07	23.50	35
	11-01-07	11-01-08	24.50	35
	11-01-08	11-01-10	25.50	35
	11-01-10	11-01-11	26.50	35
	11-01-11	11-01-12	27.50	35
	11-01-12	11-01-13	28.50	35
	11-01-13	11-01-14	29.50	35
	11-01-14	11-01-15	30.00	35
Mauston, WI (153H, 15301H—Closed)	07-01-81	07-01-90	$ 8.50	30
	07-01-90	07-01-92	9.50	30
	07-01-92	07-01-93	10.00	30
	07-01-93	07-01-94	10.50	30
	07-01-94	07-01-97	11.00	30
	07-01-97	01-01-99	12.00	30
	01-01-99	01-01-01	13.00	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	01-01-01	01-01-03	$14.00	30
	01-01-03	07-01-04	15.00	30
	07-01-04	01-01-05	16.00	30
	01-01-05	01-01-06	17.00	30
	01-01-06	01-01-09	18.00	30
	01-01-09	01-01-10	19.00	30
	01-01-10	01-01-11	21.00	30
	01-01-11	01-01-12	22.00	30
	01-01-12	01-01-14	23.00	30
	01-01-14	01-01-16	24.00	30
	01-01-16	01-01-17	25.00	30
Batesville, MS (069H)	11-01-81	11-01-85	$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.00	25
	11-01-95	11-01-98	11.50	25
	11-01-98	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06	11-01-10	20.00	30
	11-01-10	11-01-15	21.00	30
Trumann, AR (057H, 05701H—Closed, 61100H)	11-01-81	11-01-85	$ 3.00	25
	11-01-85	11-01-86	3.75	25
	11-01-86	11-01-87	4.00	25
	11-01-87	11-01-88	5.00	25
	11-01-88	11-01-89	6.00	25
	11-01-89	11-01-90	7.00	25
	11-01-90	11-01-91	7.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	11-01-91	11-01-92	$ 8.75	25
	11-01-92	11-01-93	9.75	25
	11-01-93	11-01-94	10.50	25
	11-01-94	11-01-95	11.25	25
	11-01-95	11-01-98	11.50	25
	11-01-99	11-01-99	12.50	25
	11-01-99	11-01-00	13.50	25
	11-01-00	11-01-01	15.50	25
	11-01-01	11-01-02	16.50	25
	11-01-02	05-01-04	17.50	25
	05-01-04	11-01-04	18.50	30
	11-01-04	11-01-06	19.50	30
	11-01-06	11-01-10	20.00	30
	11-01-10		21.00	30
Phoenix, AZ—Fuel Products (123H)	07-01-79	07-01-80	$ 8.00	35
	07-01-80	03-02-81	9.00	35
	03-02-81	03-01-82	10.00	35
	03-01-82	05-01-84	10.50	35
	05-01-84	05-01-85	11.00	35
	05-01-85	05-01-86	11.50	35
	05-01-86	05-01-87	12.00	40
	05-01-87	07-01-88	12.50	40
	07-01-88	05-01-89	13.00	40
	05-01-89	02-01-91	13.50	40
	02-01-91	07-01-93	14.50	40
	07-01-93	06-01-94	15.50	40
	06-01-94	07-01-95	16.50	40
	07-01-95	07-01-96	17.50	40
	07-01-96	07-01-97	18.00	40
Glendale, AZ (236H)				
Glendale, AZ—CSO Commercial (23601H)	07-01-81	10-01-81	$ 8.00	35
	10-01-81	10-01-83	8.50	35
	10-01-83	10-01-85	9.00	35
	10-01-85	10-01-86	9.50	35
	10-01-86	10-01-87	10.00	35
	10-01-87	11-03-88	11.00	35
	11-03-88	10-01-89	12.00	35
	10-01-89	10-01-90	12.50	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	10-01-90	10-01-91	$13.00	35
	10-01-91	10-01-92	13.50	35
	10-01-92	10-01-93	14.00	35
	10-01-93	07-01-94	15.00	35
	07-01-94	07-01-95	15.75	35
	07-01-95	07-01-96	16.75	35
	07-01-96		17.50	35
Boaz, AL (155H)	07-01-82	07-01-83	$ 7.00	25
	07-01-83	07-01-84	7.50	25
	07-01-84	07-01-85	7.75	25
	07-01-85	07-01-86	8.00	25
	07-01-86	07-01-87	8.50	25
	07-01-87	07-01-88	9.50	30
	07-01-88	07-01-89	10.50	30
	07-01-89	07-01-90	11.50	30
	07-01-90	07-01-91	12.00	30
	07-01-91	07-01-92	13.00	30
	07-01-92	07-01-93	14.00	30
	07-01-93	07-01-94	15.00	30
	07-01-94	07-01-95	16.00	30
	07-01-95	07-01-96	17.00	35
	07-01-96	07-01-97	18.00	35
	07-01-97	07-01-98	19.00	35
	07-01-98	07-01-99	20.00	35
	07-01-99	04-01-00	21.00	35
	04-01-00	12-01-00	22.50	35
	12-01-00	12-01-01	24.00	40
	12-01-01	12-01-02	25.00	40
	12-01-02	06-01-04	27.00	40
	06-01-04	12-04-04	28.00	40
	12-01-04	12-01-05	29.00	40
	12-01-05	12-01-06	30.00	40
	12-01-06	12-01-07	31.50	40
	12-01-07	12-01-08	33.00	40
	12-01-08	07-01-10	34.00	40
	07-01-10	07-01-12	35.00	40
	07-01-12	07-01-16	36.00	40

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Albion, IN (161H)	07-01-83	07-01-84	$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-01-88	10.50	25
	07-01-88	07-01-90	11.00	25
	07-01-90	07-01-91	12.00	25
	07-01-91	07-01-92	13.00	25
	07-01-92	07-01-93	14.00	25
	07-01-93	07-01-94	15.00	25
	07-01-94	07-01-95	16.00	25
	07-01-95	07-01-96	17.00	25
	07-01-96	07-01-97	18.00	25
	07-01-97	07-01-98	19.00	25
	07-01-98	07-01-99	20.00	25
	07-01-99	07-01-00	21.00	25
	07-01-00	07-01-01	22.00	25
	07-01-01	07-01-02	23.00	25
	07-01-02	01-01-04	24.00	25
	01-01-04	07-01-04	25.00	25
	07-01-04	07-01-05	26.00	25
	07-01-05	07-01-06	27.00	25
	07-01-06	07-01-07	28.00	25
	07-01-07	07-01-08	28.50	25
	07-01-08	07-01-10	29.00	30
	07-01-10	07-01-11	30.00	30
	07-01-11	07-01-12	30.50	30
	07-01-12	07-01-13	31.50	30
	07-01-13	07-01-14	32.50	30
	07-01-14	07-01-15	33.50	30
	07-01-15	07-01-16	34.50	30
	07-01-16	07-01-17	35.50	40
Ashley, IN (172H)	07-01-83	07-01-84	$ 8.50	25
	07-01-84	07-01-85	9.00	25
	07-01-85	07-01-86	9.50	25
	07-01-86	07-01-87	10.00	25
	07-01-87	07-04-88	10.50	25
	07-04-88	07-01-90	11.00	25
	07-01-90	07-01-91	11.50	25
	07-01-91	07-01-92	12.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	07-01-92	07-01-93	$12.50	25
	07-01-93	07-01-94	13.25	25
	07-01-94	07-01-95	14.00	25
	07-01-95	07-01-96	14.75	25
	07-01-96	07-01-97	15.50	25
	07-01-97	07-01-99	16.25	25
	07-01-99	07-01-00	17.00	25
	07-01-00	07-01-01	18.00	25
	07-01-01	07-01-02	19.25	25
	07-01-02	01-01-04	20.50	25
	01-01-04	07-01-04	21.75	25
	07-01-04	07-01-05	22.75	25
	07-01-05	07-01-07	24.00	25
	07-01-07	07-01-08	25.00	25
	07-01-08	07-01-10	26.00	25
	07-01-10	07-01-11	27.00	25
	07-01-11	07-01-12	28.00	30
	07-01-12	07-01-13	29.00	30
	07-01-13	07-01-14	30.00	30
	07-01-14	07-01-15	30.50	30
	07-01-15	07-01-16	31.00	30
	07-01-16	07-01-17	31.50	30
Deerwood, MN (146H)	02-01-84	02-01-85	$ 3.00	25
	02-01-85	02-01-86	4.00	25
	02-01-86	02-01-87	4.50	25
	02-01-87	02-01-88	5.50	25
	02-01-88	02-01-89	7.00	25
	02-01-89	02-01-90	8.00	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	10.00	25
	02-01-92	02-01-93	11.00	25
	02-01-93	02-01-94	12.00	25
	02-01-94	02-01-95	13.00	25
	02-01-95	02-01-96	14.00	25
	02-01-96	02-01-97	15.50	30
	02-01-97	02-01-98	16.50	30
	02-01-98	02-01-99	18.00	30
	02-01-99	02-01-00	19.00	30
	02-01-00	02-01-01	20.00	30
	02-01-01	02-01-02	21.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	02-01-02	02-01-03	$23.00	30
	02-01-03	08-01-04	25.00	30
	08-01-04	02-01-05	26.00	30
	02-01-05	02-01-06	27.00	35
	02-01-06	02-01-07	28.00	35
	02-01-07	02-01-09	29.00	35
	02-01-09	08-01-16	30.00	35
	08-01-16	12-02-16	30.00	35
Broadview, IL (090H)				
Broadview, IL (09001H—Closed)				
Broadview, IL—Aftermarket (09002H)	01-01-83	07-01-90	$ 9.00	35
	07-01-90	07-01-92	9.50	35
	07-01-92	07-01-93	10.00	35
	07-01-93	07-01-94	10.50	35
	07-01-94	07-01-97	11.00	35
	07-01-97	01-01-99	12.00	35
	01-01-99	01-01-01	13.00	35
	01-01-01	01-01-03	14.00	35
	01-01-03	07-01-04	15.00	35
	07-01-04	01-01-05	16.00	35
	01-01-05	01-01-06	17.00	35
	01-01-06	01-01-09	18.00	35
	01-01-09	01-01-10	19.00	35
	01-01-10	01-01-11	21.00	35
	01-01-11	01-01-12	22.00	35
	01-01-12	01-01-14	23.00	35
	01-01-14	01-01-16	24.00	35
	01-01-16	01-01-17	25.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Columbus, OH (176H)	07-01-84	05-01-86	$ 8.00	25
	05-01-86	05-01-88	8.25	25
	05-01-88	05-01-89	9.00	25
	05-01-89	05-01-90	10.00	25
	05-01-90	05-01-91	10.50	25
	05-01-91	05-01-92	11.50	25
	05-01-92	05-01-93	12.00	25
	05-01-93	05-01-94	12.50	25
	05-01-94	05-01-95	13.00	25
	05-01-95	05-01-96	14.00	25
	05-01-96	05-01-97	15.00	25
	05-01-97	05-01-98	16.00	25
	05-01-98	05-01-99	17.00	25
	05-01-99	05-01-00	18.00	25
	05-01-00	05-01-01	19.50	25
	05-01-01	05-01-02	21.00	25
	05-01-02	05-01-03	22.00	25
	05-01-03	11-01-04	23.00	25
	11-01-04	05-01-05	24.50	25
	05-01-05	05-01-06	25.50	25
	05-01-06	05-01-07	26.50	25
	05-01-07	05-01-08	27.50	25
	05-01-08	05-01-10	28.50	25
	05-01-10	05-01-11	29.50	25
	05-01-11	07-01-14	30.50	25
	07-01-14	07-01-15	30.75	25
Forest City, NC (188H)	07-01-84	06-01-86	$ 7.50	35
	06-01-86	06-01-87	8.00	25
	06-01-87	06-01-89	8.50	25
	06-01-89	06-01-90	9.00	25
	06-01-90	06-01-93	9.50	25
	06-01-93	06-01-94	10.25	25
	06-01-94	06-01-96	10.75	25
	06-01-96	06-01-98	11.25	25
	06-01-98	06-01-99	11.75	25
	06-01-99	06-01-00	12.25	25
	06-01-00	06-01-01	12.75	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	06-01-01	06-01-02	$13.75	25
	06-01-02	06-01-03	14.75	25
	06-01-03	12-01-04	16.00	25
	12-01-04	06-01-05	17.50	25
	06-01-05	06-01-06	19.00	25
	06-01-06	06-01-07	20.00	25
	06-01-07	06-01-10	21.00	25
	06-01-10	06-01-11	22.00	25
	06-01-11	06-01-12	23.00	25
	06-01-12	06-01-13	24.00	25
	06-01-13	06-01-14	25.00	25
	06-01-14	06-01-15	26.00	25
	06-01-15	06-01-16	27.00	25
	06-01-16	06-01-17	28.00	25
Manhattan, KS (124H)	07-01-85	12-01-85	$ 5.00	25
	12-01-85	12-01-86	5.50	25
	12-01-86	12-01-87	6.00	25
	12-01-87	12-01-88	7.00	25
	12-01-88	12-01-89	8.00	25
	12-01-89	12-01-90	9.00	30
	12-01-90	12-01-91	10.00	30
	12-01-91	12-01-92	11.00	30
	12-01-92	12-01-93	11.00	30
	12-01-93	12-01-94	13.00	30
	12-01-94	12-01-95	14.00	30
	12-01-95	12-01-96	15.00	30
	12-01-96	12-01-97	16.00	30
	12-01-97	12-01-98	17.00	30
	12-01-98	12-01-99	18.00	30
	12-01-99	12-01-00	19.00	30
	12-01-00	12-01-01	20.00	30
	12-01-01	12-01-02	21.00	30
	12-01-02	06-01-04	22.50	30
	06-01-04	12-01-04	23.50	30
	12-01-04	12-01-05	24.50	30
	12-01-05	12-01-08	25.50	30
	12-01-08	12-01-12	26.50	30
	12-01-12	12-01-15	27.50	30

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Enfield, CT (202H)	11-01-85	06-01-87	$ 7.50	25
	06-01-87	06-06-88	8.00	25
	06-06-88	06-01-90	8.50	25
	06-01-90	06-01-91	9.00	25
	06-01-91	06-01-92	9.50	25
	06-01-92	06-01-93	10.00	25
	06-01-93	06-01-94	10.50	25
	06-01-94	06-01-95	11.00	25
	06-01-95	06-01-96	11.75	25
	06-01-96	06-01-97	12.50	25
	06-01-97	06-01-99	13.25	25
	06-01-99	06-01-00	14.00	25
	06-01-00	06-01-01	15.00	25
	06-01-01	06-01-02	16.25	25
	06-01-02	06-01-03	17.50	25
	06-01-03	12-01-04	18.75	25
	12-01-04	06-01-06	19.75	25
	06-01-06	06-01-07	21.00	25
	06-01-07	06-01-08	22.00	25
	06-01-08	06-01-10	23.00	25
	06-01-10	06-01-11	24.00	25
	06-01-11	06-01-12	25.50	25
	06-01-12	06-01-13	27.00	30
	06-01-13	06-01-14	28.00	30
	06-01-14	06-01-15	29.00	30
	06-01-15	06-01-16	30.00	30
Goodland, IN (201H)	07-01-86	05-01-87	$ 7.50	25
	05-01-87	05-02-88	8.00	25
	05-02-88	05-01-90	8.50	25
	05-01-90	05-01-91	9.00	25
	05-01-91	05-01-92	9.50	25
	05-01-92	05-01-93	10.00	25
	05-01-93	05-01-94	10.50	25
	05-01-94	05-01-96	11.25	25
	05-01-96	05-01-97	11.50	25
	05-01-97	05-01-99	12.25	25
	05-01-99	05-01-00	13.25	25
	05-01-00	05-01-01	14.25	25
	05-01-01	05-01-02	15.50	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	05-01-02	05-01-03	$16.75	25
	05-01-03	11-01-04	18.00	25
	11-01-04	05-01-05	19.25	25
	05-01-05	05-01-07	20.75	25
	05-01-07	05-01-08	21.75	25
	05-01-08	05-01-10	23.00	30
	05-01-10	05-01-11	24.00	30
	05-01-11	05-01-12	25.50	30
	05-01-12	05-01-13	27.00	30
	05-01-13	05-01-14	28.00	30
	05-01-14	05-01-15	29.00	30
	05-01-15	05-01-16	30.00	30
	05-01-16	05-01-17	31.00	30
Mooresville, NC (212H—Closed)				
Mooresville, NC—PSC (21201H)	07-01-86	02-01-87	$ 7.00	25
	02-01-87	02-01-88	7.50	25
	02-01-88	02-01-89	8.00	25
	02-01-89	02-01-90	8.50	25
	02-01-90	02-01-91	9.00	25
	02-01-91	02-01-92	9.50	25
	02-01-92	02-01-93	10.00	25
	02-01-93	02-01-94	11.00	25
	02-01-94	02-01-95	11.50	25
	02-01-95	02-01-96	12.50	25
	02-01-96	02-01-97	13.00	25
	02-01-97	02-01-98	14.00	25
	02-01-98	07-01-00	15.00	25
	07-01-00	07-01-01	16.00	30
	07-01-01	09-01-02	17.00	30
	09-01-02	03-01-04	18.00	30
	03-01-04	09-01-04	19.00	30
	09-01-04	09-01-05	20.00	30
	09-01-05	09-01-06	21.00	30
	09-01-06	01-01-07	22.00	30
	01-01-07	09-01-07	22.00	35
	09-01-07	09-01-08	23.00	35
	09-01-08	09-01-10	24.00	35
	09-01-10	09-01-11	25.00	35
	09-01-11	09-01-12	26.00	35
	09-01-12	09-01-13	27.00	35

