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**Return of Private Foundation  
or Section 4947(a)(1) Nonexempt Charitable Trust  
Treated as a Private Foundation**

2010

Department of the Treasury  
Internal Revenue Service

Note. The foundation may be able to use a copy of this return to satisfy state reporting requirements

For calendar year 2010, or tax year beginning 5/01, 2010, and ending 4/30, 2011

G Check all that apply:  Initial return  Initial Return of a former public charity  Final return  
 Amended return  Address change  Name change

DONALD J. FOSS MEMORIAL EMPLOYEES TRUST  
604 MADISON AVENUE  
WOOSTER, OH 44691

H Check type of organization:  Section 501(c)(3) exempt private foundation  
 Section 4947(a)(1) nonexempt charitable trust  Other taxable private foundation

I Fair market value of all assets at end of year (from Part II, column (c), line 16) **► \$ 7,349,845.** J Accounting method:  Cash  Accrual  
 Other (specify) **-----** (Part I, column (d) must be on cash basis)

**A Employer identification number**  
**34-6517801**

**B Telephone number (see the instructions)**  
**(330) 264-4440**

**C If exemption application is pending, check here ►**

**D 1 Foreign organizations, check here ►**

**2 Foreign organizations meeting the 85% test, check here and attach computation ►**

**E If private foundation status was terminated under section 507(b)(1)(A), check here ►**

**F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ►**

| <b>Part I Analysis of Revenue and Expenses</b> (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see the instructions)) |  | (a) Revenue and expenses per books | (b) Net investment income | (c) Adjusted net income | (d) Disbursements for charitable purposes (cash basis only) |
|---|--|------------------------------------|---------------------------|-------------------------|---|
| REVENUE   | 1 Contributions, gifts, grants, etc, received (att sch)<br>2 Ck ► <input checked="" type="checkbox"/> if the foundn is not req to att Sch B<br>3 Interest on savings and temporary cash investments<br>4 Dividends and interest from securities<br>5a Gross rents<br>b Net rental income or (loss)<br>6a Net gain/(loss) from sale of assets not on line 10<br>b Gross sales price for all assets on line 6a <b>200,000.</b><br>7 Capital gain net income (from Part IV, line 2)<br>8 Net short-term capital gain<br>9 Income modifications<br>10a Gross sales less returns and allowances<br>b Less Cost of goods sold<br>c Gross profit/(loss) (att sch)<br>11 Other income (attach schedule)<br><br>12 Total. Add lines 1 through 11 <b>317,982.</b> <b>STATEMENT 1</b> <b>320,087.</b> <b>320,087.</b> | 462.                               | 462.                      | 462.                    |   |
| ADMINISTRATIVE EXPENSES   | 13 Compensation of officers, directors, trustees, etc<br>14 Other employee salaries and wages<br>15 Pension plans, employee benefits<br>16a Legal fees (attach schedule)<br>b Accounting fees (attach sch)<br>c Other prof fees (attach sch)<br>17 Interest<br>18 Taxes (attach schedule)(see instr)<br>19 Depreciation (attach sch) and depletion<br>20 Occupancy<br>21 Travel, conferences, and meetings<br>22 Printing and publications<br>23 Other expenses (attach schedule)<br><br><b>SEE STATEMENT 2</b> <b>200.</b>  | 0.                                 |                           |                         |   |
| OPERATING AND EXPENSES  | <b>RECEIVED</b><br><b>E2-647</b> <b>AUG 05 2011</b> <b>RS-OSC</b><br><b>LOGDEN, UT</b>   |                                    |                           |                         |   |
|   | 24 Total operating and administrative expenses. Add lines 13 through 23 <b>200.</b><br>25 Contributions, gifts, grants paid <b>PART XV</b> <b>200,585.</b><br>26 Total expenses and disbursements. Add lines 24 and 25 <b>200,785.</b> <b>0.</b> <b>0.</b> <b>200,585.</b>   | 200.                               |                           |                         |   |
|   | 27 Subtract line 26 from line 12:<br>a Excess of revenue over expenses and disbursements <b>117,197.</b><br>b Net investment income (if negative, enter -0-) <b>320,087.</b><br>c Adjusted net income (if negative, enter -0-) <b>320,087.</b>   | 117,197.                           | 320,087.                  | 320,087.                |   |

| Part II     | Balance Sheets  | Attached schedules and amounts in the description column should be for end-of-year amounts only<br>(See instructions) | Beginning of year | End of year    |                       |
|-------------|---|---|-------------------|----------------|-----------------------|
|             |   |   | (a) Book Value    | (b) Book Value | (c) Fair Market Value |
| ASSETS      | 1 Cash – non-interest-bearing   |   |                   |                |                       |
|             | 2 Savings and temporary cash investments  |   | 183,670.          | 301,579.       | 301,579.              |
|             | 3 Accounts receivable   | ►   |                   |                |                       |
|             | Less: allowance for doubtful accounts   | ►   |                   |                |                       |
|             | 4 Pledges receivable  | ►   |                   |                |                       |
|             | Less: allowance for doubtful accounts   | ►   |                   |                |                       |
|             | 5 Grants receivable   |   |                   |                |                       |
|             | 6 Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see the instructions) |   |                   |                |                       |
|             | 7 Other notes and loans receivable (attach sch)   | ►   |                   |                |                       |
|             | Less: allowance for doubtful accounts   | ►   |                   |                |                       |
|             | 8 Inventories for sale or use   |   |                   |                |                       |
|             | 9 Prepaid expenses and deferred charges   |   |                   |                |                       |
|             | 10a Investments – U S and state government obligations (attach schedule)  | STATEMENT 3   | 1,723,075.        | 1,722,363.     | 1,858,650.            |
|             | b Investments – corporate stock (attach schedule)   | STATEMENT 4   | 623,755.          | 623,755.       | 5,189,616.            |
|             | c Investments – corporate bonds (attach schedule)   |   |                   |                |                       |
|             | 11 Investments – land, buildings, and equipment: basis  | ►   |                   |                |                       |
|             | Less accumulated depreciation (attach schedule)   | ►   |                   |                |                       |
|             | 12 Investments – mortgage loans   |   |                   |                |                       |
|             | 13 Investments – other (attach schedule)  |   |                   |                |                       |
|             | 14 Land, buildings, and equipment: basis  | ►   |                   |                |                       |
|             | Less accumulated depreciation (attach schedule)   | ►   |                   |                |                       |
|             | 15 Other assets (describe) ►  | )   |                   |                |                       |
|             | 16 Total assets (to be completed by all filers – see instructions Also, see page 1, item I)                                   |   | 2,530,500.        | 2,647,697.     | 7,349,845.            |
| LIABILITIES | 17 Accounts payable and accrued expenses  |   |                   |                |                       |
|             | 18 Grants payable   |   |                   |                |                       |
|             | 19 Deferred revenue   |   |                   |                |                       |
|             | 20 Loans from officers, directors, trustees, & other disqualified persons   |   |                   |                |                       |
|             | 21 Mortgages and other notes payable (attach schedule)  |   |                   |                |                       |
|             | 22 Other liabilities (describe) ►   | )   |                   |                |                       |
|             | 23 Total liabilities (add lines 17 through 22)  |   | 0.                | 0.             |                       |
|             | Foundations that follow SFAS 117, check here and complete lines 24 through 26 and lines 30 and 31.                            | ► <input type="checkbox"/>  |                   |                |                       |
|             | 24 Unrestricted   |   |                   |                |                       |
|             | 25 Temporarily restricted   |   |                   |                |                       |
|             | 26 Permanently restricted   |   |                   |                |                       |
| NET ASSETS  | Foundations that do not follow SFAS 117, check here and complete lines 27 through 31.   | ► <input checked="" type="checkbox"/>   |                   |                |                       |
|             | 27 Capital stock, trust principal, or current funds   |   | 2,530,500.        | 2,647,697.     |                       |
|             | 28 Paid-in or capital surplus, or land, building, and equipment fund  |   |                   |                |                       |
|             | 29 Retained earnings, accumulated income, endowment, or other funds   |   |                   |                |                       |
|             | 30 Total net assets or fund balances (see the instructions)   |   | 2,530,500.        | 2,647,697.     |                       |
|             | 31 Total liabilities and net assets/fund balances (see the instructions)  |   | 2,530,500.        | 2,647,697.     |                       |

