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Form 990-PF

Department of the Treasury  
Internal Revenue Service

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

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

OMB No 1545-0052

2012

Open to Public Inspection

For calendar year 2012, or tax year beginning 05-01-2012 , and ending 04-30-2013

|  |  |  |  |
|--|--|--|--|
| Name of foundation<br>Donald J Foss Memorial Employees Trust   |  | A Employer identification number<br>34-6517801   |  |
| Number and street (or P O box number if mail is not delivered to street address)<br>604 MADISON AVENUE   |  | B Telephone number (see instructions)<br>(330) 264-4440  |  |
| City or town, state, and ZIP code<br>WOOSTER, OH 44691   |  | C If exemption application is pending, check here <input type="checkbox"/>   |  |
| G Check all that apply<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return<br><input type="checkbox"/> Address change<br><input type="checkbox"/> Initial return of a former public charity<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Name change |  | D 1. Foreign organizations, check here <input type="checkbox"/><br>2. Foreign organizations meeting the 85% test, check here and attach computation <input type="checkbox"/> |  |
| H Check type of organization <input checked="" type="checkbox"/> Section 501(c)(3) exempt private foundation<br><input type="checkbox"/> Section 4947(a)(1) nonexempt charitable trust <input type="checkbox"/> Other taxable private foundation   |  | E If private foundation status was terminated under section 507(b)(1)(A), check here <input type="checkbox"/>  |  |
| I Fair market value of all assets at end of year (from Part II, col. (c), line 16) \$ 7,159,613  |  | F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here <input type="checkbox"/>   |  |
| J Accounting method <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual<br><input type="checkbox"/> Other (specify)<br>(Part I, column (d) must be on cash basis.)   |  |  |  |

| Part I Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see 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 (attach schedule)                                     |                                    |                           |                         |   |
|   | 2 Check <input checked="" type="checkbox"/> if the foundation is <b>not</b> required to attach Sch B |                                    |                           |                         |   |
|   | 3 Interest on savings and temporary cash investments   | 261                                | 261                       | 261                     |   |
|   | 4 Dividends and interest from securities. . . . .  | 350,688                            | 350,688                   | 350,688                 |   |
|   | 5a Gross rents . . . . .   |                                    |                           |                         |   |
|   | b Net rental income or (loss) _____  |                                    |                           |                         |   |
|   | 6a Net gain or (loss) from sale of assets not on line 10   | -3,807                             |                           |                         |   |
|   | b Gross sales price for all assets on line 6a _____ 300,000  |                                    |                           |                         |   |
|   | 7 Capital gain net income (from Part IV , line 2) . . . .  |                                    |                           |                         |   |
|   | 8 Net short-term capital gain . . . . .  |                                    |                           |                         |   |
|   | 9 Income modifications . . . . .   |                                    |                           |                         |   |
|   | 10a Gross sales less returns and allowances  |                                    |                           |                         |   |
| Operating and Administrative Expenses   | b Less Cost of goods sold . . . . .  |                                    |                           |                         |   |
|   | c Gross profit or (loss) (attach schedule) . . . . .   |                                    |                           |                         |   |
|   | 11 Other income (attach schedule) . . . . .  |                                    |                           |                         |   |
|   | 12 <b>Total.</b> Add lines 1 through 11 . . . . .  | 347,142                            | 350,949                   | 350,949                 |   |
|   | 13 Compensation of officers, directors, trustees, etc  |                                    |                           |                         |   |
|   | 14 Other employee salaries and wages . . . . .   |                                    |                           |                         |   |
|   | 15 Pension plans, employee benefits . . . . .  |                                    |                           |                         |   |
|   | 16a Legal fees (attach schedule) . . . . .   |                                    |                           |                         |   |
|   | b Accounting fees (attach schedule) . . . . .  |                                    |                           |                         |   |
|   | c Other professional fees (attach schedule) . . . . .  |                                    |                           |                         |   |
|   | 17 Interest . . . . .  |                                    |                           |                         |   |
|   | 18 Taxes (attach schedule) (see instructions)  | 200                                |                           |                         |   |
|   | 19 Depreciation (attach schedule) and depletion . . . .  |                                    |                           |                         |   |
|   | 20 Occupancy . . . . .   |                                    |                           |                         |   |
|   | 21 Travel, conferences, and meetings . . . . .   |                                    |                           |                         |   |
|   | 22 Printing and publications . . . . .   |                                    |                           |                         |   |
|   | 23 Other expenses (attach schedule) . . . . .  | 249                                |                           |                         |   |
|   | 24 <b>Total operating and administrative expenses.</b>   |                                    |                           |                         |   |
|   | Add lines 13 through 23 . . . . .  | 449                                | 0                         |                         | 0   |
|   | 25 Contributions, gifts, grants paid . . . . .   | 357,766                            |                           |                         | 357,766   |
|   | 26 <b>Total expenses and disbursements.</b> Add lines 24 and 25                                      | 358,215                            | 0                         |                         | 357,766   |
|   | 27 Subtract line 26 from line 12   |                                    |                           |                         |   |
|   | a <b>Excess of revenue over expenses and disbursements</b>   | -11,073                            |                           |                         |   |
|   | b <b>Net investment income</b> (if negative, enter -0-)  |                                    | 350,949                   |                         |   |
|   | c <b>Adjusted net income</b> (if negative, enter -0-)  |                                    |                           | 350,949                 |   |