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
	09-01-13	09-01-14	$28.00	35
	09-01-14	09-01-15	29.00	35
	09-01-15	09-01-16	30.00	35
	09-01-16	09-01-17	30.50	35
Waterville, OH—PSC (245H)	12-01-86	12-01-87	$ 3.00	25
	12-01-87	02-01-93	4.00	25
	02-01-93	02-01-94	8.00	25
	02-01-94	02-01-95	9.00	25
	02-01-95	02-01-96	10.50	25
	02-01-96	02-01-97	11.50	25
	02-01-97	02-01-98	12.50	25
	02-01-98	02-01-99	14.00	25
	02-01-99	02-01-00	16.00	25
	02-01-00	02-01-01	17.00	25
	02-01-01	02-01-02	17.50	30
	02-01-02	02-01-03	18.00	30
	02-01-03	08-01-04	18.50	30
	08-01-04	02-01-05	19.50	30
	02-01-05	02-01-06	20.50	30
	02-01-06	01-01-07	21.50	30
	01-01-07	02-01-07	21.50	35
	02-01-07	02-01-08	22.50	35
	02-01-08	02-01-09	23.50	35
	02-01-09	02-01-11	24.50	35
	02-01-11	02-01-12	25.50	35
	02-01-12	02-01-13	26.50	35
	02-01-13	02-01-14	27.50	35
	02-01-14	02-01-15	28.50	35
	02-01-15	02-01-16	29.50	35
	02-01-16	02-01-17	30.00	35
Oxford, MI (224H)	10-01-86	01-01-88	$10.00	25
	01-01-88	01-01-89	10.50	25
	01-01-89	01-01-90	11.00	25
	01-01-90	01-01-91	11.50	25
	01-01-91	01-01-92	12.00	25
	01-01-92	01-01-94	12.75	25
	01-01-94	01-01-95	13.75	25
	01-01-95	01-01-96	14.25	25
	01-01-96	01-01-97	14.75	25
	01-01-97	01-01-98	15.50	25
	01-01-98	01-01-99	16.00	25
	01-01-99	01-01-00	16.75	25

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
01-01-00	01-01-01	$17.75	25
01-01-01	01-01-02	18.75	25
01-01-02	01-01-03	20.00	25
01-01-03	01-01-04	21.00	25
01-01-04	01-01-05	22.00	25
01-01-05	01-01-06	23.00	25
01-01-06	01-01-07	24.00	25
01-01-07	01-01-08	25.00	25
01-01-08	01-01-11	26.00	30
01-01-11	01-01-16	27.00	30

Eugene, OR (249H)
Decatur, AL (250H—Closed)

The benefit unit below is multiplied by the years after July 1, 1975. For plan years after July 1, 1975 but prior to January 1, 1979, an additional benefit was earned which is determined as 1.4% of any basic monthly earnings in excess of one-twelfth of the Social Security wage base for that year's participation.

Date of Retirement	Benefit Unit	Maximum Years of Participation
01-01-79	$ 5.00	Unlimited
After 01-02-79	10.00	Unlimited
After 09-02-89	10.50	Unlimited
After 09-02-91	11.00	Unlimited
After 09-02-92	11.75	Unlimited
After 09-02-93	12.25	Unlimited
After 09-02-95	13.25	Unlimited
After 09-02-96	14.25	Unlimited
After 09-02-97	15.25	Unlimited
After 09-02-00	16.25	Unlimited
After 09-02-01	16.75	Unlimited
After 09-01-02	17.50	Unlimited
After 03-01-04	18.25	Unlimited
After 09-01-04	19.00	Unlimited
After 09-01-05	19.50	Unlimited
After 09-01-07	21.00	Unlimited
After 09-01-08	22.50	Unlimited
After 09-01-10	24.00	Unlimited
After 09-01-11	25.00	Unlimited
After 09-01-12	26.00	Unlimited
After 09-01-13	27.00	Unlimited
After 09-01-14	28.00	Unlimited
After 09-01-15	29.00	Unlimited
After 09-01-16	30.00	Unlimited

Benefit accrued before July 1, 1975 was at the rate of $5.00 per month per year of service before that date.

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Booneville, MS (180H—Closed, 18001H—Closed)	07-01-88	07-01-89	$ 5.00	25
	07-01-89	07-01-90	6.00	25
	07-01-90	07-01-91	6.50	25
	07-01-91	07-01-92	7.00	25
	07-01-92	07-01-93	8.00	25
	07-01-93	07-01-94	9.00	25
	07-01-94	07-01-95	10.00	25
	07-01-95	07-01-96	11.00	25
	07-01-96	07-01-97	11.50	25
	07-01-97	07-01-98	12.00	25
	07-01-98	07-01-99	13.00	25
	07-01-99	07-01-00	14.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	07-01-02	16.00	25
	07-01-02	01-01-04	16.50	25
	01-01-04	07-01-07	17.00	25
	07-01-07	07-01-08	18.00	25
	07-01-08	Closed	19.00	25
Greenfield, TN—RAC Cooper (267H)	07-01-90	07-01-91	$ 8.50	25
	07-01-91	07-01-93	9.00	25
	07-01-93	07-01-94	10.00	25
	07-01-94	07-01-95	10.50	25
	07-01-95	07-01-96	11.00	25
	07-01-96	07-01-97	11.50	25
	07-01-97	07-01-98	12.00	25
	07-01-98	07-01-00	13.00	25
	07-01-00	07-01-01	15.00	25
	07-01-01	01-01-04	16.00	25
	01-01-04	07-01-04	17.00	25
	07-01-04	07-01-05	18.00	25
	07-01-05	07-01-06	19.00	25
	07-01-06	01-01-12	20.00	25
	07-01-12	07-01-13	21.00	25
	07-01-13	07-01-16	22.00	25

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Hampshire, IL—GNP (194H)	07-01-93	07-01-95	$ 6.00	25
	07-01-95	07-01-96	7.00	25
	07-01-96	07-01-00	8.00	25
	07-01-00	07-01-04	9.50	25
	07-01-04	01-01-05	10.50	25
	01-01-05	07-01-06	12.50	25
	07-01-06	07-01-07	14.50	25
	07-01-07	07-01-08	15.00	25
	07-01-08	01-01-12	15.50	25
	01-01-12	01-01-14	17.50	25
	01-01-14	01-01-16	18.25	25
Longwood, FL (160H—Closed)	07-01-91	07-01-02	$ 9.00	25
	07-01-02	01-01-04	10.00	25
	01-01-04	Closed	11.00	25
Machesney Park, IL (Rockford)—(332H)	04-25-95	04-01-96	$ 9.00	32
	04-01-96	04-01-97	9.50	32
	04-01-97	04-01-98	10.00	32
	04-01-98	04-01-99	10.50	32
	04-01-99	04-01-00	11.50	32
	04-01-00	04-01-01	12.50	32
	04-01-01	04-01-02	13.75	32
	04-01-02	04-01-03	15.00	32
	04-01-03	10-01-04	16.25	32
	10-01-04	04-01-05	17.50	32
	04-01-05	04-01-06	18.75	32
	04-01-06	04-01-07	19.50	32
	04-01-07	04-01-08	20.75	32
	04-01-08	04-01-10	21.50	32
	04-01-10	04-01-11	22.00	32
	04-01-11	04-01-12	23.00	32
	04-01-12	04-01-13	24.00	32
	04-01-13	04-01-14	25.00	32
	04-01-14	04-01-15	26.00	32
	04-01-15	04-01-16	27.00	32
	04-01-16	04-01-17	28.00	32

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Oshkosh, WI (348H)	09-01-01	09-01-02	$17.00	25
	09-01-02	03-01-04	18.50	30
	03-01-04	09-01-05	19.50	30
	09-01-05	09-01-06	20.50	30
	09-01-06	01-01-07	21.50	30
	01-01-07	09-01-07	21.50	35
	09-01-07	09-01-08	22.50	35
	09-01-08	09-01-10	23.00	35
	09-01-10	09-01-11	24.00	35
	09-01-11	09-01-12	25.00	35
	09-01-12	09-01-13	26.00	35
	09-01-13	09-01-14	27.00	35
	09-01-14	09-01-15	28.00	35
	09-01-15	09-01-16	29.00	35
	09-01-16	09-01-17	30.00	35
Alliance, NE—Dayco (505H)	10-20-01	07-01-02	$10.50	Unlimited
	07-01-02	06-01-03	12.50	Unlimited
	06-01-04	12-01-04	14.50	Unlimited
	12-01-04	12-01-05	15.50	Unlimited
	12-01-05	12-01-06	17.50	Unlimited
	12-01-06	12-01-07	18.50	Unlimited
	12-01-07	12-01-08	20.50	Unlimited
	12-01-08	08-01-11	21.50	Unlimited
	12-01-12	12-01-13	23.00	Unlimited
	12-01-13	12-01-14	24.00	Unlimited
	12-01-14	12-01-15	25.00	Unlimited
	12-01-16	12-01-17	26.00	Unlimited
Davenport, IA—Dayco (508H)	10-20-01	10-01-02	$ 6.00	Unlimited
	10-01-02	04-01-04	12.00	Unlimited
	04-01-04	10-01-05	14.00	Unlimited
	10-01-05	10-01-06	16.00	Unlimited
	10-01-06	10-01-07	18.00	Unlimited
	10-01-07	10-01-08	20.00	Unlimited
	10-01-08	10-01-11	21.00	Unlimited
	10-01-12	10-01-13	22.00	Unlimited
	10-01-13	10-01-14	23.00	Unlimited
	10-01-14	10-01-15	25.00	Unlimited

	Date of Retirement			Maximum
	On or After	But Before	Benefit Unit	Years of Participation
Houston, TX—Dayco (510H)	10-20-01	11-01-02	$ 8.00	Unlimited
	11-01-02	05-01-04	12.00	Unlimited
	05-01-04	11-01-04	13.00	Unlimited
	11-01-04	05-01-05	14.00	Unlimited
	05-01-05	05-01-06	15.00	Unlimited
	05-01-06	05-01-07	15.50	Unlimited
	05-01-07	05-01-08	16.50	Unlimited
	05-01-08	05-01-11	17.50	Unlimited
	05-01-11	05-01-12	18.50	Unlimited
	05-01-12	05-01-13	20.00	Unlimited
	05-01-13	05-01-14	21.00	Unlimited
	05-01-14	05-01-15	22.00	Unlimited
	05-01-15	05-01-16	23.00	Unlimited
McCook, NE—Dayco (514H)	10-20-01	03-01-02	$ 9.50	Unlimited
	03-01-02	04-01-04	11.50	Unlimited
	04-01-04	10-01-04	12.50	Unlimited
	10-01-04	10-01-05	13.50	Unlimited
	10-01-05	10-01-06	15.00	Unlimited
	10-01-06	10-01-07	16.50	Unlimited
	10-01-07	10-01-08	17.50	Unlimited
	10-01-08	10-01-10	18.50	Unlimited
	10-01-10	10-01-11	20.00	Unlimited
	10-01-11	10-01-12	22.00	Unlimited
	10-01-12	10-01-13	23.00	Unlimited
	10-01-13	10-01-14	24.00	Unlimited
	10-01-14	10-01-15	26.00	Unlimited

Retiree Medical Account (RMA) Benefit	In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.
Early Retirement	Eligibility is attainment of age 55 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin. (C) In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix. (D) If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing three years of service (five years prior to July 1, 2008). (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.

Spouse Pension	Eligible upon completion of three years of service providing the participant and spouse have been married at least one year at the death of the participant (five years prior to July 1, 2008). (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.
Former Bertea Employees	Participants who were employed by the Bertea unit on or before June 30, 1981 are entitled to benefits based on the greater of (A) and (B) below: (A) The benefit unit multiplied by the years of participation. (B) The sum of (i) and (ii) below: (i) The Bertea monthly plan benefit for service prior to July 1, 1989. (ii) The benefit unit multiplied by the years of participation earned after June 30, 1989.

Salary Related Benefit Formula

The employees at the following locations receive the larger of their benefit based on the benefit units discussed previously or a salary related formula:

Effective Date	Location
07-01-97	Irvine, CA (002 **H, 071**H, 083**H)
07-01-97	Lexington, KY (014**H)
07-01-97	Ogden, UT (1090014)
07-01-97	Phoenix, AZ (12300H)
07-01-97	Glendale, AZ (2360014, 23601 H)
07-01-02	Elyria, OH (Airborne) (129001 1)
07-01-03	Avon, OH (0810014)
07-01-03	Clyde, NY (02800H)

The salary related formula is as follows:

The monthly benefit for service earned after the effective date above is equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years (earned after the effective date above) in excess of 35 (maximum five years).

A minimum benefit based on the previous benefit unit table below times base service (maximum 40 years) will be paid. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Average Monthly Compensation	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Changes in Plan Provisions Since the Prior Year

- Multiple locations had an increase in benefit unit and/or increase in maximum years of participation.

Former Berea, Kentucky Hourly-Wage Employees Pension Plan (Sub Plan 002)

Effective Date	August 1, 1968, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of benefit, respectively. Service is credited from date of hire to retirement. (A) Years of service. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1.700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-76	06-16-77	$ 6.00[1]	30
06-16-77	07-01-78	6.75	30
07-01-78	06-16-79	7.25[1]	30
06-16-79	07-01-80	8.00	30
07-01-80	07-01-81	8.50[2]	30
07-01-81	06-16-82	9.00	30
06-16-82	06-16-83	9.50[2]	31
06-16-83	06-16-84	10.00	32
06-16-84	06-16-85	10.50	32
06-16-85	06-16-86	11.00	32
06-16-86	06-16-87	11.50	34
06-16-87	06-16-88	12.00	35
06-16-88	06-16-89	12.50	36
06-16-89	06-16-90	13.00	37
06-16-90	06-15-91	13.50	38
06-15-91	06-15-92	14.00	39
06-15-92	06-15-93	14.50	40
06-15-93	06-16-94	15.00	40
06-16-94	06-16-95	16.25	40
06-16-95	06-16-96	17.00	40
06-16-96	06-16-97	17.50	40
06-16-97	06-16-98	18.25	40
06-16-98	06-16-99	19.00	40
06-16-99	06-17-00	20.50	40
06-17-00	06-16-01	20.50	41
06-16-01	06-16-02	21.50	42
06-16-02		22.50	43
Closed			

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced (by 0.5% from age 55 to age 60 and 0.333% from age 60 to age 62, and 0.25% from age 62 to age 65) for each month under age 65 when benefits begin.

[1] Benefits will be increased by $0.75 per year of service beginning on June 16 of the year following retirement.
[2] Benefits will be increased by $0.50 per year of service beginning on June 16 of the year following retirement.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced as for early retirement for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100 joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Wickliffe, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 011)

Effective Date	May 1, 1966, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 150 hours of service. (B) Years of service after July 1, 2000. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2000. Credited for each plan year that the participant has earned 1,800 hours. If less than 1,800 hours, then one-twelfth year credit will be granted for each 150 hours of service. (D) Years of participation after July 1, 2000. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown.)

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
05-01-76	09-15-76	$ 8.25	35
09-15-76	09-15-77	8.75	35
09-15-77	09-15-78	9.25	35
09-15-78	09-15-79	10.00	36
09-15-79	09-16-80	10.50	37
09-16-80	09-16-81	11.00	37
09-16-81	09-15-82	12.00	37
09-15-82	09-15-83	12.75	38
09-15-83	09-15-84	13.50	38
09-15-84	09-15-85	14.00	40
09-15-85	09-15-86	14.50	40
09-15-86	09-15-87	15.00	40
09-15-87	09-15-88	15.50	40
09-15-88	09-15-89	16.00	40
09-15-89	09-15-90	16.50	40
09-15-90	09-15-91	17.00	40
09-15-91	09-15-92	17.50	40
09-15-92	09-15-93	18.00	40
09-15-93	09-15-94	18.50	40
09-15-94	09-15-95	19.00	40
09-15-95	09-15-96	19.50	40
09-15-96	09-15-97	20.00	41
09-15-97	09-15-98	20.50	42
09-15-98	09-15-99	21.25	43
09-15-99	09-15-00	22.00	43
09-15-00	09-15-01	23.00	43
09-15-01	09-14-02	24.00	43
09-14-02	09-15-03	27.00	43
09-15-03	09-13-04	30.00	43
09-13-04	09-12-05	31.00	43
09-12-05	09-18-06	34.00	43
09-18-06		35.00	43
Closed			

Early Retirement	Eligibility is attainment of age 60 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (i), but reduced (by 0.333% from age 60 to age 62 and 0.25% per month age 62 to age 65) for each month under age 65 when benefits begin.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.333% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Special benefits for participants eligible to retire or who are age 55 with 25 years of service. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement or age 55 with 25 years of service Immediate payments equal to 65% of the pension payable the date of death assuming the participant retired the day before death and elected immediate early retirement (actuarial reduction from age 65 for those not eligible for early retirement).