## Part III Analysis of Changes in Net Assets or Fund Balances

|  |   |            |
|--|---|------------|
| 1 Total net assets or fund balances at beginning of year – Part II, column (a), line 30 (must agree with end-of-year figure reported on prior year's return) | 1 | 2,530,500. |
| 2 Enter amount from Part I, line 27a   | 2 | 117,197.   |
| 3 Other increases not included in line 2 (itemize) ►   | 3 |            |
| 4 Add lines 1, 2, and 3  | 4 | 2,647,697. |
| 5 Decreases not included in line 2 (itemize) ►   | 5 |            |
| 6 Total net assets or fund balances at end of year (line 4 minus line 5) – Part II, column (b), line 30  | 6 | 2,647,697. |

**Part IV Capital Gains and Losses for Tax on Investment Income**

| (a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse; or common stock, 200 shares MLC Company)   |  |   | (b) How acquired<br>P — Purchase<br>D — Donation  | (c) Date acquired<br>(month, day, year) | (d) Date sold<br>(month, day, year) |
|--|--|---|---|---|-------------------------------------|
| 1 a' N/A   |  |   |   |   |                                     |
| b  |  |   |   |   |                                     |
| c  |  |   |   |   |                                     |
| d  |  |   |   |   |                                     |
| e  |  |   |   |   |                                     |
| (e) Gross sales price  | (f) Depreciation allowed<br>(or allowable) | (g) Cost or other basis<br>plus expense of sale     | (h) Gain or (loss)<br>(e) plus (f) minus (g)  |   |                                     |
| a  |  |   |   |   |                                     |
| b  |  |   |   |   |                                     |
| c  |  |   |   |   |                                     |
| d  |  |   |   |   |                                     |
| e  |  |   |   |   |                                     |
| Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69  |  |   |   |   |                                     |
| (i) Fair Market Value<br>as of 12/31/69  | (j) Adjusted basis<br>as of 12/31/69       | (k) Excess of column (i)<br>over column (j), if any | (l) Gains (Column (h))<br>gain minus column (k), but not less<br>than -0- or Losses (from column (h)) |   |                                     |
| a  |  |   |   |   |                                     |
| b  |  |   |   |   |                                     |
| c  |  |   |   |   |                                     |
| d  |  |   |   |   |                                     |
| e  |  |   |   |   |                                     |
| 2 Capital gain net income or (net capital loss). <span style="border: 1px solid black; padding: 2px;">If gain, also enter in Part I, line 7<br/>If (loss), enter -0- in Part I, line 7</span>  |  |   | 2   |   |                                     |
| 3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6)<br><span style="border: 1px solid black; padding: 2px;">If gain, also enter in Part I, line 8, column (c) (see the instructions). If (loss), enter -0- in Part I, line 8</span> |  |   | 3   |   |                                     |

**Part V Qualification Under Section 4940(e) for Reduced Tax on Net Investment Income**

(For optional use by domestic private foundations subject to the section 4940(a) tax on net investment income )

If section 4940(d)(2) applies, leave this part blank

Was the foundation liable for the section 4942 tax on the distributable amount of any year in the base period?

 Yes  No

If 'Yes,' the foundation does not qualify under section 4940(e). Do not complete this part.

1 Enter the appropriate amount in each column for each year, see the instructions before making any entries.

| (a)<br>Base period years<br>Calendar year (or tax year<br>beginning in) | (b)<br>Adjusted qualifying distributions | (c)<br>Net value of<br>noncharitable-use assets | (d)<br>Distribution ratio<br>(column (b) divided by column (c)) |
|---|--|---|---|
| 2009  | 438,731.                                 | 7,482,747.                                      | 0.058632  |
| 2008  | 481,221.                                 | 8,328,883.                                      | 0.057777  |
| 2007  | 527,527.                                 | 9,093,917.                                      | 0.058009  |
| 2006  | 521,414.                                 | 8,799,968.                                      | 0.059252  |
| 2005  | 457,451.                                 | 8,379,777.                                      | 0.054590  |

2 Total of line 1, column (d) 2 0.2882603 Average distribution ratio for the 5-year base period — divide the total on line 2 by 5, or by the number of years the foundation has been in existence if less than 5 years 3 0.0576524 Enter the net value of noncharitable-use assets for 2010 from Part X, line 5 4 7,337,279.5 Multiply line 4 by line 3 5 423,009.6 Enter 1% of net investment income (1% of Part I, line 27b) 6 3,201.7 Add lines 5 and 6 7 426,210.8 Enter qualifying distributions from Part XII, line 4 8 200,585.

If line 8 is equal to or greater than line 7, check the box in Part VI, line 1b, and complete that part using a 1% tax rate. See the Part VI instructions

**Part VI . Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948 – see the instructions)**

|    |   |    |        |         |
|----|---|----|--------|---------|
| 1a | Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter 'N/A' on line 1<br>Date of ruling or determination letter _____ (attach copy of letter if necessary - see instr.) | }  | 1      | 6,402.  |
| b  | Domestic foundations that meet the section 4940(e) requirements in Part V, check here <input type="checkbox"/> and enter 1% of Part I, line 27b   |    | 2      | 0.      |
| c  | All other domestic foundations enter 2% of line 27b Exempt foreign organizations enter 4% of Part I, line 12, column (b)  |    | 3      | 6,402.  |
| 2  | Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)   |    | 4      | 0.      |
| 3  | Add lines 1 and 2   |    | 5      | 6,402.  |
| 4  | Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)   |    | 6a     | 11,035. |
| 5  | <b>Tax based on investment income.</b> Subtract line 4 from line 3. If zero or less, enter -0-  |    | 6b     |         |
| 6  | <b>Credits/Payments:</b>  |    | 6c     |         |
| a  | 2010 estimated tax pmts and 2009 overpayment credited to 2010   |    | 6d     |         |
| b  | Exempt foreign organizations - tax withheld at source   |    | 7      | 11,035. |
| c  | Tax paid with application for extension of time to file (Form 8868)   |    | 8      |         |
| d  | Backup withholding erroneously withheld   | 9  | 0.     |         |
| 7  | Total credits and payments Add lines 6a through 6d  | 10 | 4,633. |         |
| 8  | Enter any <b>penalty</b> for underpayment of estimated tax. Check here <input type="checkbox"/> if Form 2220 is attached  | 11 | 0.     |         |
| 9  | <b>Tax due</b> If the total of lines 5 and 8 is more than line 7, enter <b>amount owed</b>  |    |        |         |
| 10 | <b>Overpayment.</b> If line 7 is more than the total of lines 5 and 8, enter the <b>amount overpaid</b>   |    |        |         |
| 11 | Enter the amount of line 10 to be Credited to 2011 estimated tax ► 4,633.   Refunded  |    |        |         |