| Part II Balance Sheets      |   | Attached schedules and amounts in the description column should be for end-of-year amounts only (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 . . . . .   | 297,589           | 266,299                                       | 266,299               |
|                             | 3   | Accounts receivable ▶ _____<br>Less allowance for doubtful accounts ▶ _____  |                   |   |                       |
|                             | 4   | Pledges receivable ▶ _____<br>Less allowance for doubtful accounts ▶ _____   |                   |   |                       |
|                             | 5   | Grants receivable . . . . .  |                   |   |                       |
|                             | 6   | Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see page 15 of the instructions) . . . . . |                   |   |                       |
|                             | 7   | Other notes and loans receivable (attach schedule) ▶ _____<br>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)   | 1,720,981         | <input checked="" type="checkbox"/> 1,741,198 | 1,938,666             |
|                             | b   | Investments—corporate stock (attach schedule) . . . . .  | 623,755           | <input checked="" type="checkbox"/> 623,755   | 4,954,648             |
|                             | c   | Investments—corporate bonds (attach schedule) . . . . .  |                   |   |                       |
|                             | 11  | Investments—land, buildings, and equipment basis ▶ _____<br>Less accumulated depreciation (attach schedule) ▶ _____                              |                   |   |                       |
|                             | 12  | Investments—mortgage loans . . . . .   |                   |   |                       |
|                             | 13  | Investments—other (attach schedule) . . . . .  |                   |   |                       |
|                             | 14  | Land, buildings, and equipment basis ▶ _____<br>Less accumulated depreciation (attach schedule) ▶ _____  |                   |   |                       |
| 15                          | Other assets (describe ▶ _____)   |  |                   |   |                       |
| 16                          | Total assets (to be completed by all filers—see the instructions Also, see page 1, item I)                                    | 2,642,325  | 2,631,252         | 7,159,613                                     |                       |
| Liabilities                 | 17  | Accounts payable and accrued expenses . . . . .  |                   |   |                       |
|                             | 18  | Grants payable . . . . .   |                   |   |                       |
|                             | 19  | Deferred revenue . . . . .   |                   |   |                       |
|                             | 20  | Loans from officers, directors, trustees, and other disqualified persons   |                   |   |                       |
|                             | 21  | Mortgages and other notes payable (attach schedule) . . . . .  |                   |   |                       |
|                             | 22  | Other liabilities (describe ▶ _____)   |                   |   |                       |
|                             | 23  | Total liabilities (add lines 17 through 22) . . . . .  |                   | 0   |                       |
| Net Assets or Fund Balances | Foundations that follow SFAS 117, check here ▶ <input type="checkbox"/> and complete lines 24 through 26 and lines 30 and 31. |  |                   |   |                       |
|                             | 24  | Unrestricted . . . . .   |                   |   |                       |
|                             | 25  | Temporarily restricted . . . . .   |                   |   |                       |
|                             | 26  | Permanently restricted . . . . .   |                   |   |                       |
|                             | Foundations that do not follow SFAS 117, check here ▶ <input checked="" type="checkbox"/> and complete lines 27 through 31.   |  |                   |   |                       |
|                             | 27  | Capital stock, trust principal, or current funds . . . . .   | 2,642,325         | 2,631,252                                     |                       |
|                             | 28  | Paid-in or capital surplus, or land, bldg , and equipment fund   |                   |   |                       |
|                             | 29  | Retained earnings, accumulated income, endowment, or other funds   |                   |   |                       |
|                             | 30  | Total net assets or fund balances (see page 17 of the instructions) . . . . .  | 2,642,325         | 2,631,252                                     |                       |
|                             | 31  | Total liabilities and net assets/fund balances (see page 17 of the instructions) . . . . .   | 2,642,325         | 2,631,252                                     |                       |