Forms of Payment

Any participant retiring under the Plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a life annuity.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, or 15 year certain and life
- 50% joint and survivor with 10 year certain and life

Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Minneapolis, MC Hourly-Wage Employees Pension Plan (Sub-Plan 019)

Effective Date	June 1, 1962, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2001. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. (B) Years of service after July 1, 2001. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2001. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 2001. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown):

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-76	01-01-77	$ 6.00	25
01-01-77	01-01-78	7.00	25
01-01-78	01-01-79	8.00	25
01-01-79	12-15-79	9.00	25
12-15-79	12-15-80	9.50	25
12-15-80	12-15-81	10.00	25
12-15-81	02-01-84	10.50	25
02-01-84	02-01-85	11.00	25
02-01-85	02-01-87	11.50	25
02-01-87	02-01-88	12.00	25
02-01-88	02-01-89	12.50	25
02-01-89	02-01-90	13.00	25
02-01-90	02-01-91	13.50	25
02-01-91	02-01-92	14.00	25
02-01-92	02-01-93	14.50	25
02-01-93	02-01-94	15.00	25
02-01-94	02-01-95	16.00	25
02-01-95	02-01-96	16.50	26
02-01-96	02-01-97	17.25	28
02-01-97	02-01-98	18.00	30
02-01-98	02-01-99	19.00	35
02-01-99	02-01-00	20.00	36
02-01-00	02-01-01	21.00	37
02-01-01	02-01-02	24.00	38
02-01-02	02-01-03	26.00	39
02-01-03		28.00	40

Closed

Early Retirement	Eligibility is attainment of age 60 and completion of 10 years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or (B) Immediate payments equal to (A), but reduced by 0.6% for each month under age 65 when benefits begin.
Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.6% for each month under age 65 when benefits begin.
Spouse Pension	Eligibility is upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 60 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Retirement Plan (Sub-Plan 050)

Effective Date	June 10, 1953, as restated July 1, 2007 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All salaried employees at locations covered by the plan will become plan participants on the first day of the month after they have had 12 continuous months of employment (and worked 1,000 hours in a 12 month period).
Vesting Service	Prior to June 30, 1976, vesting service was based on continuous and uninterrupted employment, and after that date a year's credit is given for each 12 month period (beginning on July 1 each year) of employment. Prorated service is granted (to the nearest one-tenth) for periods less than a full year.
Benefit Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976, plus credit after that date for each one-tenth of a year of employment during which the employee is eligible to receive benefit service credit (used to determine the amount of the benefit determined under the salary formula).
Basic Service	Continuous and uninterrupted employment as an eligible employee up to June 30, 1976 plus a full year's credit for each plan year thereafter in which at least 1,700 hours of service are performed. If less than 1,700 hours are worked during a year, then fractional credit to nearest one-tenth is granted for each 170 hours worked (used to determine the minimum benefit).
Average Monthly Compensation	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years). A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid. The portion of benefit payable for service prior to July 1, 1976 cannot be less than the monthly amount actuarially equivalent to the value of the profit sharing balance at age 65. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement	Eligibility is attainment of age 55 and completion of 10 years of vesting service. Benefit is equal to either: (i) Deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) An immediate pension equal to (i) but reduced 0.5% for each month that early retirement precedes normal retirement date. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix. If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Prior Profit Sharing Plan	All participants in the Profit Sharing Plan, which was converted to this plan on June 30, 1976, are fully vested in their account balance on that date. Thereafter, the account balance (with interest at 6% per year) will be paid to the employee (or beneficiary) at his retirement, termination or death. Payment of the account balance at retirement or termination (or a withdrawal or transfer of the account balance to the Parker Savings Plan before retirement or termination) will actuarially reduce the pension payable from the plan. The actuarial reduction for this purpose is determined using the UP 1984 Unisex Mortality Table and a 6% interest rate.

Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken early retirement, and accepted the 50% joint and survivor option.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his fifty-fifth birthday under the 50% joint and survivor option.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Participants on June 30, 1994	Employees who were participants in the Parker Hannifin Corporation Retirement Plan as of June 30, 1994 are entitled to benefits based on the greater of (A) and (B) below: (A) The monthly benefit based on the normal retirement formula as outlined above for all years of benefit service. (B) The sum of (i) and (ii) below: (i) The monthly benefit accrued as of June 30, 1994 for years of benefit service prior to July 1, 1994. (ii) The monthly benefit based on the normal retirement formula as outlined above for years of benefit service after June 30, 1994.

Changes in Plan Provisions Since the Prior Year

None.

Former Wake Forest, NC Hourly-Wage Employees Pension Plan (Sub-Plan 102)

Effective Date	January 1, 1968, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at the Wake Forest, NC, Los Angeles, CA, or Livonia, MI locations will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 100 hours of service. (B) Years of participation. Beginning on January 1, 1976, one year shall be credited for each calendar year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation service (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
01-01-68	09-24-82	$ 4.00	30
09-24-82	09-28-85	6.50[3]	30
09-28-85	01-01-88	8.00[4]	30
01-01-88	10-01-88	10.00	30
10-01-88	10-01-89	10.75	30
10-01-89	10-01-90	11.25	30
10-01-90	10-01-91	11.75	30
10-01-91	10-01-92	12.50	30
10-01-92	10-01-93	13.25	30
10-01-93	10-01-94	13.75	30
10-01-94	10-01-95	14.50	30
10-01-95	10-01-96	15.50	31
10-01-96	10-01-97	16.00	32
10-01-97	10-01-98	16.50	33
10-01-98	10-01-99	17.50	34
10-01-99	10-01-00	18.75	34
10-01-00	Closed	19.50	35

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

[3] Participants retiring on or after September 24, 1982 will be paid the $8.00 benefit unit beginning January 1, 1986 including retroactive payments from their actual retirement.

[4] Participants retiring on or after September 28, 1985 will be paid the $10.00 benefit unit beginning January 1, 1988 including retroactive payments from their actual retirement.

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity.

Changes in Plan Provisions Since the Prior Year

None.

Former Akron, PH (Morgan Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 103)

Effective Date	April 14, 1965, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants following completion of one year of service.
Service	(A) Years of service are credited on an elapsed time basis to the nearest 0.1 year. (B) Years of participation are credited on an elapsed time basis to the nearest 0.1 year.
Normal Retirement	Eligibility is age 65 and five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-01-76	11-01-78	$ 7.00
11-01-78	11-01-79	$ 8.00
11-01-79	11-01-80	$ 9.00
11-01-80	11-01-81	$ 9.50
11-01-81	01-01-86	$10.00
01-01-86	11-01-87	$12.00[5]
11-01-87	11-06-88	$13.00[6]
11-06-88	11-06-89	$13.75[7]
11-06-89	11-05-90	$14.25[8]

[5] Participants retiring on or after November 1, 1981 will be paid the $12.00 benefit unit beginning January 1, 1986 including retroactive payments from their actual retirement.
[6] Participants retiring on or after November 4, 1985 will be paid the $13.00 benefit unit beginning November 1, 1987 including retroactive payments from their actual retirement.
[7] Participants retiring on or after November 7, 1988 will be paid the $14.25 benefit unit beginning November 6, 1989 including retroactive payments from their actual retirement.
[8] Participants retiring on or after November 6, 1989 will be paid the $14.75 benefit unit beginning November 5, 1990 including retroactive payments from their actual retirement.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-05-90	11-02-91	$14.75
11-02-91	11-01-92	$15.00
11-01-92	11-01-93	$15.75
11-01-93	11-01-94	$16.50
11-01-94	11-01-95	$17.25
11-01-95	11-01-96	$18.00
11-01-96	11-03-97	$18.75
11-03-97	11-03-98	$19.75
11-03-98	11-03-99	$20.75
11-03-99	11-03-00	$21.75
11-03-00	11-03-01	$22.75
11-03-01	11-03-02	$24.75
11-03-02	11-02-03	$26.00
11-02-03	11-07-04	$27.25
11-07-04	Closed	$28.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% per month under age 65 for early commencement.

Note: *Retroactive benefits will be paid to eligible early retirees.*

Disability Retirement

Eligible upon total and permanent disability following completion of age 40 and 10 years of service. (The age 40 requirement is deleted effective November 4, 1985.)

Immediate payments equal to normal pension accrued to date of disability.

Note: *Retroactive benefits will be paid to eligible disabled employees.*

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin. ***Note:*** *Terminated employees are not eligible for the increased retroactive benefits.*
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity.

Changes in Plan Provisions Since the Prior Year

None.

Former Akron, OH (Home Ave.) Hourly-Wage Employees Pension Plan (Sub-Plan 104)

Effective Date	January 1, 1966, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants following completion of one year of service.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on the effective date, one year shall be credited for each calendar year that the participant has earned 1,000 hours. If less than 1,000 hours then one year credit will be granted for each full 100 hours of service. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours then 0.1 year credit will be granted for each full 100 hours of service.
Normal Retirement	Eligibility is age 65 and five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-76	10-01-76	$ 5.50
10-01-76	10-01-77	$ 6.00
10-01-77	10-01-78	$ 7.00
10-01-78	10-01-79	$ 7.50
10-01-79	10-01-80	$ 8.00
10-01-80	10-01-83	$ 9.00
10-01-83	09-01-87	$10.50[9]
09-01-87	10-01-88	$12.00
10-01-88	10-01-89	$12.50
10-01-89	10-08-90	$13.25
10-08-90	10-06-91	$14.00
10-06-91	10-04-92	$14.50
10-04-92	10-04-93	$15.00
10-04-93	10-03-94	$15.75
10-03-94	10-07-96	$16.25
10-07-96	10-06-97	$17.75
10-06-97	10-05-98	$18.50
10-05-98	10-01-99	$19.50
10-01-99	10-01-00	$20.50
10-01-00	09-30-01	$22.50
09-30-01	10-06-02	$23.50
10-06-02	10-05-03	$24.50
10-05-03	10-04-04	$25.50
10-04-04	10-03-05	$26.50
10-03-05	10-02-06	$27.50
10-02-06	10-01-07	$28.50
10-01-07	10-06-08	$29.50
10-06-08	10-05-09	$30.50
10-05-09	10-04-10	$31.50
10-04-10	10-03-11	$32.50
10-03-11	10-03-12	$33.50
10-03-12	10-04-15	$37.00
04-28-16	Closed	$38.00

[9] Participants retiring on or after October 1, 1984 will be paid the $12.00 benefit unit beginning September 1, 1987 including retroactive payments from their actual retirement.

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced actuarially for commencement prior to age 65 as set forth below:

Commencement Age	Early Commencement Factor
55	0.4025
56	0.4380
57	0.4771
58	0.5205
59	0.5686
60	0.6220
61	0.6816
62	0.7480
63	0.8225
64	0.9060
65	1.0000

Note: *Retroactive benefits will be paid as for normal retirement.*

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Note: *Retroactive benefits will be paid as for normal retirement.*

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced actuarially for commencement prior to age 65. ***Note:*** *Terminated employees are not eligible for the increased retroactive benefits.*
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected immediate early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiaries) when the benefits begin.

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in maximum years of participation.

Former Forest, Ohio Hourly-Wage Employees Pension Plan (Sub-Plan 112)

Effective Date	May 16, 1969, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired. Effective May 30, 2003, the Forest, OH plant closed. All current active participants were terminated and future plan participation was frozen.
Service	Years of service and participation are used to determine the eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 100 hours of service. (B) Years of service after July 1, 2000. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 2000. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,615 hours. If less than 1,615 hours, then 0.1 year credit will be granted for each full 170 hours of service. (D) Years of participation after July 1, 2000. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
After	**Before**	**Benefit Unit**
05-16-69	07-01-81	$10.75
07-01-81	07-01-82	$14.00
07-01-82	07-01-83	$14.75
07-01-83	07-01-85	$15.50
07-01-85	07-01-86	$16.00
07-01-86	07-01-87	$16.50
07-01-87	07-01-88	$17.00
07-01-88	07-01-89	$17.50
07-01-89	11-15-93	$18.00
11-15-93	05-15-95	$19.00
05-15-95	05-15-96	$19.50
05-15-96	11-25-96	$20.00
11-25-96	05-17-98	$21.00
05-17-98	05-16-99	$22.00
05-16-99	05-15-00	$22.75
05-15-00	05-15-01	$24.00
05-15-01	05-13-02	$25.00
05-13-02		$25.75
Closed		

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 62 when benefits begin.

Disability Retirement

No disability benefit applies.

Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 60 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. Participants who fail to meet these eligibility requirements will receive a lump sum death benefit payable to the estate of $250 multiplied by the years of participation. (A) Participant not eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A). The benefits are reduced ½% per month from age 62 for early commencement if the employee was between the ages of 60 and 62 at date of death. If the employee was less than age 60 at date of death, the benefits are reduced 12% for early commencement. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 55% joint and survivor benefit (Option A).

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a 55% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 55% or 100% joint and survivor ▪ 5 or 10 year certain and life Any form of payment other than a life annuity and joint and survivor options will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1983 Group Annuity Mortality Table (adjusted for 50% male and 50% female content) and a 7% interest rate.
Special Medicare Reimbursement Benefit	To compensate for Medicare Part B premiums, the benefit payable to any retiree or surviving spouse is increased by $20 per month upon attainment of age 65.
Special Termination Benefits	Active employees at the time of the May 30, 2003 plant closing became eligible for the following additional benefits: ▪ Unreduced retirement at age 60 for participants age 60 and over with 10 or more years of service; ▪ An additional five years of service for participants hired after October 8, 1989 with five or more years of service; ▪ Additional years of service to get to five years of total service for participants with less than five years of service.

Changes in Plan Provisions Since the Prior Year

None.

Former Lebanon, IN Hourly-Wage Employees Pension Plan (Sub-Plan 115)

Effective Date	January 1, 1964, as restated July 1, 2007 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they have completed one year of service.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment. (A) Years of service are credited on an elapsed time basis to the nearest one-twelfth of a year. (B) Years of participation are credited on an elapsed time basis to the nearest one-twelfth of a year (based on continuous service).
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
After	**Before**	**Benefit Unit**
01-01-64	04-01-67	$ 2.00
04-01-67	11-01-84	$13.00
11-01-84	11-01-86	$13.50[10]
11-01-86	11-01-87	$14.50[1]
11-01-87	11-01-88	$15.00[1]
11-01-88	11-01-89	$15.25[1]
11-01-89	10-20-90	$15.50[1]
10-20-90	10-19-91	$16.25
10-19-91	10-24-92	$16.75
10-24-92	11-01-93	$17.25[11]
11-01-93	11-02-94	$18.25[2]
11-02-94	11-01-95	$19.00[2]
11-01-95	11-01-96	$19.50[2]
11-01-96	11-01-97	$20.25[2]
11-01-97	11-01-98	$21.00[2]
11-01-98	11-01-99	$21.75[2]
11-01-99		$22.50
Closed		

Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin.

[10] $2.00 benefit unit for service before April 1, 1967.
[11] Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

Age	Reduction Factor
55	0.411
56	0.445
57	0.483
58	0.525
59	0.571
60	0.623
61	0.681
62	0.747
63	0.821
64	0.905
65	1.000

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to normal pension accrued to date of disability.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced as set forth in the “Early Retirement” section for each month under age 65 when benefits begin.

Spouse Pension

Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant.

(A) Participant not eligible for early retirement.

Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

(B) Participant eligible for early retirement is eligible for the following alternatives:

(i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit option.

(ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death.

(iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

Forms of Payment

Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election).

Other participants will receive their benefits in the form of a life annuity.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, or 15 year certain and life
- 50% joint and survivor with 10 year certain and life

Any form of payment other than a life annuity will he reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Tell City, IN Hourly-Wage Employees Pension Plan (Sub-Plan 116)

Effective Date

January 1, 1964, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.

Eligibility

All hourly, bargaining employees at this location will become plan participants when they have completed one year of service.

Service

Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to retirement or other termination of employment.

(A) Years of service are credited on an elapsed time basis to the nearest 0.1 year.

(B) Years of participation are credited on an elapsed time basis to the nearest 0.1 year.

Normal Retirement

Eligibility is age 65 and completion of five years of service.

The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-64	05-01-82	
05-01-82	05-01-85	$ 8.00
05-01-85	05-01-86	$ 9.50
05-01-86	05-01-87	$ 9.85
05-01-87	05-01-88	$10.15
05-01-88	04-16-89	$10.50
04-16-89	04-16-90	$11.00
04-16-90	05-01-91	$11.50
05-01-91	05-01-92	$12.00
05-01-92	05-01-93	$12.75[12]
05-01-93	05-01-94	$13.50[1]
05-01-94	05-01-95	$14.25[1]

[12] Participants retiring at any time during a contract period will receive the benefit in effect at the end of the period when those increases occur.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
05-01-95	05-01-96	$15.00
05-01-96	05-01-97	$15.50
05-01-97	05-01-98	$16.25
05-01-98	05-01-99	$17.00
05-01-99	05-01-00	$17.50
05-01-00	05-01-01	$18.00
05-01-01	05-01-02	$19.00
05-01-02	05-01-03	$19.75
05-01-03	05-01-04	$20.50
05-01-04	05-01-05	$21.25
05-01-05	05-01-06	$22.25
05-01-06	04-30-07	$22.75
04-30-07	04-28-08	$23.25
04-28-08	04-29-09	$23.75
04-29-09	05-01-10	$24.25
05-01-10	05-02-11	$24.75
05-02-11	04-30-12	$25.25
04-30-12	08-05-13	$25.50
08-05-13	08-04-14	$25.90
08-04-14	08-03-15	$26.30
08-03-15	08-01-16	$26.70
08-01-16		$27.00

Early Retirement

Eligibility is attainment of age 55.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but actuarially reduced for each month under age 65 when benefits begin as set forth below:

Commencement Age	Commencement Early Factor
55	0.4110
56	0.4450
57	0.4830
58	0.5250
59	0.5710
60	0.6230
61	0.6810
62	0.7470
63	0.8210
64	0.9050
65	1.0000

Disability Retirement

Eligible upon total and permanent disability following completion of 10 years of service.

Immediate payments equal to the normal retirement pension based on service accrued to date of disability plus future service from date of disability to age 65, reduced actuarially for commencement prior to age 65.

Termination

Eligible upon termination of employment after completing five years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or

(B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but actuarially reduced for each month under age 65 when benefits begin.

Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement is eligible for the following alternatives: (i) Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (ii) 60 guaranteed payments of 100% of the normal pension accrued to the date of death. (iii) 120 guaranteed payments of 50% of the normal pension accrued to the date of death.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 25%, 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Canton, PA Hourly-Wage Employees Pension Plan (Sub-Plan 117)

Effective Date	July 1, 1987, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly, bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of such benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,000 hours. If less than 1,000 hours, then 0.1 year credit will be granted for each full 170 hours of service. Effective July 1, 2005, the plan was amended to calculate years of service based on elapsed time. (B) Years of participation. Beginning on the effective date, one year shall be credited for each plan year that the participant has earned 1,700 hours. If less than 1,700 hours, then 0.1 year credit will be granted for each full 170 hours of service. Effective July 1, 2005, the plan was amended to calculate years of participation based on elapsed time.
Normal Retirement	Eligibility is age 65 and completion of five years of service. The monthly benefit is the benefit unit below multiplied by the years of participation (to a maximum of the years shown).

Date of Retirement			Maximum
On or After	But Before	Benefit Unit	Years of Participation
07-01-87	07-01-88	$13.00	35
07-01-88	07-01-89	13.50	35
07-01-89	07-01-90	14.00	35
07-01-90	07-01-91	14.50	36
07-01-91	07-01-92	15.00	37
07-01-92	07-01-93	15.50	38
07-01-93	07-01-94	16.00	39
07-01-94	07-01-95	16.50	40
07-01-95	07-01-96	17.00	40
07-01-96	07-01-97	18.00	41
07-01-97	07-01-98	18.50	42
07-01-98	07-01-99	19.00	43
07-01-99	07-01-00	20.50	43
07-01-00	07-01-01	21.50	43
07-01-01	07-01-02	22.50	43
07-01-02	07-01-03	25.50	43
07-01-03	07-01-04	26.50	43
07-01-04	05-02-05	27.50	43
05-02-05	05-02-06	28.50	45
05-02-06	05-07-07	29.50	45
05-07-07	04-21-08	31.50	45
04-21-08	04-20-09	35.00	50
04-20-09	04-19-10	35.50	50
04-19-10		36.00	50
Closed			

Note: *Benefit for service prior to the effective date is offset by the vested benefit earned from IAM Plan A.*

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of service.

(A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(B) Immediate payments equal to (A), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Green Camp, OH Hourly-Wage Employees Pension Plan (Sub-Plan 123)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly bargaining employees at this location will become plan participants when they are hired.
Service	Years of service and participation are used to determine eligibility for benefits and the amount of benefits, respectively. Service is credited from date of hire to date of retirement or other termination of employment. (A) Years of service prior to July 1, 1998. Beginning on July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,000 hours. (B) Years of service after July 1, 1998. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year. (C) Years of participation prior to July 1, 1998. Beginning July 1, 1989, one year shall be credited for each plan year that the participant has earned 1,600 hours. If less than 1,600 hours, then 0.1 year credit will be granted for each full 1.60 hours of service. (D) Years of participation after July 1, 1998. One year of participation for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Normal Retirement	Eligible at age 65. The monthly benefit is the benefit unit below multiplied by the years of participation (no limit on years of participation).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-85	08-03-89	$10.00
08-03-89	08-06-90	$10.75
08-06-90	08-05-91	$11.25
08-05-91	08-03-92	$12.00
08-03-92	08-01-93	$13.00
08-01-93	08-01-94	$13.75
08-01-94	08-01-95	$14.50
08-01-95	08-01-96	$15.50
08-01-96	08-01-97	$16.50
08-01-97	08-01-98	$17.00
08-01-98	08-01-99	$20.00
08-01-99	08-01-00	$20.50
08-01-00	06-25-01	$21.00
06-25-01	08-03-02	$23.00
08-03-02	08-02-03	$24.00
08-02-03		$25.00
Closed		

Early Retirement

Eligible upon completion of 30 years of service or attainment of age 55 and completion of 10 years of service, with at least five years of service earned while an employee of Stratoflex, Inc. or Parker Hannifin Corporation.

(A) Benefits payable for retirement under age 62 and 10 years of service or any age and 30 years of service eligibility.

Immediate unreduced payments beginning at retirement equal to normal pension accrued to the date of retirement.

(B) Benefits payable for retirement under age 55 and 10 years eligibility.

(i) Deferred payments beginning at age 65 equal to the normal pension accrued to the date of retirement; or

(ii) Immediate payments equal to (i), but reduced by 0.5% for each month under age 65 when benefits begin.

Disability Retirement	Eligible upon total and permanent disability following completion of 10 years of service. Immediate payments equal to normal pension accrued to date of disability.
Termination	Eligible upon termination of employment after completing five years of service. (A) Deferred payments beginning at age 65 equal to the normal pension: accrued to the date of termination; or (B) Deferred payments beginning as early as age 55 equal to the normal pension accrued to the date of termination, but reduced by 0.5% for each month under age 65 when benefits begin.
Spouse Pension	Eligible upon completion of five years of service providing the participant and spouse have been married at least one year at the death of the participant. (A) Participant not eligible for early retirement. Deferred payments beginning when the participant would have been age 55 equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit. (B) Participant eligible for early retirement. Immediate payments equal to the normal pension accrued to the date of death assuming the participant retired the day before death and elected early retirement with the 50% joint and survivor benefit.

Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including a life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 66⅔%, 75%, or 100% joint and survivor ▪ 10 year certain and life Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the 1994 Group Annuity Reserving Table and a 7% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Former Greenville, Tennessee Retirement Plan (Sub-Plan 126)

Effective Date	April 5, 1993, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All salaried, hourly and sales employees became participants on the day they were hired. This plan covers only those employees who were participants on the effective date.
Years of Vesting Service	Before April 5, 1993, years of vesting service are credited according to the TRW Salaried Pension Plan. After April 4, 1993, years of vesting service are credited for each year and partial month of employment with the employer.
Years of Benefit Service	Accrued in the same manner as years of vesting service.
Normal Retirement Date	The date on which an employee attains age 65.
Earnings	The average monthly compensation during the five consecutive calendar years which produces the highest average.
Covered Compensation	Covered compensation is the 35 year monthly average of an employee's taxable wages under Social Security assuming maximum earnings each year during his career.
Normal Retirement	Eligibility is age 65 (normal retirement). The monthly benefit is the greater of (A) and (B): (A) The amount is determined as follows: (i) 1.5% of earnings times years of benefit service (to a maximum of 35 years); plus (ii) 1.33% of earnings times years of benefit service in excess of 35 years; minus (iii) 0.4% of earnings (to a maximum of covered compensation) times years of benefit service (to a maximum of 35 years).

	(B) $20 times years of benefit service. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.
Early Retirement	Eligibility is age 55 with at least 10 years of benefit service. The early retirement benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by ⅓% per month for each month the benefit commencement date precedes the date of the participant's sixtieth birthday. The early retirement benefit payable over age 62 up to age 65 is the accrued normal retirement benefit with no reduction. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix. If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement, The main provisions of the TPS are summarized in the Appendix.
Termination	Eligibility is three or more years of vesting service (five years prior to July 1, 2008). The deferred vested benefit payable prior to age 62 is the accrued normal retirement benefit determined without the offset in (A)(iii) above, reduced by 5/9% per month between ages 60 and 65 and reduced actuarially between ages 55 and 60 for each month the benefit commencement date precedes the participant's normal retirement date.

	The deferred vested benefit payable at age 62 is the accrued normal retirement benefit, reduced by 5/9% per month between ages 62 and 65 for each month the benefit commencement date precedes the participant's normal retirement date.
Immediate Lump Sum Payment Option	Eligibility is normal or early retirement or termination after age 55 with at least five years of vesting service. In lieu of the normal, early or vested benefit otherwise payable, a participant may elect to receive an immediate lump sum payment. The lump sum payment is determined using the 30 year Treasury interest rate for the third calendar month preceding the beginning of the plan year in which the payment is made.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before death, taken immediate early retirement, and accepted the 50% joint and survivor option. If the active employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his/her date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before death and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.

Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	Any participant retiring under the plan who has been married at least one year will receive his pension in the form of a reduced 50% joint and survivor annuity with his spouse as beneficiary (other forms, including life annuity, are available if the spouse consents to the election). Other participants will receive their benefits in the form of a life annuity. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum

Changes in Plan Provisions Since the Prior Year

None.

Former NWL Retirement Income Plan (Sub-Plan 129)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	
Non-Union	All full time employees become plan participants on their date of hire.
Union (Kalamazoo Hourly)	All hourly union employees at Kalamazoo become plan participants on their date of hire.
Vesting Service	
Non-Union	Prior to January 1, 1989, vesting service was based on the plan provisions then in effect. After December 31, 1988, vesting service is based on elapsed time.
Union (Kalamazoo Hourly)	Vesting service is based on elapsed time, but no service is given prior to June 1, 1941.
Credited Service	
Non-Union	Equivalent to vesting service, but rounded up to the nearest month.
Union (Kalamazoo Hourly)	Equivalent to vesting service, but rounded up to the nearest month.
Average Monthly Compensation	Average of the highest consecutive 60 months.
Social Security Covered Compensation	Social Security covered compensation is one twelfth of the Social Security taxable wage bases in effect for the 35 years ending with the year the participant would attain Social Security normal retirement age (SSNRA), assuming, in the case of a participant who retires or terminates before SSNRA, that the wage base then in effect continues unchanged until SSNRA.
Normal Retirement	Eligibility is the first day of the month after the attainment of age 65.
Non-Union	Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: a past service benefit and a future service benefit. The past service benefit is the accrued monthly benefit as of December 31, 1988 based on the plan provisions then in effect.

The future service benefit is the monthly benefit equal to 0.9% of average monthly compensation up to Social Security covered compensation, plus 1.3% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service (earned after December 31, 1988) at normal retirement up to 35 years (35 years is reduced by years of credited service earned prior to January 1, 1989); plus 1.3% of average monthly compensation multiplied by years of credited service (earned after December 31, 1988) at normal retirement in excess of 35 years.

After December 31, 1996, the normal retirement benefit is the greater of (A) and (B) below:

(A) The monthly benefit equal to the accrued monthly benefit at December 31, 1996 as calculated above plus the future Parker benefit piece equaling 0.75% of average monthly compensation up to Social Security covered compensation, plus 1.36% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service (earned after December 31, 1996) at normal retirement up to 35 years (35 years is reduced by years of credited service earned prior to January 1, 1997); plus 0.5% of average monthly compensation multiplied by years of credited service (earned after December 31, 1996) at normal retirement in excess of 35 years (35 years is reduced by years of credited service earned prior to January 1, 1997, with the excess held to a maximum of five years).

(B) The Parker formula monthly benefit equal to 0.75% of average monthly compensation up to Social Security covered compensation, plus 1.36% of average monthly compensation in excess of Social Security covered compensation multiplied by years of credited service at normal retirement up to 35 years; plus 0.5% of average monthly compensation multiplied by years of credited service at normal retirement in excess of 35 years (maximum of five years).

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is also payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Union (Kalamazoo Hourly)

The monthly retirement benefit is equal to years of credited service times benefit rate.

Date of Retirement	Benefit Rate
08-01-90 to 07-31-94	$22.00
08-01-94 to 07-31-95	$23.00
08-01-95 to 07-31-96	$23.75
08-01-96 to 07-31-97	$24.50
08-01-97 to 07-31-98	$25.50
08-01-98 to 07-31-99	$26.25
08-01-99 to 07-31-00	$27.00
08-01-00 to 07-31-01	$33.75
08-01-01 to 07-31-02	$34.75
08-01-02 to 08-03-03	$35.50
08-04-03 to 07-30-06	$39.50
07-31-06 to 08-05-07	$40.50
08-06-07 to 07-31-11	$43.50
08-01-11 to 07-29-12	$43.00
07-30-12 to 08-05-17	$46.50

Early Retirement

Non-Union

Eligibility for the past service benefit piece varies depending on formula used in determining benefit on December 31, 1988. Eligibility for all other pieces is attainment of age 55 and completion of 10 years of vesting service.

Prior to January 1, 1997, benefit is comprised of the sum of the following two pieces: an early retirement past service benefit and an early retirement future service benefit.

- The early retirement past service benefit is the early retirement monthly benefit as of December 31, 1988 (including appropriate early retirement reduction factors) based on the plan provisions then in effect.
- The early retirement future service benefit is the normal retirement future service benefit multiplied by the ratio of credited service (earned after December 31, 1988) over credited service (earned after December 31, 1988) at normal retirement and further reduced by an early retirement factor described below.

After December 31, 1996, the early retirement benefit is the greater of (A) and (B) below:

(A) The monthly benefit equal to the early retirement benefit at December 31, 1996 as calculated above plus the normal retirement future Parker benefit as calculated above with the exception of average monthly compensation and credited service calculated at the time of retirement multiplied by an early retirement factor described below.

(B) The monthly benefit equal to the normal retirement Parker formula as calculated above with the exception of average monthly compensation and credited service calculated at the time of retirement multiplied by an early retirement factor described below.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

	If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Union (Kalamazoo Hourly)	Eligibility is attainment of age 60 and 10 years of credited service. The monthly benefit is equal to the normal retirement benefit multiplied by an early retirement factor described below.
Early Retirement Factors	The following early retirement reductions are applicable when calculating various early retirement benefits:
Non-Union Future Service Benefit	Age 55 and 10 years of vesting service: Reduced 4% for each year retirement precedes age 65. Age 55 and 30 years of vesting service: Reduced 4% for each year retirement precedes age 62.
Non-Union Future Parker Benefit and Parker Formula	Age 55 and 10 years of vesting service: Reduced 6% for each year retirement precedes age 65.
Union (Kalamazoo Hourly)	Less than 30 years of credited service: Reduced 7.2% for each year retirement precedes age 62. At least 30 years of credited service: No reduction.
Termination	Eligible after three or more years of vesting service for non-union (five years prior to July 1, 2008) or five or more years of vesting service for union.
Non-Union	Deferred vested benefit equal to the early retirement benefit payable at age 65, or payable as early as age 55 with at least 10 years of vesting service, reduced 6% for each year commencement of benefits precede age 65.
Union (Kalamazoo Hourly)	Deferred vested benefit equal to the early retirement benefit payable at age 65, or payable as early as age 60 with at least 10 years of vesting service, reduced 7.2% for each year commencement of benefits precede age 65.

Disability Retirement	
Non-Union	Eligible upon total and permanent disability. The disability benefit is equal to the monthly normal retirement benefit assuming that the participant had worked to normal retirement at the rate of pay in effect at date of disability. Payment of such benefit is deferred until age 65.
Union (Kalamazoo Hourly)	Eligible upon total and permanent disability and 10 years of credited service. The disability benefit is equal to the monthly normal retirement benefit payable on date of disability. At normal retirement, disability benefit ceases and normal retirement benefit begins. Payment of optional forms is not provided for disability retirement. If disabled retiree dies prior to normal retirement date, surviving spouse is entitled to preretirement spouse benefit.
Preretirement Spouse's Benefit	Eligible upon the death of an active or former employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died (or termination date, if earlier), lived to his earliest retirement date, taken early retirement, and accepted a joint and survivor option (50% for Non Union and 55% for Union).
Supplemental Benefit	
Union (Kalamazoo Hourly)	Eligibility is attainment of age 60 and prior to age 62 with at least 25 years of credited service. The monthly supplemental retirement benefit is equal to years of credited service times supplemental benefit rate, payable until age 62.

Date of Retirement	Supplemental Benefit Rate
08-01-90 to 07-31-94	$21.50
08-01-94 to 07-31-95	$22.50
08-01-95 to 07-31-96	$23.25
08-01-96 to 07-31-97	$24.00
08-01-97 to 07-31-98	$25.00
08-01-98 to 07-31-99	$25.75
08-01-99 to 07-25-00	$26.50
07-26-00 to 07-31-01	$33.25
08-01-01 to 07-31-02	$34.25
08-01-02 to 08-03-03	$35.00
08-04-03 to 07-30-06	$39.00
07-31-06 to 08-05-07	$40.00
08-06-07 and Beyond	$43.00

Special Medicare Benefits
Union (Kalamazoo Hourly)

Eligible to all retirees and their spouses (except deferred vested retirees) who are age 65 or older or under age 65 and enrolled in voluntary “Medicare” coverage.

The special Medicare benefit is equal to the prevailing full Medicare amount in effect on August 1. Effective August 4, 2003, there is a cap for all future retirees at $65.00. The cap increases to $70.00 for retirements on or after July 31, 2006.

Pension Increase for Retirees
Non-Union Only

Retired participants as of June 1, 2001 received a one time (“Millennium”) pension increase. The Millennium increase amounts are summarized in the Appendix.

Retirement Income Account (RIA)
Non-Union Only

Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees.

Participants as of June 30, 2004 were given the following plan coverage choices:

(A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or

	(B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis (nonunion) or a 55% joint and survivor reduced by 5% (union) unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available. The optional forms available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Joint and survivor with level freeze option

Changes in Plan Provisions Since the Prior Year

None.

Former Gresen Hourly Pension Plan (Sub-Plan 136)

Effective Date	January 1, 1986, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Each employee who was a participant in the Teamsters Union Local No. 970, 1976 Revised Pension Plan is automatically eligible. Other employees become eligible after completion of one year of service.
Years of Service	Plan year in which an employee is credited with 1,000 or more hours of service.
Pension Accrued Service	(A) All full and fractional years of service since January 1, 1976 while employed on an hourly basis by Gresen Manufacturing Division of Dana Corporation; plus (B) All full and fractional years of past service ending on December 31, 1975. (C) Employee shall not be given pension accrual service for hours of service during which an employee is not eligible or is employed by an affiliate of the employer; that is, pension accrual service under one plan may not he transferred to another plan. (D) Any paid absence for which the employer keeps records, such as vacation, incapacity, or layoffs shall be included as pension accrual service as long as a single period of absence is not in excess of 500 hours. (E) Credit will be given after one year for the first year of service accrued following a break in service. (F) Pension accrual service shall not include years of service prior to a break in service if the number of consecutive one year breaks in service equals or exceeds the aggregate number of years of service prior to the break.