## Part VII-A Statements Regarding Activities

|   | Yes | No  |
|---|-----|-----|
| 1a During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign?   | 1a  | X   |
| b Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see the instructions for definition)?  | 1b  | X   |
| If the answer is 'Yes' to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities  |     |     |
| c Did the foundation file Form 1120-POL for this year?  | 1c  | X   |
| d Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year:<br>(1) On the foundation ► \$ <u>0</u> . (2) On foundation managers ► \$ <u>0</u> .  | 2   | X   |
| e Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers ► \$ <u>0</u> .  | 3   | X   |
| 2 Has the foundation engaged in any activities that have not previously been reported to the IRS?<br>If 'Yes,' attach a detailed description of the activities  | 4a  | X   |
| 3 Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? If 'Yes,' attach a conformed copy of the changes  | 4b  | N/A |
| 4a Did the foundation have unrelated business gross income of \$1,000 or more during the year?<br>b If 'Yes,' has it filed a tax return on Form 990-T for this year?  | 5   | X   |
| 5 Was there a liquidation, termination, dissolution, or substantial contraction during the year?<br>If 'Yes,' attach the statement required by General Instruction T  | 6   | X   |
| 6 Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either<br>• By language in the governing instrument, or<br>• By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument? | 7   | X   |
| 7 Did the foundation have at least \$5,000 in assets at any time during the year? If 'Yes,' complete Part II, column (c), and Part XV   | 8a  | X   |
| 8a Enter the states to which the foundation reports or with which it is registered (see the instructions)<br>OH   | 8b  | X   |
| b If the answer is 'Yes' to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by General Instruction G? If 'No,' attach explanation   | 9   | X   |
| 9 Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2010 or the taxable year beginning in 2010 (see instructions for Part XIV)? If 'Yes,' complete Part XIV  | 10  | X   |
| 10 Did any persons become substantial contributors during the tax year? If 'Yes,' attach a schedule listing their names and addresses   |     |     |

BAA

**Form 990-PF (2010)**

**Part VII-A Statements Regarding Activities (Continued)**

|  |  |   |       |
|--|--|---|-------|
| 11   | At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If 'Yes', attach schedule (see instructions)    | 11  | X     |
| 12   | Did the foundation acquire a direct or indirect interest in any applicable insurance contract before August 17, 2008?  | 12  | X     |
| 13   | Did the foundation comply with the public inspection requirements for its annual returns and exemption application?<br>Website address   | 13  | X     |
| 14   | The books are in care of ► <u>WOODROW J. ZOOK</u><br>Located at ► <u>604 MADISON AVENUE WOOSTER OH</u>   | Telephone no. ► (330) 264-4440<br>ZIP + 4 ► 44691 |       |
| 15   | Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of <b>Form 1041</b> — Check here and enter the amount of tax-exempt interest received or accrued during the year | N/A ► 15  | N/A   |
| 16   | At any time during calendar year 2010, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country?  | 16  | Yes X |
| See the instructions for exceptions and filing requirements for Form TD F 90-22.1. If 'Yes,' enter the name of the foreign country ► |  |   |       |

**Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required**

| File Form 4720 if any item is checked in the 'Yes' column, unless an exception applies. |  | Yes                          | No                                     |
|---|--|------------------------------|--|
| <b>1a</b>   | During the year did the foundation (either directly or indirectly).  |                              |  |
| (1)   | Engage in the sale or exchange, or leasing of property with a disqualified person?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| (2)   | Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| (3)   | Furnish goods, services, or facilities to (or accept them from) a disqualified person?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| (4)   | Pay compensation to, or pay or reimburse the expenses of, a disqualified person?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| (5)   | Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)?  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| (6)   | Agree to pay money or property to a government official? (Exception. Check 'No' if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.)  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| <b>b</b>  | If any answer is 'Yes' to 1a(1)-(6), did <b>any</b> of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance (see the instructions)?<br>Organizations relying on a current notice regarding disaster assistance check here ►  | 1b                           | N/A                                    |
| <b>c</b>  | Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2010?  | 1c                           | X                                      |
| <b>2</b>  | Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5))  |                              |  |
| a   | At the end of tax year 2010, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2010?<br>If 'Yes,' list the years ► 20__, 20__, 20__, 20__.  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| b   | Are there any years listed in 2a for which the foundation is <b>not</b> applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to <b>all</b> years listed, answer 'No' and attach statement — see the instructions.)  | 2b                           | N/A                                    |
| c   | If the provisions of section 4942(a)(2) are being applied to <b>any</b> of the years listed in 2a, list the years here.<br>► 20__, 20__, 20__, 20__.   |                              |  |
| <b>3a</b>   | Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| b   | If 'Yes,' did it have excess business holdings in 2010 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest, or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2010) | 3b                           | N/A                                    |
| <b>4a</b>   | Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?  | 4a                           | X                                      |
| b   | Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2010?  | 4b                           | X                                      |

**Part VII-B: Statements Regarding Activities for Which Form 4720 May Be Required (continued)****5a** During the year did the foundation pay or incur any amount to

(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?

 Yes  No

(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive?

 Yes  No

(3) Provide a grant to an individual for travel, study, or other similar purposes?

 Yes  No

(4) Provide a grant to an organization other than a charitable, etc, organization described in section 509(a)(1), (2), or (3), or section 4940(d)(2)? (see instructions)

 Yes  No

(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals?

 Yes  No**b** If any answer is 'Yes' to 5a(1)-(5), did **any** of the transactions fail to qualify under the exceptions described in Regulations section 53 4945 or in a current notice regarding disaster assistance (see instructions)?

5b N/A

Organizations relying on a current notice regarding disaster assistance check here ► **c** If the answer is 'Yes' to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant?N/A  Yes  NoIf 'Yes,' attach the statement required by *Regulations section 53 4945-5(d)***6a** Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Yes  No

6b X

**b** Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

If 'Yes' to 6b, file Form 8870

**7a** At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction? Yes  No**b** If yes, did the foundation receive any proceeds or have any net income attributable to the transaction?

N/A

7b

**Part VIII: Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors****1 List all officers, directors, trustees, foundation managers and their compensation (see instructions).**

| (a) Name and address                                       | (b) Title and average hours per week devoted to position | (c) Compensation (If not paid, enter -0-) | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
|--|--|---|---|---------------------------------------|
| WOODROW J. ZOOK<br>604 MADISON AVENUE<br>WOOSTER, OH 44691 | TRUSTEE<br>0   | 0.  | 0.  | 0.                                    |
| ALLAN K. RODD<br>604 MADISON AVENUE<br>WOOSTER, OH 44691   | TRUSTEE<br>0   | 0.  | 0.  | 0.                                    |
| THOMAS W. ZOOK<br>604 MADISON AVENUE<br>WOOSTER, OH 44691  | TRUSTEE<br>0   | 0.  | 0.  | 0.                                    |
| -----  | -----  | -----                                     | -----   | -----                                 |

**2 Compensation of five highest-paid employees (other than those included on line 1— see instructions). If none, enter 'NONE.'**

| (a) Name and address of each employee paid more than \$50,000 | (b) Title and average hours per week devoted to position | (c) Compensation | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
|---|--|------------------|---|---------------------------------------|
| NONE  | -----  | -----            | -----   | -----                                 |
| -----   | -----  | -----            | -----   | -----                                 |
| -----   | -----  | -----            | -----   | -----                                 |
| -----   | -----  | -----            | -----   | -----                                 |
| -----   | -----  | -----            | -----   | -----                                 |

Total number of other employees paid over \$50,000

►

0

**Part VIII. Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued)**

3 Five highest-paid independent contractors for professional services (see instructions). If none, enter 'NONE.'

| (a) Name and address of each person paid more than \$50,000 | (b) Type of service | (c) Compensation |
|---|---------------------|------------------|
| NONE  |                     |                  |
|   |                     |                  |
|   |                     |                  |
|   |                     |                  |
|   |                     |                  |

**Total number of others receiving over \$50,000 for professional services**

0

## Part IX-A Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.

## Expenses

1 PROVIDING FOR THE FAMILIES OF EMPLOYEES OF THE WOOSTER BRUSH CO.  
(EXCLUDING OFFICERS AND DIRECTORS) IN TIMES OF SICKNESS, DEATH, ETC.