Accrued Benefit

The accrued benefit is the basic benefit level below times years of pension accrual service payable monthly.

Date of Retirement		Basic
On or After	But Before	Benefit Level
04-01-00	05-01-01	$27.00
05-01-01	05-01-02	$30.00
05-01-02	05-01-03	$32.00
05-01-03		$34.00
Closed		

Normal Retirement

Eligibility is attainment of age 65.

The monthly benefit is the accrued benefit determined at normal retirement date.

Early Retirement

Eligibility is attainment of age 62 and 10 or more years of service.

The monthly benefit is the accrued benefit determined at early retirement, reduced by an actuarially equivalent percentage as set forth below

Commencement Age	Early Commencement Factor
62	0.8000
63	0.8667
64	0.9333
65	1.0000

Postponed Retirement

Eligibility at the request of the employee.

The monthly benefit is the accrued benefit determined at date of postponed retirement.

Disability Retirement	All employees who become disabled after attaining age 50 and 10 or more years or service are eligible. The monthly benefit is the accrued benefit at the onset of disability, reduced by an actuarial equivalent percentage if prior to normal retirement date. Benefits shall begin on the later of the seventh month of disability or the first day of the month following employment termination.
Termination	Eligible upon completion of five or more years of service. (A) Deferred payments beginning at age 65 equal to the accrued benefit determined at the date of termination. (B) Deferred payments beginning as early as age 62 (if 10 years of service) equal to the benefit payable at normal retirement date actuarially reduced for early commencement.
Surviving Spouse	One year marriage requirement imposed.
Surviving Benefit	Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year are eligible. For active vested and terminated vested employees eligible for early or normal retirement: Monthly survivor benefit shall be equal to 50% of the accrued benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death. For retirement employees: Monthly survivor benefit shall be equal to 50% of benefit for which retiree was eligible if the retiree did not decline the survivor's benefit. benefit payment begins on the first day of the month following the date of death.

	For active vested and terminated vested employees not eligible for normal or early retirement: Monthly survivor benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payments begins on early retirement date. Reduction: Pension benefit of retiree is reduced actuarially for survivor benefit option.
Forms of Benefit	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10 or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Commercial Intertech Corp. Pension Plan for Salaried Employees (Sub-Plan 138)

Effective Date	October 28, 1948, as restated July 1, 2008 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All nonunion salaried employees of Commercial Intertech Corp. are eligible after attainment of age 21 and completion of one year of service.
Benefit Service	Elapsed service from date of hire.
Average Compensation (Commercial Intertech)	The average base pay compensation (limited by IRC section 401(a)(17)) during the highest five consecutive years of compensation out of the last 10 years immediately preceding retirement.
Average Monthly Compensation (Parker)	Average of the highest five consecutive calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.
Social Security Benefit	Estimated Social Security primary insurance amount at normal retirement date under the provision of the Social Security Act at the time of separation from employment assuming that the participant continues at current earnings level as of December 31, 2001.
Social Security Covered Compensation	Social Security covered compensation is one twelfth of the Social Security taxable wage bases in effect for the 35 years ending with the year the participant would attain Social Security normal retirement age (SSNRA), assuming in the case of a participant who retires or terminates before SSNRA, that the wage base then in effect continues unchanged until SSNRA.
Normal Retirement	Eligibility is the later of age 65 or the fifth anniversary of participation. The monthly benefit is the benefit as summarized below but not to exceed the maximum benefit permitted under IRC section 415.

(A) For retirements after December 31, 2001, the benefit is the greater of (i) or (ii) below:

(i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		**Minimum**
On or After	**But Before**	**Benefit Unit**
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(ii) 26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for all benefit service.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(B) For retirements after December 31, 2001 for the grandfathered group (participants attaining at least age 50 with 15 years of service or age 60 with five years of service as of December 31, 2001), the benefit is the greater of (i), (ii) or (iii) below:

(i) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for benefit service credited through December 31, 2001.

plus

26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service earned after December 31, 2001 is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for service credited after December 31, 2001.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

(ii) 26.25% of average monthly compensation (Parker) up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years in excess of 35 (maximum five years) for all benefit service.

A minimum benefit based on the benefit unit table below times basic service (maximum 40 years) will be paid.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

	(iii) 50% of average compensation (Commercial Intertech), less 50% of Social Security, reduced for less than 25 years of benefit service and increased by 1% for each year of benefit service over 25 (to a maximum of 10%), for all benefit service. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix. If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Accrued Benefit (Commercial Intertech)	The normal retirement benefit above under the prior Commercial Intertech formula only computed using benefit service projected to age 65, and then multiplying by benefit service at accrued benefit determination divided by benefit service projected to age 65.
Early Retirement	Eligibility is age 55 with 10 years of service, or a participant on December 31, 2001 who would not have five years of service by age 62. The monthly benefit is the benefit under the prior Commercial Intertech formula reduced by 3/10 of 1% for each month early commencement precedes age 65. plus/or The benefit earned under the Parker formula reduced by 5/10 of 1% for each month early commencement precedes age 65. In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001. The main provisions of the RMA are summarized in the Appendix.

	If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants who did not elect to stay in the Commercial Intertech Retiree Medical Plan as of December 31, 2001 retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.
Termination	Eligible upon completion of three years of service (five years prior to July 1, 2008). The benefit payable at normal retirement date, based on average compensation at termination. If the participant has 10 years of service, early commencement is available after age 55. The benefit under the prior Commercial Intertech formula reduced by 3/10 of 1% for each month early commencement precedes age 65. plus/or The benefit earned under the Parker formula reduced by 5/10 of 1% for each month early commencement precedes age 65.
Preretirement Spouse’s Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before he died, taken immediate early retirement, and accepted the 50% joint and survivor option.
Postretirement Spouse’s Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before he died and accepted the 50% joint and survivor option.

	If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments on his fifty-fifth birthday under the 50% joint and survivor option.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Coordination With Other Plans	Transfers into the Salaried Plan will be computed as if the employee was always in this plan. Any benefits from other plans will offset the portion payable from the plan.
Early Retirement Window	Eligibility applies to certain non-highly compensated employees retiring between October 1, 1996 and November 14, 1996 and between November 15, 1998 and December 31, 1998. The benefit payable is computed without a reduction to service or early commencement reduction using current compensation as the five year average. An additional $800/month supplement to age 65 was provided and offered as a lump sum.

Changes in Plan Provisions Since the Prior Year

None.

Former Commercial Intertech Corp. Pension Plan for Hourly Paid Employees (Sub-Plan 139)

Effective Date	April 1, 1950, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly paid employees of Commercial Intertech Corp. represented by the United Steelworkers of America are eligible after attainment of age 21 and completion of one year of continuous service.
Continuous Service	All full and fractional years of service to the nearest month from last date of hire to termination of employment, including any service required to be credited as a result of break in service rules. For part time employees, all dollar amount minimum benefits (i.e., unrelated to final average earnings) shall be based on continuous service which is proportionately reduced for less than full time employment.
Average Monthly Earnings	The monthly average earnings of the 60 highest consecutive calendar months of total earnings in last 120 months prior to termination of employment or retirement. Earnings will exclude certain cost of living adjustments in base rates since September 30, 1974. Effective January 1, 1997, the cost of living adjustment was $3.50 per base hour.
Normal Retirement	Eligibility is age 65 or the fifth anniversary of participation, if later. The monthly benefit is equal to the greater of (A) and (B) below: (A) Percent Pension: 1.1% of average monthly earnings for percent pension times years of continuous service not in excess of 30, plus 1.2% of average monthly earnings times years of continuous service in excess of 30 years. This benefit is increased by 12.6% for retirements on or after November 1, 1995.

(B) Minimum Pension: $26.50 per month times years of continuous service with a minimum benefit (for continuous service over 30 years) of $1,060 per month. The benefit units will be increased for retirements on or after the effective dates below:

Effective Date	Benefit Unit (Per Year of Service)	Minimum Benefit (for Continuous Service Over 30 Years)
11-01-00	$27.00	$1,080
11-01-01	$27.50	$1,100
02-01-02	$30.00	$1,100
02-01-03	$32.00	$1,100
02-01-04	$33.00	$1,100
02-01-05	$34.00	$1,100
02-06-06	$35.50	$1,100
02-11-07	$37.00	$1,100
02-10-08	$38.00	$1,100
02-03-09	$39.00	$1,100
02-03-10	$39.25	$1,100
02-13-11	$39.50	$1,100
02-12-12	$39.75	$1,100
02-10-13	$40.00	$1,100

Accrued Benefit

The normal retirement benefit above computed using average monthly earnings and continuous service at termination or date of determination.

Early Retirement (Unreduced)

Eligibility is at any age with 30 years of continuous service or age 62 with 15 years of continuous service.

The monthly benefit is the accrued benefit without actuarial reduction for early commencement.

Early Retirement (Reduced)

Eligibility is at age 60 with 15 years of continuous service.

The monthly benefit is the accrued benefit reduced to the actuarial equivalent of the benefit payable at age 62.

Termination	Eligible upon completion of five years of continuous service. The monthly benefit is the accrued benefit payable at normal retirement date. The accrued benefit can be payable as early as age 60 on an actuarially reduced basis. If the participant terminated after age 40 with 15 years of continuous service, then the actuarial reduction is from age 62 instead of age 65.
70/80 or Rule of 65 Retirement Benefit	Eligible upon completion of 15 years of continuous service, attainment of age 55, and sum of age and continuous service total 70 or more; or, completion of 15 years of continuous service and the sum of age and continuous service total 80 or more; or, completion of 20 years of continuous service and the sum of age and continuous service total 65 or more. Retirement must be due to plant shutdown or layoff. A monthly benefit equal to (A) plus (B) below is payable immediately: (A) The accrued benefit determined at date of retirement. plus (B) A temporary supplement of $300 per month is payable until eligible for Social Security.
Disability Benefit	Eligible when physically or mentally incapacitated with 15 years of continuous service. An immediate benefit equal to (A) plus (B) below will commence after six months: (A) The accrued benefit at date of disability retirement. plus (B) A temporary supplement of $300 per month payable until eligible for Social Security.

Surviving Spouse's Benefit	Surviving spouses of married participants who die with 1.5 years of continuous service either pre or postretirement are eligible. The benefit payable to the surviving spouse equals 50% of the accrued benefit at date of participant's death (minimum $140 per month) reduced when the spouse attains age 60 by the Social Security benefit that the spouse is eligible to receive (minimum: $125 per month). Retirements prior to November 1, 1996 may have different minimums.
React Preretirement Spouse's Benefit	Surviving spouses of married participants who die after having completed five years of continuous service prior to benefit commencement are eligible. The benefit payable to the surviving spouse equals the accrued benefit at date of participant's death commencing at the earliest retirement age reduced for early retirement and the 50% joint and survivor option. This amount will be a minimum for a preretirement death but will not be paid in addition to the surviving spouse benefit.
Forms of Payment	Optional forms of payment are: ▪ Straight life annuity ▪ Actuarially reduced 50%, 75%, or ▪ 100% joint and survivor annuity ▪ 5 or 10 year certain and life ▪ 50% joint and survivor with 10 year certain and life
Special Initial Payment	Payable for all retirements, except deferred vested retirements and disability retirements. In lieu of the first three months' pension payments, a lump sum payment equal to 13 weeks of vacation pay, reduced by actual vacation pay received in year of retirement is payable.

Changes in Plan Provisions Since the Prior Year

None.

Former Intertech Corp. Pension Plan for Hourly Paid Employees, Hicksville Plan (Sub-Plan 140)

Effective Date	May 6, 1973, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly employees of Commercial Intertech Corp., Hicksville, Ohio Plant are eligible after attainment of age 21 and completion of one year of service.
Service	
Vesting	All continuous service with Commercial Intertech Corp. computed to the nearest one-twelfth year.
Pension	All continuous service with Commercial Intertech Corp. Hicksville, Ohio Plant as an hourly employee computed to the nearest one-twelfth year.
Normal Retirement	Eligible at the later of age 65 and fifth anniversary of participation. The monthly benefit is the benefit unit below multiplied by pension service.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
11-01-89	07-08-93	$13.00
07-08-93	07-01-97	$15.75
07-01-97	07-01-98	$17.50
07-01-98	07-01-99	$19.00
07-01-99	07-01-00	$20.00
07-01-00	07-01-01	$21.00
07-01-01	07-01-02	$23.50
07-01-02	07-01-03	$24.50
07-01-03	07-01-04	$25.50
07-01-04	07-01-05	$26.50
07-01-05	07-02-06	$27.50
07-02-06	07-01-07	$28.50
07-01-07	07-06-08	$29.50
07-06-08	07-27-08	$30.50
07-27-09	07-25-10	$31.00

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
07-25-10	07-24-11	$31.50
07-24-11	07-29-12	$32.00
07-29-12	07-22-13	$32.50
07-22-13	07-21-14	$33.00
07-21-14	07-20-15	$33.50
07-20-15	07-24-16	$34.00
07-24-16	07-23-17	34.50

Early Retirement

Eligible at age 62 with 15 years of vesting service.

The monthly benefit is the accrued benefit (as determined under normal retirement above) based on pension service at termination reduced based on the chart below for early commencement:

Age	Reduction Factor
62	0.7528
63	0.7253
64	0.9072

Termination

Eligible at any age with five years of vesting service.

The accrued pension is payable at normal retirement date as determined in normal retirement above based on pension service at termination. A participant with 15 years of vesting service may elect to commence the benefit at age 62 reduced as for early retirement.

Disability Retirement

Eligible at any age with 10 years of vesting service.

A benefit is payable after six months of disability computed as in termination above based on pension service at date of disability. The benefit is payable without reduction for early commencement.

Preretirement Spouse's Benefit	Surviving spouses of married participants who die after having completed five years of vesting service are eligible. The benefit payable to the surviving spouse equals the accrued benefit (as determined in normal retirement above) at date of participant's death based on pension service at date of death. This benefit is then reduced to the actuarial equivalent of this benefit had the participant lived to early retirement (or age of death, if death occurs after early retirement), retired with a qualified 50% joint and survivor annuity and then died.
Forms of Payment	Optional forms of payment are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and Life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Wynn's International, Inc. Retirement Plan (Sub-Plan 146)

Effective Date	January 1, 1978, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Attainment of age 21 and completion of 1,000 hours of service in a plan year, providing that the employee is not covered by a collective bargaining agreement.
Vesting Service	One year for each plan year in which a participant has been credited with 1,000 or more hours of service.
Benefit Service	One year for each plan year in which a participant has been credited with 1,000 or more hours of service.
Compensation	The base rate of compensation paid by an employer to an employee as of the January 1 of the plan year of determination, expressed as an annual rate.
Normal Retirement	Eligibility is attainment of age 65. The normal retirement benefit is the greater of (A) and (B), plus (C): (A) For service prior to January 1, 1978 the benefit is equal to the sum of ¾% of the December 31, 1977 base salary up to $16,500 and 1¼% of the December 31, 1977 base salary in excess of $16,500 multiplied by credited service prior to December 31, 1977 (from date of acquisition or, if later, attainment of age 25 with one year of service). For service between January 1, 1978 and December 31, 1988, the benefit is equal to the sum of 1% of the January 1 base salary for that year up to the Social Security wage base, plus 2% of the January 1 base salary for that year in excess of the Social Security wage base. For service during each plan year between January 1, 1989 and December 31, 1998 (until a participant has 35 total years of service); the benefit is equal to the sum of 1.15% of the January 1 base salary for that year up to $10,000 plus 1.80% of the January 1 base salary in excess of $10,000.

	For service during each plan year between January 1, 1989 and December 31, 1998 (after the participant has 35 total years of service), the benefit is equal to 1.8% of the January 1 base salary for each year after 35 years. (B) For service prior to January 1, 1999, the benefit is equal to 1.5% of average compensation (using January 1, 1997, January 1, 1998 and January 1, 1999 compensation) times years of vesting service earned as of January 1, 1999. (C) For each plan year of service beginning on or after January 1, 1999, the benefit is equal to 1.9% of the January 1 base salary.
Early Retirement	Eligibility is attainment of age 55 and completion of five years of vesting service. The benefit is equal to the normal retirement benefit but using compensation at the time of early retirement and using service only to the early retirement date but reduced for early retirement by 1/180 for each of the first 60 months and 1/360 for each of the next 60 months preceding normal retirement.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse’s Benefit	Eligible upon the death of a married participant while eligible for a vested retirement benefit. The benefit payable to the surviving spouse is determined as though the participant had retired the day before he died, or at age 55, if later, and accepted the 50% joint and survivor option.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or

	(B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	A married participant shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single participant shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Salaried Employees' Pension Plan of Wynn's-Precision, Inc (Sub-plan 147)

Plan Sponsor	Parker Hannifin Corporation.
Effective Date	June 14, 1959; as amended effective January 1, 2001 to freeze plan participation and the accumulation of benefits as of the following "freeze dates."

Freeze Date	Location
12/31/2000	Dynamic Seals, Inc.
02/28/2001	Wynn's Keeper, Inc.
05/01/2001	Wynn's-Precision, Inc.

Effective July 1, 2004, this plan was further amended to change the plan year from a calendar year to the 12-month period beginning each July 1 and ending the following June 30. Most recently amended effective July 1, 2008 by Amendment 6.

The plan was merged into the Consolidated Pension Plan as of June 30, 2013.

Participation	Eligible salaried employees participate in the noncontributory portion of the plan upon date of hire. Participation in the contributory portion of the plan is dependent upon the employee's agreement to make the required contributions. Effective with the January 1, 2001 amendment to the plan, participation is closed as of the applicable freeze date.
Service	Before January 1, 1976, service for all purposes is credited from last date of hire to nearest one-fourth year. Service after January 1, 1976 for all purposes is credited on the basis of full years and month of employment completed as of a participant's applicable freeze date.
Accrual of Benefits	A participant has accumulated a benefit payable at normal retirement date based on compensation and benefit service as of the applicable freeze date.

Employee Contributions	Employees are required to make contributions equal to 3% of compensation (not to exceed $200,000, as adjusted) to receive contributory benefit accruals. Employee contribution requirements were suspended as of the applicable freeze date.
Compensation	Compensation for contribution and pension calculation purposes is equal to 1/12th of the average of basic annual rate of compensation (not to exceed $200,000 as adjusted) as of each January 1 for the highest five consecutive years of contributory benefit service granted prior to the applicable freeze date.
Normal Retirement	Eligible at age 65 or the fifth anniversary of plan participation, if later. The monthly benefit is equal to the sum (1) and (2): (1) Noncontributory benefit amount determined as a monthly benefit equal to $100.00, reduced by 1/15th for each year of service less than 15 years at the employee's normal retirement date. In no event shall the noncontributory benefit of an employee who was an active participant on December 31, 1982 be less than $3.50 times credited service at his freeze date. (2) Contributory benefit amount determined as follows: a. 2⅓% of monthly plan compensation times benefit service (not to exceed 15 years); plus b. 1% of monthly plan compensation times benefit service in excess of 15 years. For purposes of determining the contributory benefit at the freeze date, benefit service means that period of credited service during which the participant made employee contributions as required by the contributory portion of the plan.

Early Retirement	Eligible at age 55 and five years of service. The early retirement benefit is the accrued retirement benefit reduced 1/180 for each of the first 60 months and 1/360 for each additional month by which the early retirement date precedes the normal retirement date.
Termination	Participants who were active employees at the applicable freeze date became eligible for 100% of their accrued retirement benefit payable at their normal retirement date. A participant with five years of service may elect to commence their benefit as early as age 55 reduced as for early retirement.
Spouse Pension	Upon death of an unmarried contributory participant or a married participant with non-vested benefit, the beneficiary receives the participant's accumulation payable in a lump sum. The surviving spouse of a vested participant receives the spouse's portion of a 100% survivor annuity reduced for early commencement and payable at the earliest retirement age of the participant or later date if elected by the spouse.
Disability Retirement	Eligible at age 55 and five years of credited service. The disability retirement benefit is the accrued retirement benefit reduced for early payment.
Late Retirement	Eligible if employment continues after normal retirement date. The late retirement benefit is equal to the retirement benefit determined at the applicable freeze date based on normal retirement benefit formula and plan compensation and credited service at such date.
Forms of Payment	An employee will normally receive his benefit on a straight-life basis or, if married, the actuarial equivalent of such benefits payable as a 100% joint and survivor annuity. A single life annuity, 10 year certain annuity, and 50% joint and survivor annuity are also available options.

Actuarial Equivalent	The 30-year Treasury security rate for May and the 1983 Group Annuity Mortality Table weighted 50% male and 50% female.
Plan Year	July 1 to June 30.

Changes in Plan Provisions Since the Prior Year

None.

Former Hourly Employees' Pension Plan for Wynn's Precision, Inc. (Sub-Plan 148)

Effective Date	June 14, 1959, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Each participant who was a participant as of January 1, 2001 shall continue as a participant in the 2001 plan and his participation date shall be the date as of which he became a participant in the prior plan. Each employee who was not a participant in the prior plan of the employer shall become a participant in the 2001 plan on the January 1 coinciding with or next following the date of which the employee first performs an hour of service for the employer.
Continuous Service	The period during which an employee shall have been continuously employed by the employer or by the employer's division in Lebanon, Tennessee from his most recent date of employment to the date of his retirement under the Plan or his normal retirement date, whichever occurs first. Continuous service shall not accumulate in excess of two years during any one period of layoff, leave of absence, disability or other specified purpose.
Credited Service	Prior to January 1, 1976 credited service was based on continuous service, and after that date, credited service is computed on the basis of full years and completed months.
Normal Retirement	Eligibility is attainment of age 65 and five years of credited service. (A) Determinations made prior to June 30, 1999: The monthly benefit is $14.00 multiplied by credited service. If a participant was formerly employed with Wheaton, Inc., the benefit unit below is multiplied by credited service accrued after the date of acquisition of the Springfield, Kentucky plant.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
09-30-96	01-01-97	$10.00
01-01-97	07-01-99	$10.00, pills
		$1.00 multiplied by credited service under the Wheaton Consolidated Service Retirement Plan as of the acquisition.

(B) Determinations made after June 30, 1999:

The monthly benefit is $14.00 multiplied by credited service; then increased as shown below.

For employees formerly covered under the Wheaton Consolidated Service Retirement Plan, $4.00 times credited service earned under that plan at date of acquisition plus $14.00 times credited service thereafter; then increased as shown below

Effective As of:	Kentucky Employees	Lebanon Union Employees
April 2001	$5/$15	$15.00
May 2001	—	—
April 2002	$6/$16	$16.00
May 2002	—	—
April 2003	$7/$17	$17.00
May 2003	—	—
April 2004	$8/$18	$18.00
May 2004	—	—
April 2005	Closed	$19.00
April 2006		$20.00
April 2007		$21.00
April 2008		$23.00
April 2011		$23.50
April 2012		$23.75
April 2013		$24.25
April 2014		$24.75
April 2015		$25.00
April 2016		$25.25
April 2017		$25.25

Early Retirement	Eligibility is attainment of age 55 and completion of five years of credited service. Benefit is equal to either: (i) deferred benefit payable at his normal retirement date equal to accrued benefit determined as of his early retirement date, or (ii) an immediate pension equal to his accrued benefit determined as of his early retirement date but reduced 0.4% for each month that early retirement precedes normal retirement date.
Disability Benefit	Eligible after five or more years of credited service and deemed disabled by the Administrative Committee. Benefit is equal to: (A) Prior to the participant's normal retirement date, $19.00 multiplied by credited service; and (B) At the participant's normal retirement date, accrued retirement benefit determined as of his disability retirement date.
Termination	Eligible after three or more years of credited service (five years prior to July 1, 2008). The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Hourly Employees' Pension Plan for Dynamic Seals, Inc. (Sub-Plan 149)

Effective Date	March 1, 1982, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All hourly employees who are members of a designated class of employees for which a separate benefit schedule is adopted by the employer shall participate as of the date of hire.
Vesting Service	Continuous service as determined prior to March 1, 1982 under The Richardson Company 1966 Divisional Pension Plan for Hourly Rated Employees plus the exact number of years and days of an individual's employment with the employer.
Benefit Service	No service prior to March 1, 1982. Thereafter, the exact number of years and days of an individual's employment with the employer.
Normal Retirement	Eligibility is attainment of age 65 and completion of five years of vesting service. The amount of the monthly benefit is as follows:
Employees of Dynamic Seals, Inc. Houston, Texas Plant	$5.00 multiplied by credited service (as an employee under this plan) from March I, 1982 (or date of hire, if later) to December 31, 1992 plus $7.50 multiplied by credited service on or after January 1, 1993 to January 1, 2001.
Employees of Dynamic Seals, Inc. Lynchburg, Virginia Plan	The benefit unit below is multiplied by all years of credited service (as an employee under this plan) after February 26, 1982 (or date of hire, if later).

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-00	01-01-01	$ 9.50
01-01-01	01-01-02	$11.00
01-01-02	01-01-03	$13.00
01-01-03	01-01-04	$14.00
01-01-04	01-01-05	$15.00
01-01-05	01-01-06	$17.00
01-01-06	01-01-07	$18.00
01-01-07	01-01-08	$19.00
01-01-08	01-01-09	$20.00
01-01-09	01-01-14	$22.00
01-01-14	01-01-15	$23.00
01-01-15	01-01-16	$23.50
01-01-16	01-01-17	$24.00
01-01-17	01-01-18	$24.50

Early Retirement	Eligibility is attainment of age 55 and completion of five years of vesting service. Benefit is equal to either: (A) deferred benefit payable at normal retirement date equal to the accrued benefit at early retirement date, or (B) an immediate pension reduced 0.4% for each month that early retirement precedes normal retirement date.
Disability	Eligible after 15 years of vesting service and total and permanent disability. The disability benefit is equal to the accrued retirement benefit determined at disability retirement date. The unreduced accrued retirement benefit will be doubled for the period between the date of disability benefits begin and the earlier of normal retirement date or the date the employee becomes eligible for Social Security primary old age or disability benefits.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Preretirement Spouse's Benefit	Eligible upon the death of an active married employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Post Termination Spouse's Benefit	Eligible upon the death of a former married employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Special Termination Benefit

Eligible if attained five years of uninterrupted employment after March 1, 1982 and not eligible for a pension benefit other than severance under this plan and either terminated because no longer meets the requirements of the job and is not qualified for transfer to another job, or terminated because operations at a plant or department are permanently discontinued. This does not apply if the employee is temporarily disabled and under age 65 and leaves the service of the employer while still considered employable by the employer.

The benefit is computed on the following basis:

Length of Most Recent Uninterrupted Employment (After March 1, 1982)	Percent of Total Earnings (After March 1, 1982)
5 Years But Fewer Than 10	2.0%
10 Years But Fewer Than 15	2.5%
15 or More Years	3.0%

Earnings means the entire amount of compensation paid to the employee by the employer, including piecework earnings and bonuses, overtime pay, shift premiums, vacation pay, reporting for work pay and holiday pay.

Forms of Payment

A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis.

Other options available are:

- 50%, 75%, or 100% joint and survivor
- 5, 10, 15 year certain and life
- 50% joint and survivor with 10 year certain and life
- Lump sum payout

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Goshen Rubber Company, Inc. Pension Plan—Goshen Plan Union Employees (Sub-Plan 150)

Effective Date	June 2, 1961, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Each employee who is covered under the collective bargaining agreement between the employer and Local 650, United Rubber, Cork Linoleum and Plastic Workers of America shall become a participant on the date next following the date as of which he has completed six months of employment without regard to hours of service. Note that employees on June 2, 1989 that were participants in the 1985 Plan will continue to be participants in the 1989 Plan, with their participation date equal to the participation date in the 1985 Plan.
Credited Service	Continuous service from the employee's employment commencement date to his severance from service date computed on the basis of completed one-twelfths of a year.
Vesting Service	Continuous service from the employee's employment commencement date to his severance from service date computed on the basis of completed one-twelfths of a year.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit is equal to the sum of the following: (A) Credited service earned prior to August 1, 1988 multiplied by $10.50; plus (B) Credited service earned after August 1, 1988, but before January 1, 1995 multiplied $15.50; plus (C) Credited service earned after January 1, 1995 but before June 2, 1998 multiplied by $18.00; plus

(D) Credited service earned after June 2, 1998 but before July 1, 2002 multiplied by $21.00;

plus

(E) Credited serviced earned after July 1, 2002 multiplied by the benefit unit shown below:

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
07-01-02	07-01-03	$22.00
07-01-03	07-01-04	$22.75
07-01-04	07-01-05	$23.50
07-01-05	07-01-06	$24.25
07-01-06	07-01-07	$26.25
07-01-07	07-01-08	$28.25
07-01-08	06-27-10	$30.25
06-27-10	06-22-14	$31.25
06-22-14	06-22-15	$31.75
06-22-15	06-20-16	$32.00
06-20-16	06-17-17	$32.25
06-17-17	06-17-18	$32.50

Early Retirement

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to an immediate pension equal to the accrued benefit determined as of the early retirement date reduced 0.4% for each month that early retirement precedes the first day of the month coinciding with or otherwise next following the participant’s sixty-second birthday.

Disability Retirement	Eligible after 10 years of vesting service. The disability benefit is equal to the accrued benefit determined as of the disability retirement date. This benefit will be increased by 100% if the participant is not entitled to Social Security disability payments. This increased benefit will be reduced to the regular disability benefit on his normal retirement date or when he begins to receive any Social Security payments, whichever comes first.
Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement. In lieu of receiving a benefit as described above, a participant may elect to receive a single lump sum severance benefit in the amount of $195.00 multiplied by his years of credited service. The participant's benefit payable as a monthly amount starting on his normal retirement date is then reduced by this lump sum.
Preretirement Spouse's Benefit	Eligible upon the death of an active married employee while eligible for a vested retirement benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.

Post Termination Spouse's Benefit	Eligible upon the death of a former married employee while eligible for a vested benefit. A survivor annuity for the lifetime of the participant's spouse in an amount equal to and payable as follows: (A) If the participant dies on or after his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had retired on the day before his date of death; or (B) If the participant dies prior to his earliest retirement age, the amount of the benefit would be a survivor annuity under the qualified joint and survivor annuity payable as if the participant had terminated his employment on the date of death, survived to his earliest retirement age, retired with commencement at his earliest retirement age, and died on the day after he would have attained earliest retirement age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15, or 20 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option

Changes in Plan Provisions Since the Prior Year

- Increase in benefit unit and/or increase in the maximum years of participation.

Former Watts FluidAir Pension Plan—Hourly Participants (Sub-Plan 151-H)

Effective Date	March 18, 1978, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All production and maintenance employees of the company compensated on an hourly basis will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained at least age 21. ***Note:*** *An employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12 month period following his date of hire or during any following plan year.*
Vesting Service	One year of vesting service shall be credited for each plan year that the participant has earned 1,000 hours. If the participant has earned less than 1,000 hours, but has not experienced a break in service, vesting service credit will be granted according to the following schedule:

Hours of Service During One Plan Year	**Vesting Service Credit**
500–727	0.3
728–935	0.4
936–999	0.5
1,000 or More	1.0

Benefit Service	One full year of benefit service will be credited for every plan year that the member completes 2,080 hours of service; for less than 2,080 hours of service in a plan year, a fraction of a year equal to the number of hours of service divided by 2,080 (rounded to the nearest one-tenth) will be credited.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit is equal to the benefit amount in the table below multiplied by benefit service.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-89	01-01-03	$11.00
01-01-03	07-01-04	$12.50
07-01-04	01-01-05	$13.50
01-01-05	01-01-06	$14.50
01-01-06	01-01-07	$16.00
01-01-07	01-01-08	$16.50
01-01-08	01-01-09	$17.50
01-01-09	01-01-11	$18.50
01-01-11	01-01-12	$19.50
01-01-12	01-01-13	$20.50
01-01-13	01-01-14	$22.00
01-01-14	01-01-15	$23.00

In addition to the regular plan benefit described above, a retiree medical account (RM.A) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the normal retirement benefit based on benefit service as of the early retirement date. Payments that begin prior to the normal retirement date will be reduced by 5/9 of 1% for each of the first 60 months by which commencement precedes the normal retirement date, and by 5/18 of 1% for each month thereafter, if any, by which commencement of benefits precedes the normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination	Eligible after five or more years of vesting service. Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% joint and survivor annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date at spouse's election) or date of death.
Post Termination Spouse's Benefit	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of a 50% joint and survivor annuity calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date at spouse's election) or date of death.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options are available.

Changes in Plan Provisions Since the Prior Year

None.

Former Watts FluidAir Pension Plan—Salaried Participants (Sub-Plan 151-S)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	All clerical and salaried employees of the company will be eligible for participation on the first day of the month coincident with or next following the date on which he has completed one year of eligibility service and has attained age 21. ***Note:*** *an employee will be credited with one year of eligibility service after completing 1,000 hours of service during the 12 month period following his date of hire or during any following plan year.*
Vesting Service	A year of vesting service is granted for each plan year that the employee completes 1,000 or more hours of service.
Benefit Service	A year of benefit service is granted for each year that an employee completes 1,000 or more hours of service, excluding years of service prior to the participant's eighteenth birthday.
Final Average Earnings	The average of the highest 60 consecutive months of earnings within the last 120 months ending on the date of termination. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is attainment of age 65. The monthly benefit will be equal to the greater of (A) and (B): (A) The frozen benefit as of December 31, 2000 calculated under the former Watts FluidAir Pension Plan for Salaried Employees formula, plus the benefit for future service calculated under the former Parker Hannifin Corporation Retirement Plan formula; or

(B) The benefit for all service calculated under the former Parker Hannifin Corporation Retirement Plan formula. (Same as Sub-Plan 050 formula.)

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Early Retirement

Eligibility is attainment of age 55 and completion of five years of vesting service.

The benefit is equal to the benefit calculated at normal retirement but based on final average earnings as of the early retirement date. Payments may begin before normal retirement date, but will be reduced in accordance with the following schedule:

Years Before Normal Retirement Date	Reduction Factor
0	1.000
1	0.923
2	0.846
3	0.769
4	0.731
5	0.692
6	0.654
7	0.615
8	0.577
9	0.529
10	0.486

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Spouse's Benefit	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding his date of death. The benefit payable to the surviving spouse is equal to the spouse's portion of the 50% joint and survivor benefit calculated at the time of death but payable at the later of the participant's normal retirement date (or early retirement date if the spouse elects) and date of death.
Pension Increase for Retirees	Retired participants as of June 1, 2001 received a one time ("Millennium") pension increase. The Millennium increase amounts are summarized in the Appendix.
Retirement Income Account (RIA)	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.

Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Miller Fluid Power Defined Benefit Plan (Sub-Plan 153)

Effective Date	January 1, 1989, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	Employees are eligible to participate at the later of the first of the month coinciding with or next following the date at which he reaches age 21 or one year of benefit service.
Vesting Service	
Salaried Participants	One year of service for each 12 month period of employment with prorated service (to the nearest l/10th) for periods less than a full year.
Hourly Participants	An employee receives one year of vesting service for each plan year after January 1, 1989 in which 1,000 hours of service are performed.
Years of Benefit Service	
Salaried Participants	(A) Year of benefit service prior to January 1, 2002. A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65. (B) Year of benefit service after January 1, 2002. One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.
Hourly Participants	A year of benefit service is earned for each year of employment in which a minimum of 1,000 hours is worked plus an additional partial year if less than 1,000 hours in year of retirement on or after age 65.