200,585.

2 GIFTS, CONTRIBUTIONS, AND GRANTS TO CHARITABLE ORGANIZATIONS AND  
EDUCATIONAL INSTITUTIONS.

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4

**Part IX.B** Summary of Program-Related Investments (see instructions)

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.

**Amount**

1 N/A

• [www.english-test.net](http://www.english-test.net) •

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All other program-related investments. See instructions.

-----

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**Total.** Add lines 1 through 3

0.

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Form 990-PF (2010)

**Part X Minimum Investment Return** (All domestic foundations must complete this part. Foreign foundations, see instructions.)

|  |    |            |
|--|----|------------|
| 1 Fair market value of assets not used (or held for use) directly in carrying out charitable, etc, purposes            |    |            |
| a Average monthly fair market value of securities  | 1a | 7,206,390. |
| b Average of monthly cash balances   | 1b | 242,624.   |
| c Fair market value of all other assets (see instructions)   | 1c |            |
| <b>d Total</b> (add lines 1a, b, and c)  | 1d | 7,449,014. |
| e Reduction claimed for blockage or other factors reported on lines 1a and 1c<br>(attach detailed explanation)         | 1e | 0.         |
| <b>2 Acquisition indebtedness applicable to line 1 assets</b>  | 2  | 0.         |
| <b>3 Subtract line 2 from line 1d</b>  | 3  | 7,449,014. |
| <b>4 Cash deemed held for charitable activities. Enter 1-1/2% of line 3<br/>(for greater amount, see instructions)</b> | 4  | 111,735.   |
| <b>5 Net value of noncharitable-use assets.</b> Subtract line 4 from line 3. Enter here and on Part V, line 4          | 5  | 7,337,279. |
| <b>6 Minimum investment return.</b> Enter 5% of line 5   | 6  | 366,864.   |

**Part XI Distributable Amount** (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ►  and do not complete this part.)

|   |    |          |
|---|----|----------|
| 1 Minimum investment return from Part X, line 6   | 1  | 366,864. |
| 2a Tax on investment income for 2010 from Part VI, line 5   | 2a | 6,402.   |
| b Income tax for 2010 (This does not include the tax from Part VI)  | 2b |          |
| c Add lines 2a and 2b   | 2c | 6,402.   |
| 3 Distributable amount before adjustments Subtract line 2c from line 1                                    | 3  | 360,462. |
| 4 Recoveries of amounts treated as qualifying distributions   | 4  |          |
| 5 Add lines 3 and 4   | 5  | 360,462. |
| 6 Deduction from distributable amount (see instructions)  | 6  |          |
| <b>7 Distributable amount as adjusted</b> Subtract line 6 from line 5 Enter here and on Part XIII, line 1 | 7  | 360,462. |

**Part XII Qualifying Distributions** (see instructions)

|   |    |          |
|---|----|----------|
| 1 Amounts paid (including administrative expenses) to accomplish charitable, etc, purposes:<br>a Expenses, contributions, gifts, etc – total from Part I, column (d), line 26 | 1a | 200,585. |
| b Program-related investments – total from Part IX-B  | 1b |          |
| 2 Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc, purposes  | 2  |          |
| 3 Amounts set aside for specific charitable projects that satisfy the:<br>a Suitability test (prior IRS approval required)  | 3a |          |
| b Cash distribution test (attach the required schedule)   | 3b |          |
| <b>4 Qualifying distributions</b> Add lines 1a through 3b Enter here and on Part V, line 8, and Part XIII, line 4   | 4  | 200,585. |
| 5 Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income<br>Enter 1% of Part I, line 27b (see instructions)                      | 5  |          |
| <b>6 Adjusted qualifying distributions.</b> Subtract line 5 from line 4   | 6  | 200,585. |

**Note.** The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation qualifies for the section 4940(e) reduction of tax in those years

**Part XIII Undistributed Income (see instructions)**

|  | (a)<br>Corpus | (b)<br>Years prior to 2009 | (c)<br>2009 | (d)<br>2010 |
|--|---------------|----------------------------|-------------|-------------|
| 1 Distributable amount for 2010 from Part XI, line 7   |               |                            |             | 360,462.    |
| 2 Undistributed income, if any, as of the end of 2010  |               |                            | 0.          |             |
| a Enter amount for 2009 only   |               | 0.                         |             |             |
| b Total for prior years 20____, 20____, 20____   |               |                            |             |             |
| 3 Excess distributions carryover, if any, to 2010:   |               |                            |             |             |
| a From 2005  |               |                            |             |             |
| b From 2006  | 36,236.       |                            |             |             |
| c From 2007  | 85,821.       |                            |             |             |
| d From 2008  | 72,575.       |                            |             |             |
| e From 2009  | 71,072.       |                            |             |             |
| f Total of lines 3a through e  | 265,704.      |                            |             |             |
| 4 Qualifying distributions for 2010 from Part XII, line 4. ► \$ 200,585.   |               |                            | 0.          |             |
| a Applied to 2009, but not more than line 2a   |               |                            |             |             |
| b Applied to undistributed income of prior years (Election required – see instructions)  |               | 0.                         |             |             |
| c Treated as distributions out of corpus (Election required – see instructions)  | 0.            |                            |             |             |
| d Applied to 2010 distributable amount   |               |                            |             | 200,585.    |
| e Remaining amount distributed out of corpus   | 0.            |                            |             |             |
| 5 Excess distributions carryover applied to 2010 (If an amount appears in column (d), the same amount must be shown in column (a))   | 159,877.      |                            |             | 159,877.    |
| 6 Enter the net total of each column as indicated below:   | 105,827.      |                            |             |             |
| a Corpus Add lines 3f, 4c, and 4e. Subtract line 5   |               |                            | 0.          |             |
| b Prior years' undistributed income. Subtract line 4b from line 2b.  |               |                            | 0.          |             |
| c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed |               |                            | 0.          |             |
| d Subtract line 6c from line 6b. Taxable amount – see instructions   |               |                            | 0.          |             |
| e Undistributed income for 2009 Subtract line 4a from line 2a. Taxable amount – see instructions   |               |                            | 0.          |             |
| f Undistributed income for 2010. Subtract lines 4d and 5 from line 1 This amount must be distributed in 2011   |               |                            |             | 0.          |
| 7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (see instructions)                                  | 0.            |                            |             |             |
| 8 Excess distributions carryover from 2005 not applied on line 5 or line 7 (see instructions)  | 0.            |                            |             |             |
| 9 Excess distributions carryover to 2011. Subtract lines 7 and 8 from line 6a  | 105,827.      |                            |             |             |
| 10 Analysis of line 9.   |               |                            |             |             |
| a Excess from 2006   |               |                            |             |             |
| b Excess from 2007   |               |                            |             |             |
| c Excess from 2008   | 34,755.       |                            |             |             |
| d Excess from 2009   | 71,072.       |                            |             |             |
| e Excess from 2010   |               |                            |             |             |

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Form 990-PF (2010)

**Part XIV Private Operating Foundations** (see instructions and Part VII-A, question 9)

N/A

|     |   |  |  |  |                          |               |
|-----|---|--|--|--|--------------------------|---------------|
| 1a  | If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2010, enter the date of the ruling |  |  |  | ►                        |               |
| b   | Check box to indicate whether the foundation is a private operating foundation described in section   |  |  |  | <input type="checkbox"/> | 4942(j)(3) or |
| 2a  | Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed   |  |  |  |                          | 4942(j)(5)    |
| b   | 85% of line 2a  |  |  |  |                          |               |
| c   | Qualifying distributions from Part XII, line 4 for each year listed   |  |  |  |                          |               |
| d   | Amounts included in line 2c not used directly for active conduct of exempt activities   |  |  |  |                          |               |
| e   | Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c   |  |  |  |                          |               |
| 3   | Complete 3a, b, or c for the alternative test relied upon:  |  |  |  |                          |               |
| a   | 'Assets' alternative test – enter   |  |  |  |                          |               |
| (1) | Value of all assets   |  |  |  |                          |               |
| (2) | Value of assets qualifying under section 4942(j)(3)(B)(i)   |  |  |  |                          |               |
| b   | 'Endowment' alternative test – enter 2/3 of minimum investment return shown in Part X, line 6 for each year listed  |  |  |  |                          |               |
| c   | 'Support' alternative test – enter  |  |  |  |                          |               |
| (1) | Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties)                                 |  |  |  |                          |               |
| (2) | Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii)  |  |  |  |                          |               |
| (3) | Largest amount of support from an exempt organization   |  |  |  |                          |               |
| (4) | Gross investment income   |  |  |  |                          |               |

**Part XV Supplementary Information** (Complete this part only if the organization had \$5,000 or more in assets at any time during the year – see instructions.)**1 Information Regarding Foundation Managers:**

a List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000). (See section 507(d)(2))

NONE

b List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest.

NONE

**2 Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc, Programs:**

Check here ►  if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc, (see instructions) to individuals or organizations under other conditions, complete items 2a, b, c, and d

a The name, address, and telephone number of the person to whom applications should be addressed:

**SEE STATEMENT 5**

b The form in which applications should be submitted and information and materials they should include

**SEE STATEMENT FOR LINE 2A**

c Any submission deadlines:

**SEE STATEMENT FOR LINE 2A**

d Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors

**SEE STATEMENT FOR LINE 2A**

**Part XV** **Supplementary Information** (continued)**3 Grants and Contributions Paid During the Year or Approved for Future Payment**

| Recipient                            | If recipient is an individual, show any relationship to any foundation manager or substantial contributor | Foundation status of recipient | Purpose of grant or contribution   | Amount        |
|--------------------------------------|---|--------------------------------|--|---------------|
| Name and address (home or business)  |   |                                |  |               |
| <i>a Paid during the year</i>        |   |                                |  |               |
| SEE ATTACHED SCHEDULE                |   |                                | TO PROVIDE AID TO THE EMPLOYEES OF THE WOOSTER BRUSH CO. (EXCLUDING OFFICERS AND DIRECTORS) OR MEMBERS OF THEIR IMMEDIATE FAMILIES IN TIME OF SICKNESS, DEATH OR UNFORTUNATE CIRCUMSTANCES, AND TO PROVIDE FUNDS TO FURTHER THE INTERESTS OF CHARITABLE ORGANIZATIONS. | 200,585.      |
| <b>Total</b>                         |   |                                |  | ► 3a 200,585. |
| <i>b Approved for future payment</i> |   |                                |  |               |
| <b>Total</b>                         |   |                                |  | ► 3b          |

## Part XVI-A Analysis of Income-Producing Activities

| Enter gross amounts unless otherwise indicated                    | Unrelated business income |               | Excluded by section 512, 513, or 514 |               | (e)<br>Related or exempt<br>function income<br>(see the instructions) |
|---|---------------------------|---------------|--------------------------------------|---------------|---|
|   | (a)<br>Business<br>code   | (b)<br>Amount | (c)<br>Exclu-<br>sion<br>code        | (d)<br>Amount |   |
| <b>1 Program service revenue:</b>                                 |                           |               |                                      |               |   |
| a   |                           |               |                                      |               |   |
| b   |                           |               |                                      |               |   |
| c   |                           |               |                                      |               |   |
| d   |                           |               |                                      |               |   |
| e   |                           |               |                                      |               |   |
| f   |                           |               |                                      |               |   |
| <b>g Fees and contracts from government agencies</b>              |                           |               |                                      |               |   |
| <b>2 Membership dues and assessments</b>                          |                           |               |                                      |               |   |
| <b>3 Interest on savings and temporary cash investments</b>       |                           |               | 14                                   | 462.          |   |
| <b>4 Dividends and interest from securities</b>                   |                           |               | 14                                   | 319,625.      |   |
| <b>5 Net rental income or (loss) from real estate:</b>            |                           |               |                                      |               |   |
| a Debt-financed property  |                           |               |                                      |               |   |
| b Not debt-financed property                                      |                           |               |                                      |               |   |
| <b>6 Net rental income or (loss) from personal property</b>       |                           |               |                                      |               |   |
| <b>7 Other investment income</b>                                  |                           |               |                                      |               |   |
| <b>8 Gain or (loss) from sales of assets other than inventory</b> |                           |               |                                      |               | -2,105.   |
| <b>9 Net income or (loss) from special events</b>                 |                           |               |                                      |               |   |
| <b>10 Gross profit or (loss) from sales of inventory</b>          |                           |               |                                      |               |   |
| <b>11 Other revenue:</b>  |                           |               |                                      |               |   |
| a   |                           |               |                                      |               |   |
| b   |                           |               |                                      |               |   |
| c   |                           |               |                                      |               |   |
| d   |                           |               |                                      |               |   |
| e   |                           |               |                                      |               |   |
| <b>12 Subtotal. Add columns (b), (d), and (e)</b>                 |                           |               |                                      | 320,087.      | -2,105.   |
| <b>13 Total. Add line 12, columns (b), (d), and (e)</b>           |                           |               |                                      | 13            | 317,982.  |

(See worksheet in line 13 instructions to verify calculations )

**Part XVI-B Relationship of Activities to the Accomplishment of Exempt Purposes**



2010

## FEDERAL STATEMENTS

PAGE 1

DONALD J. FOSS MEMORIAL EMPLOYEES TRUST

34-6517801

## STATEMENT 1

## FORM 990-PF, PART I, LINE 6A

NET GAIN (LOSS) FROM NONINVENTORY SALES PER BOOKS  
ASSETS NOT INCLUDED IN PART IV

|                      |                                 |             |                |
|----------------------|---------------------------------|-------------|----------------|
| DESCRIPTION:         | 100000 U.S. TREASURY NOTE 5.00% |             |                |
| DATE ACQUIRED:       | 11/20/2001                      |             |                |
| HOW ACQUIRED:        | PURCHASE                        |             |                |
| DATE SOLD:           | 2/15/2011                       |             |                |
| TO WHOM SOLD:        |                                 |             |                |
| GROSS SALES PRICE:   | 100,000.                        |             |                |
| COST OR OTHER BASIS: | 103,559.                        |             |                |
| BASIS METHOD:        | COST                            |             |                |
|                      |                                 | GAIN (LOSS) | -3,559.        |
| DESCRIPTION:         | 100000 U.S. TREASURY NOTE 5.00% |             |                |
| DATE ACQUIRED:       | 5/14/2001                       |             |                |
| HOW ACQUIRED:        | PURCHASE                        |             |                |
| DATE SOLD:           | 2/15/2011                       |             |                |
| TO WHOM SOLD:        |                                 |             |                |
| GROSS SALES PRICE:   | 100,000.                        |             |                |
| COST OR OTHER BASIS: | 98,546.                         |             |                |
| BASIS METHOD:        | COST                            |             |                |
|                      |                                 | GAIN (LOSS) | 1,454.         |
|                      |                                 | TOTAL \$    | <u>-2,105.</u> |