Average Monthly Compensation

Average of the highest five calendar years compensation including base salary, bonuses, overtime, incentive, etc., but excluding other compensation such as overseas allowances or moving expenses. Compensation exceeding the IRC section 401(a)(17) limit in the year of retirement or termination ($200,000 retroactively starting with the 2002 plan year) will be excluded when the average monthly compensation is determined.

Normal Retirement

Salaried Participants

Eligibility is attainment of age 65.

The monthly benefit is equal to (A) plus (B):

(A) The frozen benefit as of December 31, 2001 calculated under the former Miller Fluid Power Pension Plan.

(B) The monthly benefit equal to 26.25% of average monthly compensation up to Social Security covered compensation, plus 47.60% of average monthly compensation in excess of the Social Security benefit base, reduced proportionately if benefit service is under 35 years, plus 0.5% of average monthly compensation multiplied by the number of benefit service years earned after December 31, 2001 in excess of 35 (maximum five years). A minimum benefit based on the benefit unit table below times basic service earned after December 31, 2001 (maximum 40 years) will be paid. Social Security covered compensation is the average of the taxable wage bases under Social Security during the 35 years ending with the employee's Social Security retirement age.

Date of Retirement		Minimum
On or After	But Before	Benefit Unit
07-01-89	01-01-01	$12.50
01-01-01	01-01-02	$15.00
01-01-02	01-01-03	$18.00
01-01-03		$21.00

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

Hourly Participants

(A) $5 multiplied by years of benefit service completed prior to January 1, 1989; and

(B) The benefit unit below multiplied by years of benefit service after December 31, 1988.

Date of Retirement		
On or After	**But Before**	**Benefit Unit**
01-01-89	04-01-02	$15.00
04-01-02	04-01-03	$16.00
04-01-03	04-01-05	$17.25
04-01-05		$18.50
Closed		

Early Retirement

Salaried Participants

Eligibility is attainment of age 55 and completion of 10 years of vesting service.

Benefit is equal to either: (i) deferred benefit payable at age 65 equal to the normal pension but using average monthly compensation at time of early retirement and using his years of service only to the retirement date, or (ii) an immediate pension equal to (i) but reduced 0.5% for each month that early retirement precedes normal retirement date.

In addition to the regular plan benefit described above, a retiree medical account (RMA) benefit is also payable to participants at RMA eligible locations. The main provisions of the RMA are summarized in the Appendix.

If certain eligibility conditions are satisfied, a temporary pension supplement (TPS) is payable to participants at TPS eligible locations retiring prior to normal retirement. The main provisions of the TPS are summarized in the Appendix.

Hourly Participants

Age 55 and 10 years, reduced 0.5% per month preceding normal retirement date.

Disability Retirement

Salaried Participants

No provision is provided applicable to the salary related formula.

Hourly Participants

Eligible upon termination of employment on account of total and permanent disability. The disability benefit is equal to the 100% vested accrued benefit at the date of disability and is payable at the normal retirement date.

Termination

Salaried Participants

Eligible after three or more years of vesting service (five years prior to July 1, 2008).

Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.

Hourly Participants

Employees are vested in their benefits based on the following schedule:

Years of Vesting Service	Vesting Percent
0–1	0%
2	20%
3	40%
4	60%
5	80%
6+	100%

Participants become 100% vested on their normal retirement date regardless of their years of vesting service.

Deferred vested benefit equal to the normal retirement benefit payable at age 65.

Preretirement Spouse's Benefit	
Salaried Participants	Eligible upon the death of an active employee while eligible for a vested retirement benefit providing the employee had been married for one year preceding the date of death. The benefit payable to the surviving spouse is determined as though the employee had retired the day before the date of death, taken immediate early retirement, and accepted the 50% joint and survivor option.
Hourly Participants	Eligible upon the death of an active married employee. The Surviving spouse will receive 50% of the amount of the benefit that the employee would have received had the employee been 100% vested, terminated on the day of death, survived to normal retirement date, elected the 50% joint and survivor form then died the day after retirement. The surviving spouse will begin to receive this benefit at the later of the employee's date of death or normal retirement date.
Post-Termination Spouse's Benefit	
Salaried Participants	Eligible upon the death of a former employee while eligible for a vested benefit providing the employee had been married for one year preceding his date of death. If the former employee dies after the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had commenced payments the day before the date of death and accepted the 50% joint and survivor option. If the former employee dies prior to the attainment of age 55, the benefit payable to the surviving spouse is determined as though the former employee had survived to age 55 and commenced payments under the 50% joint and survivor option.

Hourly Participants	Eligible upon the death of a former employee while eligible for a vested benefit. The surviving spouse will receive 50% of the employee's vested benefit calculated as if the 50% joint and survivor form was elected, payable the later of the employee's date of death or normal retirement date.
Retirement Income Account (IRA)	
Salaried Participants	Plan participation was frozen as of April 1, 2004 to newly hired (and rehired) employees. Participants as of June 30, 2004 were given the following plan coverage choices: (A) Continued participation and full benefit accrual under the Consolidated Pension Plan; or (B) Frozen participation and accrued benefit amounts as of June 30, 2004 under the Consolidated Pension Plan, with future plan coverage and benefit accruals payable under a new Retirement Income Account (RIA) Plan. Note that service credits towards TPS benefit and RMA accruals and interest credits continue under the Consolidated Pension Plan to eligible participants as of the June 30, 2004 choice date.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, or 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life

Changes in Plan Provisions Since the Prior Year

None.

Former Denison Hydraulics Inc. Hourly Pension for Former Delaware and Marysville Employees (Sub-Plan 157)

Effective Date	January 1, 1987 as the Hagglunds Denison Hourly Pension Plan, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Participation	All inactive and retired participants of the Hagglunds Denison Hourly Pension Plan as of May 31, 1993 became participants of the Denison Hydraulics, Inc. Hourly Pension Plan for Former Delaware and Marysville Employees. Future eligibility to participate under the plan was frozen effective June 30, 1993.
Vesting Service	One year of vesting service is credited for each twelve consecutive month period during which the participant completes at least 1,000 hours of service.
Benefit Service	One year of benefit service is credited for each twelve consecutive month period beginning on the date the employee first performs an hour of service. Each fraction of a calendar month period greater than 14 days shall equal one-twelfth of a year of benefit service. Benefit Service accrual under the plan was frozen effective June 30, 1993.
Normal Retirement	Eligibility is attainment of age 65.
Marysville	The monthly benefit is the applicable benefit unit below multiplied by the years of credited service.

Date of Retirement	Benefit Unit
01-01-87 to 06-27-87	$13.00
06-28-87 to 06-25-88	$13.50
06-26-88 to 06-24-89	$14.00
06-25-89 to 06-30-90	$14.50
07-01-90 to 06-30-91	$15.00
07-01-91 to 06-30-92	$16.00
07-01-92 and After	$17.00

Delaware

The monthly benefit is the applicable benefit unit below multiplied by the years of credited service.

Date of Retirement	Benefit Unit
01-01-87 to 04-26-87	$14.50
04-27-87 to 04-24-89	$15.50
04-25-89 and After	$16.00

For both Marysville and Delaware participants, this amount will be reduced by the benefit earned as of December 12, 1986 under the Non Contributory Retirement and Disability Pension Plan of Abex Corporation.

Early Retirement

Eligibility is attainment of age 60 and completion of 10 years of service.

The early retirement benefit is equal to the normal retirement benefit reduced by 5/9 of 1% for each month the benefit commences before the participant's normal retirement date. Unreduced benefit available if certain age/service requirements are met.

Disability Retirement

Eligibility is 10 years of service for a Marysville participant (15 years of service for a Delaware participant) who is deemed to be permanently disabled.

The disability retirement benefit is a monthly benefit payable until normal retirement equal to the normal retirement benefit (calculated using benefit service at disability) unreduced by the benefit due from Abex (increased by 50% if the individual is not receiving Social Security Disability) but not less than $100.00. At normal retirement the normal retirement benefit is payable.

Termination

Eligible after five or more years of vesting service.

The deferred vested benefit is equal to the normal retirement benefit payable at age 65, or payable as early as age 60 with 10 years of service, reduced as for early retirement.

Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive a pension payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the date before death and elected a 50% joint and survivor annuity at the first eligible age.
Postretirement Death Benefit	A death benefit of $1,550 is payable to a named beneficiary of a participant who is retired (not a vested separation) if such participant was insured for life insurance under the company's group insurance plan immediately prior to retirement.
Normal Forms of Payment	An employee will normally receive his benefit on a straight life basis or, if married, a reduced monthly benefits payable for life with 50% of the reduced benefit continuing to the participant's spouse upon death. Other optional forms available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum payout

Changes in Plan Provisions Since the Prior Year

None.

Former Denison Hydraulics Inc. Salaried Pension Plan (Sub-Plan 158)

Effective Date	January 1, 1987 as the Hagglunds Denison Salaried Pension Plan, as restated July 1, 2001 and amended through the valuation date, most recently by Amendment 16.
Eligibility	Each non-union salaried employee as of the effective date became a participant as of that date. Any other non-union salaried employee became a participant on his employment date or transfer date. All participants of the Hagglunds Denison Hourly Pension Plan as of June 15, 1993 became participants of the Denison Hydraulics, Inc. Salaried Pension Plan on that date. Future eligibility to participate under the plan was frozen effective December 31, 1994.
Vesting Service	A year of vesting service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked.
Benefit Service	A year of benefit service is granted for each year of employment commencing on the date the employee first performs an hour of service and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked. Benefit service accrual under the plan was frozen effective December 31, 1994.
Final Average Earnings	The average of the highest 36 consecutive months of earnings prior to December 31, 1994, or, if earlier, on the date of termination or retirement. Earnings are limited to the Section 401(a)(l7) limit.
Normal Retirement	Eligibility is attainment of age 65. The benefit payable for life of the participant will be equal to (A) + (B) + (C) but not less than (D): (A) 0.8% of average annual compensation times years of credited service not in excess of 35 years. (B) 0.4% of average annual compensation in excess of covered compensation times years of credited service to a maximum of 35 years.

(C) 1.5% of average annual compensation times years of credited service in excess of 35 years.

Participants who are due benefits from a former "Recognized Employer" (including Abex Corporation, ASEA Hagglunds, Inc. or ABB Power Generation, Inc.) will have the above benefit offset by benefits accrued under plans sponsored by the former "Recognized Employers."

(D) The participant's accrued benefit under the prior plan in effect December 31, 1989.

Regular Early Retirement

Eligible at age 60 with a minimum of 10 years of service or if hired prior to age 35, and combined age and service total at least 75.

The early retirement benefit is the accrued portion of the normal retirement benefit reduced as follows.

(A) For participants who were hired prior to age 35, have completed more than 30 years of service and retire with combined age and service totaling at least 75, the monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes age 60.

(B) For participants who were hired prior to age 35, have completed less than 30 years of service and retire with combined age and service totaling at least 75, the Monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes the date the participant would have attained age 60 or 30 years of service, whichever is later.

(C) For all other participants, the monthly pension is reduced by ½ of 1% for each month the benefit commencement date precedes normal retirement.

Participants entitled to benefits payable under Items (A) and (B) above, are also entitled to an annual supplement equal to $33.00 times years of credited service, appropriately reduced, as noted above, payable until age 65. In no event should combined annual benefits (regular plus supplemental) payable to such participants prior to age 65 be less than $189.00 times years of credited service.

Termination	Eligible after three or more years of vesting service (five years prior to July 1, 2008). Deferred vested benefit equal to the normal retirement benefit payable at age 65, or payable as early as age 55, if reduced as for early retirement.
Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement date or immediately if the participant was eligible for retirement on the date of death. The pension will equal one-half of the pension due the participant had he or she terminated on the day before death and elected a 50% joint and survivorship at the first eligible age.
Disability Benefit	A participant who is disabled prior to normal retirement or early retirement shall receive a benefit at normal retirement or early retirement assuming the participant continued to earn credited service and compensation at the rate of compensation in effect on the date of disability through that period, However, service and compensation earned after December 31, 1994 will not be considered.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option

Changes in Plan Provisions Since the Prior Year

None.

Former Pension Plan for Hourly Paid Employees of Sporlan Valve Company and Jefferson Products Company (Sub-Plan 161)

Effective Date	January 1, 1985, as restated July 1, 2001 and amended through the valuation date, most recently Amendment 16. This plan was merged with the Parker Hannifin Corporation Pension Plan, effective December 31, 2004.
Eligibility	Hourly paid employees in covered service working at least 667 hours per year participate after one year of employment; provided however there shall be no new participants hired on or after January 1, 2002.
Covered Service	The period during which a person is an hourly paid employee excluding anyone covered by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining and anyone working for the division of Jefferson Products Company doing business as Cline or the business operation known as I Line Manufacturing.
Benefit Service	(A) Employment periods prior to January 1, 1959. For each calendar year prior to January 1, 1959: (i) One year, if paid for 2,000 or more hours of covered service; or (ii) One-twelfth year for each 167 paid hours of covered service. Provided that total benefit service for all periods prior to January 1, 1959 shall not exceed 20 years. (B) Employment periods after January 1, 1959. For each calendar year after December 31, 1958: (i) One year of service for each 12 month period of employment with prorated service (to the nearest one-tenth) for periods less than a full year.

(ii) ¾ year for 1,000 to 1,333 hours of service; or

(iii) ½ year for 667 to 999 hours of service.

(iv) One-twelfth year for each 167 hours of service for total hours of service from 167 to 666.

Effective January 1, 2002, an employee who returns to service on or after January 1, 2002, following a layoff of more than 18 months or termination of service for 14 or more calendar days shall not earn any fractional or full years of benefit service for periods beginning on or after such return to service.

Vesting Service

Continuous employment prior to January 1, 1976 plus each calendar year after December 31, 1975 in which a person has 1,000 hours of service or more.

Normal Retirement

(A) Eligible at age 65 with five years of benefit service (but not later than the later of age 65 or the fifth anniversary of plan participation).

(B) For participants leaving covered employment after December 31, 1992:

$6.00 times years of benefit service from January 1, 1939 to December 31, 1948; plus

$13.00 times years of benefit service from January 1, 1949 to December 31, 1988; plus

$17.00 times years of benefit service from January 1, 1989 to December 31, 1992; plus

$19.00 times years of benefit service after December 31, 1992.

Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.

Early Retirement

(A) Eligible at age 60 with 10 years of benefit service.

	(B) Accrued benefit reduced by 3/9% for each month that early retirement precedes normal retirement date. For participants who left covered employment before January 1, 1992, the reduction is 5/9% for each month that early retirement precedes normal retirement date. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger. Sporlan Plan participants actively employed and under age 50 on the December 31, 2004 plan merger date are eligible for the temporary pension supplement (TPS) upon retirement after attaining age 60 with at least 10 years of vesting service (but not age 55 with 20 years of vesting service), provided the participants are not eligible for Medicare. The main provisions of the TPS are summarized in the Appendix.
Late Retirement	(A) Eligible after normal retirement. (B) Greater of accrued benefit at late retirement or actuarial equivalent of normal retirement benefit at late retirement. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.
Disability Retirement	(A) Eligible after 15 years of benefit service and termination due to covered total and permanent disability lasting at least six months. (B) Accrued benefit. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.
Termination	Eligible after three years of vesting service (five years prior to July 1, 2008). Full accrued benefit payable beginning at normal retirement or, with 10 years of benefit service, reduced early retirement benefit beginning from age 60 to 65. Future benefit accruals under this plan ceased effective with the December 31, 2004 plan merger.

Form of Benefit	Five years certain and life normal form. Other options available are: ▪ 50%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Lump sum payout
Preretirement Death Benefit	Eligible if married and age 60 with 10 years of benefit service, married with five years of vesting service or unmarried and active with five years of vesting service. (A) If participant had been married and eligible for early retirement monthly benefit to spouse for life. For deaths occurring before January 1, 1990, accrued benefit reduced for 50% joint and survivor payment form. For deaths occurring on or after January 1, 1990, accrued benefit of participant. (B) If participant had been married and vested but not eligible for early retirement monthly benefit to spouse for life commencing at first date participant would have been able to commence vested deferred termination benefit. For deaths occurring before January 1, 1990, one half of accrued benefit reduced for 50% joint and survivor payment form. For deaths occurring on or after January 1, 1990, accrued benefit of participant. (C) If participant had been active, unmarried and vested monthly for 60 months. For deaths occurring after December 31, 1991, accrued benefit discounted by 6% per annum for the period between actual commencement and the month following the month containing the employee's sixty-fifth birthday.

Changes in Plan Provisions Since the Prior Year

None.

Former Legris Inc. Retirement Plan (Sub-Plan 184)

Effective Date	The Legris, Inc. Retirement Plan was merged into the plan, effective July 1, 2010.
Eligibility	Age 20½ and one year of work with at least 1,000 hours. No employee hired on or after March 1, 2009 will become an active participant and no inactive participant of former participant will again become an active participant.
Vesting and Benefit Service	A year of vesting and benefit service is granted for each year of employment commencing on (1) the later of date the employee first performs an hour of service or reemployment or (2) January 1, 2010 and ending on his or her date of retirement or termination; partial credit will be granted on the basis of completed days worked.
Final Average Earnings	The average of the highest five years of compensation. Earnings are limited to the Section 401(a)(17) limit.
Normal Retirement	Eligibility is the later of attainment of age 65 or five years of vesting service. 48% of final average earnings × accrued benefit adjustment. The accrued benefit adjustment is the quotient of benefit service divided by the greater of 25 years or benefit service projected to the normal retirement date.
Early Retirement	Eligible at age 55 and six years of vesting service. The early retirement benefit is the accrued portion of the normal retirement benefit reduced 6⅔% for each year up to five and 3⅓% for each year between five and 10 that the early retirement date precedes the normal retirement date.
Termination	Eligible after two or more years of vesting service. The accrued benefit is 20% vested after two years of vesting service, increasing 20% per year to 100% after six years of vesting service. Deferred vested benefit is equal to the vested portion of the accrued benefit at normal retirement age.