## STATEMENT 2

FORM 990-PF, PART I, LINE 23  
OTHER EXPENSES

|                  | (A)<br>EXPENSES<br>PER BOOKS | (B)<br>NET<br>INVESTMENT<br>INCOME | (C)<br>ADJUSTED<br>NET INCOME | (D)<br>CHARITABLE<br>PURPOSES |
|------------------|------------------------------|------------------------------------|-------------------------------|-------------------------------|
| STATE FILING FEE | \$ 200.                      |                                    |                               |                               |
| TOTAL            | <u>\$ 200.</u>               | <u>\$ 0.</u>                       | <u>\$ 0.</u>                  | <u>\$ 0.</u>                  |

## STATEMENT 3

## FORM 990-PF, PART II, LINE 10A

## INVESTMENTS - U.S. AND STATE GOVERNMENT OBLIGATIONS

| <u>U. S. GOVERNMENT OBLIGATIONS</u> | <u>VALUATION<br/>METHOD</u> | <u>BOOK<br/>VALUE</u>      | <u>FAIR MARKET<br/>VALUE</u> |
|-------------------------------------|-----------------------------|----------------------------|------------------------------|
| U. S. AND GOV'T OBLIGATIONS         | COST                        | \$ 1,722,363.              | \$ 1,858,650.                |
|                                     |                             | <u>\$ 1,722,363.</u>       | <u>\$ 1,858,650.</u>         |
|                                     |                             | TOTAL <u>\$ 1,722,363.</u> | <u>\$ 1,858,650.</u>         |

DONALD J. FOSS MEMORIAL EMPLOYEES TRUST

34-6517801

**STATEMENT 4**  
**FORM 990-PF, PART II, LINE 10B**  
**INVESTMENTS - CORPORATE STOCKS**

| <u>CORPORATE STOCKS</u>       | <u>VALUATION<br/>METHOD</u> | <u>BOOK<br/>VALUE</u> | <u>FAIR MARKET<br/>VALUE</u> |
|-------------------------------|-----------------------------|-----------------------|------------------------------|
| WOOSTER BRUSH CORPORATE STOCK | COST                        | \$ 623,755.           | \$ 5,189,616.                |
|                               | TOTAL                       | <u>\$ 623,755.</u>    | <u>\$ 5,189,616.</u>         |

**STATEMENT 5**  
**FORM 990-PF, PART XV, LINE 2A-D**  
**APPLICATION SUBMISSION INFORMATION**

NAME OF GRANT PROGRAM: DONALD J. FOSS MEMORIAL EMPLOYEES' TRUST  
NAME: WOODROW J. ZOOK, FINANCIAL TRUSTEE  
CARE OF:  
STREET ADDRESS: 604 MADISON AVENUE  
CITY, STATE, ZIP CODE: WOOSTER, OH 44691  
TELEPHONE:  
FORM AND CONTENT: SEE ATTACHED "REQUEST FOR PAYMENT" FORM  
SUBMISSION DEADLINES: NONE  
RESTRICTIONS ON AWARDS: FOR EMPLOYEES OF THE WOOSTER BRUSH COMPANY IN WOOSTER,  
OHIO (EXCLUDING OFFICERS AND DIRECTORS) OR MEMBERS OF  
THEIR IMMEDIATE FAMILIES IN TIMES OF SICKNESS, DEATH OR  
OTHER UNFORTUNATE CIRCUMSTANCES.

INSTRUCTIONS  
THE DONALD J. FOSS MEMORIAL EMPLOYEES' TRUST

The purpose of The Donald J. Foss Memorial Employees' Trust is to provide financial aid to employees of The Wooster Brush Company and members of their immediate families in times of sickness, death, or other unfortunate circumstances occurring to them.

Unlike insurance, no specific amounts or percentages of health providers' bills are payable, and all amounts to be paid, and the persons who shall receive them, are determined solely by three Discretionary Trustees, in the exercise of their sound discretion, and their decisions are final and binding on all persons, as provided in the trust agreement. Whether any payment will be made, and the amount of the payment, if any, will depend on the facts of each individual case. All requests for payment will be reviewed by the Discretionary Trustees. If any payment is authorized by them, you will be notified by the Financial Trustee, Woodrow J. Zook.

In cases involving health care services, requests for payment will normally be filed after the services have been rendered, accompanied by the provider's bill. In special cases, for example orthodontia, the request may be filed before the services have been rendered, accompanied by the provider's statement of prospective charges, but payment, if any, will not be made until the services have been rendered.

Requests for themselves or family members may be made only by employees of The Wooster Brush Company with one year of service or more. In case of termination of employment, payments will be made only if the request has been approved prior to the effective date of termination.

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Donald J. Foss was the general manager of The Wooster Brush Company from 1920 until 1938. The grandson of founder Adam Foss and the son of Walter D. Foss, Don Foss was a business leader for thirty-five years. He was a quiet, effective participant in Wooster civic activities.

The years during which Donald J. Foss provided leadership for The Wooster Brush Company were historically difficult ones, both on the national and international scene. Massive adjustments were occurring in the United States economy in the aftermath of World War I, leading to the onset of the Great Depression in 1929. Nevertheless, Don Foss provided both a sense of direction and a sense of encouragement. He was a man with a business vision, and a skilled diplomat in bringing together people with divergent views.

One of Don Foss's greatest accomplishments was to create a positive work environment at the company. He was a strong supporter of The Wooster Brush Company Profit Sharing Program, established in 1917. In addition, Don Foss helped establish the company's Employees' Relief Association in 1935. Through his will, Foss created the "Foss Fund," officially known as the Donald J. Foss Memorial Employees' Trust. As a result, the Donald J. Foss name is well-known

REQUEST FOR PAYMENT  
THE DONALD J. FOSS MEMORIAL EMPLOYEES' TRUST  
(Subject to U. S. Internal Revenue Regulations)

Employee Name: \_\_\_\_\_

Employee Address: \_\_\_\_\_

Purpose for which aid is requested: \_\_\_\_\_  
(You may attach a statement from your doctor or dentist)

Approximate amount of total expenditure: \_\_\_\_\_  
(A copy of the bill will be required before final payment is made)

Approximate date work will be completed: \_\_\_\_\_

This request is being made on behalf of: self, spouse, or dependent children under age 19? Name \_\_\_\_\_ Relationship \_\_\_\_\_

Annual income which you, your spouse or children receive other than from The Wooster Brush Company:

| <u>Source</u> | <u>Amount</u> |
|---------------|---------------|
| _____         | \$ _____      |
| _____         | \$ _____      |
| _____         | \$ _____      |

Number of dependents: \_\_\_\_\_ Are you related to any of the Trustees of The Donald J. Foss Trust? \_\_\_\_\_ or Officers and Directors of The Wooster Brush Company? \_\_\_\_\_

Give reasons why financial aid is needed:

(List any debts and/or monthly payments)

|       | <u>Amount</u> |
|-------|---------------|
| _____ | \$ _____      |
| _____ | \$ _____      |
| _____ | \$ _____      |

Remarks: \_\_\_\_\_

Are you eligible for reimbursement for this expense, in whole or in part, from any other source, i.e., Medical Insurance Contract or Medical Reimbursement Plan? \_\_\_\_\_  
If yes, how much? \_\_\_\_\_

Date: \_\_\_\_\_

Signature

**DONALD J. FOSS MEMORIAL EMPLOYEES' TRUST BENEFITS  
PAID FOR YEAR ENDING APRIL 30, 2011**

| <u>Name</u>        | <u>Address</u>                                  | <u>Amount</u> |
|--------------------|---|---------------|
| Dan Leighty        | 2610 Montclair, Wooster, OH 44691               | \$ 220.00     |
| Dan Leighty        | 2610 Montclair, Wooster, OH 44691               | 500.00        |
| Jenifer Nebergall  | 32 N, Mechanic Street, Hayesville, OH 44838     | 385.00        |
| Tana Hall          | 429 Woodland Avenue, Wooster, OH 44691          | 962.00        |
| Tana Hall          | 429 Woodland Avenue, Wooster, OH 44691          | 938.00        |
| James Harter       | 5026 Highview Drive, Fredericksburg, OH 44627   | 150.00        |
| Linda Badertscher  | 5091 Co. Rd. 52, Nashville, OH 44661            | 800.00        |
| Keith Cornelius    | 1600 Christmas Run Boulevard, Wooster, OH 44691 | 350.00        |
| Robert Hart        | 3272 Crestview, Wooster, OH 44691               | 540.00        |
| Vickie Ebert       | 8193 Zimmerman Road, Wooster, OH 44691          | 311.00        |
| Vickie Ebert       | 8193 Zimmerman Road, Wooster, OH 44691          | 144.00        |
| Archie Haynes      | 2655 Columbus Road, Wooster, OH 44691           | 1,200.00      |
| Joan Dudte         | 3158 Blachleyville Road, Wooster, OH 44691      | 325.00        |
| Joan Dudte         | 3158 Blachleyville Road, Wooster, OH 44691      | 75.00         |
| James Byrne        | 4334 Huntington Woods, Wooster, OH 44691        | 2,480.00      |
| Roger White        | 4011 Congress Road, Wooster, OH 44691           | 400.00        |
| Linda Monahan      | 1367 Madison Avenue, Apt. C. Wooster, OH 44691  | 2,462.00      |
| John Boyens        | 3472 West Britton Road, Burbank, OH 44214       | 3,800.00      |
| Keith Cornelius    | 1600 Christmas Run Boulevard, Wooster, OH 44691 | 475.00        |
| Peter Gasperak     | 591 Twp. Rd. 902, Polk, OH 44866                | 1,200.00      |
| Robert Tasker      | 13227 Kauffman Avenue, Sterling, OH 44276       | 1,760.00      |
| Michael Dowd       | 1982 Barnes Drive, Wooster, OH 44691            | 865.00        |
| Vickie Ebert       | 8193 Zimmerman Road, Wooster, OH 44691          | 845.00        |
| Angela Shutt       | 1250 Blachleyville Road, Wooster, OH 44691      | 1,183.00      |
| Angela Shutt       | 1250 Blachleyville Road, Wooster, OH 44691      | 357.00        |
| Wilma Troyer       | 175 Villard Street, Apple Creek, OH 44606       | 1,100.00      |
| Regina Fleming     | 7385 Millbrook Road, Shreve, OH 44676           | 1,340.00      |
| Paula Smith        | 6901 Rohrer Road, Wooster, OH 44691             | 11,850.00     |
| Nancy Swiger       | 4202 Wilmar Drive, Akron, OH 44319              | 200.00        |
| Lisa McMillen      | 1245 Center Drive, Wooster, OH 44691            | 600.00        |
| Don Orr            | 9716 TR 560 Holmesville, OH 44633               | 1,109.00      |
| Don Orr            | 9716 TR 560 Holmesville, OH 44633               | 341.00        |
| John Boyens        | 3472 West Britton Road, Burbank, OH 44214       | 200.00        |
| Rick Bukovitz      | 1979 Lakeview Drive, Orrville, OH 44667         | 1,100.00      |
| Megan Wirth        | 748 Fairview Circle, Wooster, OH 44691          | 3,745.00      |
| Roy Lilley         | 2943 Millersburg Road, Wooster, OH 44691        | 535.00        |
| Sharon Potter      | 3432 Evergreen Drive, Wooster, OH 44691         | 670.00        |
| Dave Hofacker      | 2156 West High Street, Orrville, OH 44667       | 2,350.00      |
| September Drouhard | 899 Woods Edge Court, Wooster, OH 44691         | 1,900.00      |
| Patricia Gerber    | 2890 Meadowbrook Drive, Wooster, OH 44691       | 1,025.00      |
| Paul Engman        | 2162 East Smithville Western, Wooster, OH 44691 | 220.00        |
| John Skeens        | 2672 Greenbriar Lane, Wooster, OH 44691         | 3,700.00      |
| Ronald Klett       | 361 West Center Street, Smithville, OH 44677    | 994.00        |
| Ronald Klett       | 361 West Center Street, Smithville, OH 44677    | 831.00        |
| Karen Ewing        | 6709 Twp Rd 522, Millersburg, OH 44654          | 300.00        |
| Thomas Green       | 6689 Philip Lane, Wooster, OH 44691             | 900.00        |
| William Jacobs     | 2720 Heyl Road, Wooster, OH 44691               | 390.00        |
| Mike McIntire      | 5284 Snoddy Road, Shreve, OH 44676              | 6,960.00      |