Preretirement Spouse's Benefit	The eligible surviving spouse of a vested participant will receive benefits payable at the participant's earliest retirement age or immediately if the participant was eligible for retirement on the date of death. The pension will equal one half of the pension due the participant had he or she terminated on the day before death and elected a 50% joint and survivorship at the first eligible age.
Forms of Payment	A married employee shall receive his benefit on a 50% joint and survivor actuarially equivalent reduced basis, unless the employee elects (with spousal consent) a life annuity. A single employee shall receive the benefit on a life annuity basis. Other options available are: ▪ 50%, 66⅔%, 75%, or 100% joint and survivor ▪ 5, 10, 15 year certain and life ▪ 50% joint and survivor with 10 year certain and life ▪ Level income option Any form of payment other than a life annuity will be reduced based on the ages of the participant and spouse (or beneficiary) when the benefits begin using factors based on the mortality table set forth in Revenue Ruling 95-6 and a 7.5% interest rate.

Changes in Plan Provisions Since the Prior Year

None.

Snap-Tite, Inc. Pension Plan (Sub-Plan 188)

Effective Date	June 1, 1963; as and last amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All non-union employees are eligible to participate on the June 1 or December 1 following completion of one (1) year of service. Plan was frozen to all new participants effective May 31, 2006. An employee who was employed by Autoclave Engineers, Inc. shall commence earning credited service effective January 1, 1996. An employee who was employed by National Fire Hose, Inc. shall commence earning credited service effective February 1, 1998.
Service Eligibility	Completion of 1,000 hours of service during the 12-month period following employee's first hour of service, or any plan year.
Credited Service	Years and months of employment completed prior to June 1, 1975. A year of service shall be credited for each plan year after June 1, 1975 in which the employee works 1,000 hours of service. If the member works less than 1,000 hours in the last plan year, he will receive credit for any month that he works 83 hours of service. Service prior to June 1, 1978 is excluded for benefit accrual purposes for Airmatic-Allied employees as of that date. Credited service was frozen as of May 31, 2006.
Compensation	Gross calendar year compensation.
Average Annual Compensation	Average of the highest five consecutive calendar years' compensation in the last 10 calendar years preceding date of determination.

Retirement Dates	
Early	Age 60 with five years of service.
Normal	Age 65 with five years of service.
Late	Anytime after normal retirement date.
Disability	Receiving Social Security disability benefits.
Retirement and Termination Benefits	
Accrued Benefit	For employees who were under the Office and Salaried Plan: Equal to the greater of (a) or (b): (a) The accrued benefit to June 1, 1975 under the Group Annuity contract plus 1% of final average annual compensation times the number of years of credited service since June 1, 1975 up to 25 years. (b) The projected benefit under the prior Group Annuity contract (Table I of the plan document) times the ratio of service to date over potential service up to normal retirement date. For employees who were under the Executive Plan and all other employees joining the plan on or after June 1, 1978: Equal to 1% of average annual compensation times the number of years of credited service up to a maximum of 25 years.
Early Retirement	Accrued benefit reduced by 3% for each year the benefit commencement date precedes normal retirement date.
Normal Retirement	Accrued benefit.
Late Retirement	Actuarial equivalent of benefit that would have been payable at normal retirement date.
Disability	Accrued benefit reduced by 3% for each of the first 10 years and actuarially for years beyond 10 that benefit commencement date precedes normal retirement date.
Vested Termination	Accrued benefit at date of termination times the percentage vested.
Vesting Schedule	A participant is 100% vested in his accrued benefit upon completion of five years of credited service.

Preretirement Death Benefits	In the case of any participant or terminated participant who dies prior to the commencement of benefits under this plan when he is vested in any portion of his accrued benefit, a death benefit shall be payable to his surviving spouse in accordance with paragraph (a) or (b) below as applicable. (a) If a participant dies after the earliest retirement age, the participant's surviving spouse (if any) will receive the same benefit that would have been payable if the participant had retired with an immediate qualified joint and survivor annuity on the day before the participant's date of death. The spouse may elect to start benefits later than the date on which payments would have been made to the surviving spouse under a qualified joint and survivor annuity. If payments are delayed, they shall be adjusted using the early retirement factors. (b) If a participant dies on or before the earliest retirement age, the participant's surviving spouse (if any) will receive the same benefit that would be payable if the participant had: (i) Separated from service on the date of death; (ii) Survived to the earliest retirement age; (iii) Retired with an immediate qualified joint and survivor annuity at the earliest retirement age; and (iv) Died on the day after the earliest retirement age. If a participant's death occurs after his normal retirement date and before he actually retires, payments shall be made to his spouse as if the participant had retired on his date of death and selected the 100% contingent annuitant option to his spouse.
Employee Contributions	None required.

Payment Forms

Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Former QD&V Union City Plan Production Employees' Pension Plan (Sub-Plan 189)

Effective Date	June 1, 1978; as last amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All employees who are employed as a production employee at the QD&V Union City Plant are eligible to participate 30 days after their date of employment. Plan was frozen to new participants as of May 31, 2006.
Retirement Dates	
Early	Age 60 and 10 years of service.
Normal	Age 65 and five years of participation.
Late	Anytime after normal retirement date.
Disability	Ten years of credited service and is eligible and receiving Social Security disability benefits.
Retirement and Termination Benefits	
Accrued Benefit	A monthly benefit equal to the product of the benefit multiplier in effect as of retirement, termination, disability, or death and the participant's years and months of credited service. Credited service is years and months of employment completed from date of hire to termination of employment. Plan was frozen for all future benefit accruals effective May 31, 2006. The negotiated benefit multipliers are as follows:

Effective Date	Benefit Multiplier
Prior to November 18, 1996	$18.00
November 18, 1996 through May 31, 1997	$18.50
June 1, 1997 through May 31, 1998	$19.00
June 1, 1998 through September 30, 1999	$19.50
October 1, 1999 through May 31, 2000	$20.00
June 1, 2000 and After	$20.50

Early Retirement	Accrued benefit reduced by one-fifteenth for each year the benefit commencement date precedes normal retirement date.
Normal Retirement	Accrued benefit.

Late Retirement	Accrued benefit determined as of actual retirement date.
Disability	Accrued benefit reduced by one-fifteenth for each of the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date.
Minimum Benefit	In all instances, if the actuarial value of the benefit is less than the account balance from the prior plan, the account balance will be the benefit.
Vested Termination	If a member has completed less than five years of credited service, 100% of his account balance will be payable. If a member has completed at least five years of credited service, he will be entitled to the greater of his monthly accrued benefit or the monthly benefit provided by his account balance.
Preretirement Death Benefits	If death occurs prior to completing five years of service or while the member is not married, no benefits shall be payable from this plan. Upon the death of a married member who qualifies for early retirement, the member's spouse shall receive a monthly benefit for life based on the benefit payable under a joint and 50% survivor annuity which the member's spouse would receive assuming the member retired on the day before his death. The spouse of any married vested participant who was not eligible for early retirement is also eligible for a benefit if the participant should die prior to his normal retirement date. The monthly pension payable at the participant's earliest retirement date will be an amount equal to the benefit calculated as though the participant survived to his earliest retirement age, selected a 50% qualified joint and survivor annuity, and died on the day after the day of attaining the earliest retirement age. This amount will not be less than the monthly benefit that his account balance would purchase for the member's spouse under a life only annuity.
Employee Contributions	None required.

Payment Forms

Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Former PONN Manufacturing Plant Production Employees' Pension Plan (Sub-plan 190)

Effective Date	The plan became effective April 1, 1996 and has been most recently amended and restated effective June 1, 2010. The plan was merged into the Consolidated Pension Plan as of December 31, 2012.
Eligibility	All employees employed as a production employee located at the PONN manufacturing plant are eligible to participate 30 days after their date of employment. The plan was frozen to new participants as of May 31, 2006.
Retirement Dates	
Early	Age 60 and 10 years of service. The benefit earned under the Snap-Tite, Inc. Pension Plan is payable at age 60 and five years of service.
Normal	Age 65 and five years of participation.
Late	Anytime after normal retirement date.
Disability	Ten years of credited service and is eligible and receiving Social Security disability benefits.
Retirement and Termination Benefits	Upon retirement, termination, disability, or death, a participant shall be entitled to receive the sum of their benefit earned under the provisions of the Snap-Tite, Inc. Pension Plan as of April 1, 1996 which was transferred to this plan, plus the product of the participant's years and months of credited service since April 1, 1996 and the benefit multiplier in effect as of retirement, termination, disability, or death. Credited service is years and months of employment completed from date of hire (but never prior to April 1, 1996) to termination of employment. The plan was frozen for all future benefit accruals effective May 31, 2006. The negotiated benefit multipliers are as follows:

Effective Date	Benefit Multiplier
April 1, 1996 through March 31, 1997	$18.00
April 1, 1997 through March 31, 1998	$18.50
April 1, 1998 through March 31, 1999	$19.00
April 1, 1999 through October 7, 2000	$19.50
October 8, 2000 and After	$20.50

Early Retirement	Accrued benefit reduced by one-fifteenth for each year the benefit commencement date precedes normal retirement date. The accrued benefit earned under the Snap-Tite, Inc. Pension Plan which has been transferred to this plan shall be subject to a 3% per year early retirement reduction factor.
Normal Retirement	Accrued benefit.
Late Retirement	Accrued benefit determined as of actual retirement date.
Disability	Accrued benefit reduced by one-fifteenth for each of the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date. The accrued benefit earned under the Snap-Tite, Inc. Pension Plan which has been transferred to this plan shall be subject to a 3% per year reduction factor for the first five years and actuarially for years beyond five that benefit commencement date precedes normal retirement date.
Vested Termination	If a member has completed less than five years of credited service, (including service prior to April 1, 1996) no benefits shall be payable from the plan. If a member has completed at least five years of credited service, he will be entitled to his monthly accrued benefit.

Preretirement Death Benefits	If death occurs prior to completing five years of service or while the member is not married, no benefits shall be payable from this plan. Upon the death of a married member who qualified for early retirement, the member's spouse shall receive a monthly benefit for life based on the benefit payable under a joint and 50% survivor annuity which the member's spouse would receive assuming the member retired on the day before his death. The spouse of any married vested participant who is not eligible for early retirement is also eligible for a benefit if the participant should die prior to his normal retirement date. The monthly pension payable at the participant's earliest retirement date will be an amount equal to the benefit calculated as though the participant survived to his earliest retirement age, selected a 50% qualified joint and survivor annuity, and died on the day after the day of attaining the earliest retirement age.
Employee Contributions	None required.
Payment Forms	
Normal	Life only annuity, automatically payable as a 50% joint and survivor annuity to married participants.
Optional	Optional forms are: ▪ Life annuity with five years certain and guaranteed. ▪ Life annuity with 10 years certain and guaranteed. ▪ 75% joint and survivor spousal annuity. ▪ 100% joint and survivor spousal annuity.

Plan Changes Since the Prior Year

None.

Appendix—RMA and TPS Benefits

RMA Benefits (Active Participants)

A retiree medical account (RMA) opening balance was established on the opening balance date for all active participating employees as of the effective date at RMA eligible locations. This opening balance was calculated as follows:

- An annual RMA credit is assumed to be granted to each RMA eligible participant on each December 31 from the RMA accrual date to the opening balance date.
- Each annual RMA credit is accumulated using a 6% annual interest rate from the December 31 date. It is credited to the opening balance date.

After the establishment of the opening balance, interest will be credited to the RMA at the end of each month based on a 6% annual interest rate. These monthly interest credits will continue until the date of benefit commencement.

Each eligible participant will also receive an annual RMA credit on each December 31 as long as the participant remains an employee. The annual RMA credit, which is based on the age of the participant at the RMA accrual date, will be the same annual RMA credit that was used to determine the opening balance. The RMA accrual date is generally the participant's original date of hire or the credited service date for some acquisitions.

The table below shows the annual RMA credit based on several sample participant ages on their accrual dates:

Age on RMA Accrual Date	Annual RMA Credit
25	$185
30	$230
35	$295
40	$380
45	$510
50	$500
55	$850
60	$850

Upon benefit commencement, the accumulated RMA balance is converted to a monthly annuity as follows:

- For unmarried participants, the benefit will be paid as a life annuity.
- For married participants, the benefit will be paid as a 50% qualified joint and survivor annuity (without any actuarial reduction).

The basis upon which the RMA balance is converted to a monthly annuity is the 1994 Group Annuity Reserving Table, a 7% annual rate of interest, plus a 10% increase in the resulting annuity conversion factor. The conversion factors are based on the participant's age at benefit commencement.

A preretirement survivor benefit is available if the participant is not eligible for early retirement at the time of death, but has completed five or more years of vesting service. This RMA preretirement survivor benefit is payable as early as the date the participant would have attained age 55 in an amount equal to 50% of the benefit that would have been payable had the participant survived until the earliest possible retirement age under the plan. If the participant is eligible for early retirement at the time of death, the RMA preretirement survivor benefit is payable immediately and is equal to 50% of the benefit that would have been payable had the participant retired the day before death.

RMA Benefits (Retired Participants on June 1, 2001)

The RMA benefit for this group is an additional monthly pension paid effective June 1, 2001. Retirees in payment status (or deferred retirees) on June 1, 2001 who were eligible for retiree medical now receive an RMA benefit based on their years of service at termination. The amount of the monthly RMA benefit is determined by the table below:

Years of Service	RMA Benefit
10–19	$120
20–29	$160
30 and Over	$200

Surviving spouses in payment status on June 1, 2001 receive one half of the RMA that the participant would have received based the participant's service.

TPS Benefits (Active Participants)

A participant may also be eligible to receive a temporary pension supplement (TPS) at benefit commencement if retiring from active service prior to normal retirement and meeting certain eligibility conditions. Participants retiring under normal, early or disability retirement, will receive the TPS payable until age 65 if the participant retires at age 60 with 10 or more years of service, or at age 55 with 20 or more years of service. Participants retiring under normal, early or disability retirement who were at least age 50 with five or more years of service on July 1, 2001 will be eligible for the supplement if the participant retires on or after age 55 with 10 or more years of service. For this latter group of participants, the supplement will continue to be paid through the later of the month prior to the participant's sixty-fifth birthday or the spouse's sixty-fifth birthday. The TPS is payable as a life annuity for participants who are not married at the time of commencement and as a 50% qualified joint and survivor annuity (without any actuarial reduction) for participants who are married at the time of commencement.

The amount of the monthly TPS is determined by the table below:

Years of Service	Monthly TPS to Age 65
10–14	$180
15–19	$230
20–24	$300
25–29	$370
30–34	$450
35–39	$500
40 and Over	$550

A preretirement survivor benefit is available if the participant is eligible for the TPS at the time of death; the surviving spouse will receive a benefit equal to 50% of the TPS amount that the participant would have been entitled to had the participant retired the day before death. This preretirement survivor TPS benefit is payable until the month prior to the former participant's sixty-fifth birthday. If the employee was age 50 or older with five or more years of service on July 1, 2001 and died after attaining age 55 with at least 10 years of service, the preretirement survivor TPS benefit payable to the surviving spouse continues until the later of the month prior to the participant's sixty-fifth birthday or the surviving spouse's sixty-fifth birthday.

TPS Benefits (Retired Participants on June 1, 2001

Retirees who were under age 65 or retirees who have spouses who were under age 65 as of June 1, 2001 receive the TPS to the later of the month before the retiree or spouse turns age 65. The amount of the TPS is determined by the table below:

Years of Service	TPS Benefit
10–19	$210
20–29	$330
30 and Over	$450

Retirees at the Stratoflex locations (HRIS codes 27400, 27800, 28400 and now receive a TPS benefit, which is payable only until the later of the month before the retiree or spouse turns age 65. The amount of the TPS is based on the table below:

Years of Service	Stratoflex TPS Benefit
10–19	$270
20–29	$410
30 and Over	$550

If a retiree in pay status as of June 1, 2001 subsequently dies, the surviving spouse will continue to receive one half of the RMA plus one half of the TPS, if applicable. Surviving spouses in pay status on June 1, 2001 receive one half of the TPS that the participant would have received based on his or her age and service.

Millennium Increase

The “Millennium Increase” is a one-time pension (Retired Participants on June 1, 2001) increase for all normal, early and disabled retirees, plus surviving spouses, who had attained age 65 as of June 1, 2001 and in who were payment status on that date. The pension increase was 2% for each year the participant was over age 65 (or retirement date, if later), with a maximum increase of 10%. The minimum benefit increase was $5.00 per month for each year the participant was over age 65 (or retirement date, if later), or at least $25.00 per month.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- Many locations had an increase in the multiplier used in the benefit formula and/or an increase in the maximum years of participation. See the Plan Provisions section for details.
  - For the funding valuation, any multiplier changes adopted on or before September 1, 2016 were reflected in the valuation as allowed through an optional election under the Pension Protection Act of 2006. The multiplier becoming effective during the current plan year was used in the benefit formula and was considered effective as of the beginning of the plan year, in accordance with the Pension Protection Act of 2006.
- A change in the mortality for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

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

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

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 5,581,318	July 1, 2015	6	$ 1,044,438
Shortfall	$ 37,787,602	July 1, 2016	7	$ 6,243,397

Schedule SB Attachment (Form 5500)—2016 Plan Year
Parker-Hannifin Consolidated Pension Plan
EIN: 34-0451060 PN: 001

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non–prescribed assumption change:

- A change in the base salary scale from 4.00% to 3.50%.

This change was made to better reflect anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.