| <u>Name</u>        | <u>Address</u>  | <u>Amount</u> |
|--------------------|---|---------------|
| Linda Monahan      | 1367 Madison Avenue, Apt. C, Wooster, OH 44691            | \$19,400.00   |
| Teresita Grunder   | 6215 Cleveland Road, Wooster, OH 44691                    | 275.00        |
| Lisa McMillen      | 1245 Center Drive, Wooster, OH 44691                      | 3,000.00      |
| Carl Steiner       | 3080 Eby Road, Smithville, OH 44677                       | 359.00        |
| Carl Steiner       | 3080 Eby Road, Smithville, OH 44677                       | 66.00         |
| Jenifer Nebergall  | 32 North Mechanic Street, Hayesville, OH 44838            | 250.00        |
| Audrey Moorhead    | 4531 Hunters Chase Lane, Wooster, OH 44691                | 900.00        |
| Roger Becker       | 2239 Congress Road, Wooster, OH 44691                     | 413.00        |
| Roger Becker       | 2239 Congress Road, Wooster, OH 44691                     | 147.00        |
| Patrick Corbett    | 1929 Meadow Drive, Wooster, OH 44691                      | 200.00        |
| Kori Badger        | 945 Green Valley Lane, Wooster, OH 44691                  | 300.00        |
| Donna Ullom        | 1360 Frank Drive, Wooster, OH 44691                       | 1,100.00      |
| Mike O'Donnell     | 1660 Christmas Run, Wooster, OH 44691                     | 2,500.00      |
| Robert Easterday   | Rt. 2, 2141 Twp. Rd. 237, Jeromesville, OH 44840          | 885.00        |
| Joshua Hershberger | 261 North Main Street, Shreve, OH 44676                   | 600.00        |
| Martha Rogers      | 2447 Wetherington Lane, 129 The Greens, Wooster, OH 44691 | 2,350.00      |
| Trena Sheppard     | 14636 Maple Valley Drive, Burbank, OH 44214               | 375.00        |
| LuAnn Funk         | 1590 Co. Rd. 175, Jeromesville, OH 44840                  | 4,200.00      |
| Lee Dillon         | 2500 South Jefferson Road, Wooster, OH 44691              | 635.00        |
| Janet Brandt       | 1931 Saddle Brook Circle, Wooster, OH 44691               | 285.00        |
| Chris Clow         | 115 South Monroe Street, Nashville, OH 44661              | 800.00        |
| Kelly Baldner      | 255 TR 2150, Jeromesville, OH 44840                       | 3,600.00      |
| Kenneth Brown      | 5814 Co. Rd. 333, Millersburg, OH 44654                   | 3,800.00      |
| Peter Gasperek     | 591 Twp. Rd. 902, Polk, OH 44866                          | 1,675.00      |
| Andrea Fletcher    | 33 East Clark Road, Wooster, OH 44691                     | 2,300.00      |
| Linda Badertscher  | 5091 Co. Rd. 52, Nashville, OH 44661                      | 275.00        |
| Julie Gerardo      | 210 Pearl Street, Wooster, OH 44691                       | 3,700.00      |
| Jon Bollinger      | 812 East Wayne Avenue, Wooster, OH 44691                  | 810.00        |
| Jon Bollinger      | 812 East Wayne Avenue, Wooster, OH 44691                  | 40.00         |
| Pam Henry          | 751 Gasche Street, Wooster, OH 44691                      | 235.00        |
| Sheila Phillips    | 5852 Cleveland Road, Lot 9, Wooster, OH 44691             | 448.00        |
| Jennifer Baker     | 5050 Gola Drive, Wooster, OH 44691                        | 6,050.00      |
| Cindy Becker       | 10490 Schwartzwalder Road, Shreve, OH 44676               | 2,125.00      |
| Regina Weidner     | 312 West Paradise Street, Orrville, OH 44667              | 3,800.00      |
| Betty Croskey      | 4386 East Messner, Wooster, OH 44691                      | 370.00        |
| Pat Badger         | 945 Green Valley Lane, Wooster, OH 44691                  | 240.00        |
| Steve Middlesworth | 330 Winkler Drive, Wooster, OH 44691                      | 945.00        |
| Denise Retherford  | 2034 Twp. Rd. 405, Jeromesville, OH 44840                 | 1,183.00      |
| Denise Retherford  | 2034 Twp. Rd. 405, Jeromesville, OH 44840                 | 357.00        |
| Stan Ross          | 170 Spring Run Drive, Apple Creek, OH 44606               | 525.00        |
| Linda Riggs        | 688 East Milltown Road, Wooster, OH 44691                 | 1,204.00      |
| Linda Riggs        | 688 East Milltown Road, Wooster, OH 44691                 | 121.00        |
| Sandy Duncan       | 14174 Twp. Rd. 467, Lakeville, OH 44638                   | 3,250.00      |
| Joshua Kapper      | 3993 S. Apple Creek Road, Apple Creek, OH 44606           | 1,242.00      |
| Joshua Kapper      | 3993 S. Apple Creek Road, Apple Creek, OH 44606           | 583.00        |
| Jeremy Miller      | 10899 Sharon Drive, Apple Creek, OH 44606                 | 2,275.00      |
| Kim Mumaw          | 3707 Columbus Road, Wooster, OH 44691                     | 955.00        |
| Shirley Mowrer     | 152 Twp. Rd. 2150, Jeromesville, OH 44840                 | 1,700.00      |
| Robert Strouse     | 848 Valleywood Court, Wooster, OH 44691                   | 1,600.00      |
| Jennifer Edwards   | 10870 Co. Rd. 1, Shreve, OH 44676                         | 1,700.00      |
| Roger King         | 132 Garden Street, Creston, OH 44217                      | 3,150.00      |

| <u>Name</u>        | <u>Address</u>                             | <u>Amount</u> |
|--------------------|--|---------------|
| Jenifer Nebergall  | 32 Mechanic Street, Hayesville, OH 44838   | \$ 600.00     |
| Robin Fries        | 3142 Valley Road, Wooster, OH 44691        | 457.00        |
| Robin Fries        | 3142 Valley Road, Wooster, OH 44691        | 208.00        |
| Bruce Bochnak      | 1325 Gallo, Wooster, OH 44691              | 475.00        |
| Linda Riggs        | 688 East Milltown, Wooster, OH 44691       | 930.00        |
| Scott Kantenwein   | 3089 South Elyria Road, Wooster, OH 44691  | 479.00        |
| Scott Kantenwein   | 3089 South Elyria Road, Wooster, OH 44691  | 271.00        |
| Pat Gerber         | 2890 Meadowbrook Drive, Wooster, OH 44691  | 955.00        |
| Pat Gerber         | 2890 Meadowbrook Drive, Wooster, OH 44691  | 65.00         |
| Richard Becker     | 2142 Oak Hill, Wooster, OH 44691           | 1,309.00      |
| Richard Becker     | 2142 Oak Hill, Wooster, OH 44691           | 391.00        |
| Barbi Peterson     | 38 LeRue Street, Apple Creek, OH 44606     | 500.00        |
| Dan Leighty        | 2610 Montclair, Wooster, OH 44691          | 450.00        |
| Gabriel Landon     | 3215 Valley Road, Wooster, OH 44691        | 2,300.00      |
| Phillip Farmer     | 412 Woodland Avenue, Wooster, OH 44691     | 500.00        |
| Tami McKelvey      | 2581 Batdorf Road, Wooster, OH 44691       | 5,950.00      |
| Vickie Dutter      | 7513 Hutton Road, Smithville, OH 44677     | 311.00        |
| Vickie Dutter      | 7513 Hutton Road, Smithville, OH 44677     | 264.00        |
| Peter Gasperak     | 591 Twp. Rd. 902, Polk, OH 44866           | 475.00        |
| Linda Badertscher  | 5091 Co. Rd. 52, Nashville, OH 44661       | 915.00        |
| Patricia Morris    | 5349 Secrest Road, Wooster, OH 44691       | 850.00        |
| Tom Purdy          | 2020 Hiram Court, Orrville, OH 44667       | 1,625.00      |
| Lisa Swift         | 7447 Haas Road, Wooster, OH 44691          | 3,125.00      |
| Joshua Hershberger | 261 North Main Street, Shreve, OH 44676    | 2,000.00      |
| Timothy Franck     | 1560 Barnes Drive, Wooster, OH 44691       | 2,000.00      |
| Angela Shutt       | 1250 Blachleyville Road, Wooster, OH 44691 | 300.00        |
| Maurine Cutting    | 150 Carson Drive, Apple Creek, OH 44606    | 1,280.00      |
| Wilma Troyer       | 175 Villard Street, Apple Creek, OH 44606  | 3,440.00      |
| Timothy Swift      | 7447 Haas Road, Wooster, OH 44691          | 291.00        |
| Timothy Swift      | 7447 Haas Road, Wooster, OH 44691          | 99.00         |
| Traci Rush         | 2383 CR 775, Loudonville, OH 44842         | 1,435.00      |
| Jana Dixon         | 3409 Pecan Lane, Wooster, OH 44691         | 345.00        |
| Richard Becker     | 2142 Oak Hill Road, Wooster, OH 44691      | 3,575.00      |
| Karen Shaffer      | 9059 Leaman Road, Fredericksburg, OH 44627 | 717.00        |
| Karen Shaffer      | 9059 Leaman Road, Fredericksburg, OH 44627 | 398.00        |
| Josephine Lambert  | 3321 Shreve Eastern Road, Shreve, OH 44676 | 400.00        |
| Bruce Bochnak      | 1325 Gallo, Wooster, OH 44691              | 795.00        |
| Richard Bukovitz   | 1979 Lakeview Drive, Orrville, OH 44667    | 190.00        |
| Letecia Stoner     | 566 Hartzler Street, Wooster, OH 44691     | 1,000.00      |
| Zebulon Hall       | 429 Woodland Avenue, Wooster, OH 44691     | 1,880.00      |
| Carolyn Price      | 2899 Twp. Rd. 29, Killbuck, OH 44637       | 475.00        |
| Gabriel Landon     | 3215 Valley Road, Wooster OH 44691         | 2,175.00      |

TOTAL EMPLOYEES

\$200,585.00