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 | 2,642,325 |
| 2 | Enter amount from Part I, line 27a . . . . .   | 2 | -11,073   |
| 3 | Other increases not included in line 2 (itemize) ▶ _____   | 3 |           |
| 4 | Add lines 1, 2, and 3 . . . . .  | 4 | 2,631,252 |
| 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 | 2,631,252 |

|          |   |   |          |        |
|----------|---|---|----------|--------|
| <b>2</b> | Capital gain net income or (net capital loss)   | <div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; border-right: 1px solid black; padding: 0 5px; margin: 0 5px;"> <div style="text-align: center;">                     If gain, also enter in Part I, line 7<br/>                     If (loss), enter -0- in Part I, line 7                 </div> </div> </div>                                | <b>2</b> | -3,807 |
| <b>3</b> | Net short-term capital gain or (loss) as defined in sections 1222(5) and (6)<br><br>If gain, also enter in Part I, line 8, column (c) (see instructions) If (loss), enter -0- in Part I, line 8 | <div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; border-right: 1px solid black; padding: 0 5px; margin: 0 5px;"> <div style="text-align: center;">                     If gain, also enter in Part I, line 8, column (c) (see instructions)<br/>                     If (loss), enter -0- in Part I, line 8                 </div> </div> </div> | <b>3</b> |        |

|  |  |          |           |
|--|--|----------|-----------|
| <b>2</b>   | <b>Total</b> of line 1, column (d). . . . .  | <b>2</b> | 0 24355   |
| <b>3</b>   | 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 . . . . | <b>3</b> | 0 04871   |
| <b>4</b>   | Enter the net value of noncharitable-use assets for 2012 from Part X, line 5. . . . .  | <b>4</b> | 7,000,610 |
| <b>5</b>   | Multiply line 4 by line 3. . . . .   | <b>5</b> | 341,000   |
| <b>6</b>   | Enter 1% of net investment income (1% of Part I, line 27b). . . . .  | <b>6</b> | 3,509     |
| <b>7</b>   | Add lines 5 and 6. . . . .   | <b>7</b> | 344,509   |
| <b>8</b>   | Enter qualifying distributions from Part XII, line 4. . . . .  | <b>8</b> | 357,766   |
| 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 VIExcise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see page 18 of the instructions)

|    |  |  |                                   |        |        |
|----|--|--|-----------------------------------|--------|--------|
| 1a |  | Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1  |                                   |        |        |
|    |  | Date of ruling or determination letter _____ (attach copy of letter if necessary—see instructions)   |                                   |        |        |
| b  |  | Domestic foundations that meet the section 4940(e) requirements in Part V, check here <input checked="" type="checkbox"/> and enter 1% of Part I, line 27b . . . . . |                                   | 1      | 3,509  |
| c  |  | All other domestic foundations enter 2% of line 27b Exempt foreign organizations enter 4% of Part I, line 12, col (b)  |                                   |        |        |
| 2  |  | Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only Others enter -0-)   |                                   | 2      |        |
| 3  |  | Add lines 1 and 2. . . . .   |                                   | 3      | 3,509  |
| 4  |  | Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only Others enter -0-)   |                                   | 4      |        |
| 5  |  | Tax based on investment income. Subtract line 4 from line 3 If zero or less, enter -0- . . . . .   |                                   | 5      | 3,509  |
| 6  |  | Credits/Payments   |                                   |        |        |
| a  |  | 2012 estimated tax payments and 2011 overpayment credited to 2012  | 6a                                | 13,371 |        |
| b  |  | Exempt foreign organizations—tax withheld at source . . . . .  | 6b                                |        |        |
| c  |  | Tax paid with application for extension of time to file (Form 8868)  | 6c                                |        |        |
| d  |  | Backup withholding erroneously withheld . . . . .  | 6d                                |        |        |
| 7  |  | Total credits and payments Add lines 6a through 6d. . . . .  |                                   | 7      | 13,371 |
| 8  |  | Enter any penalty for underpayment of estimated tax Check here <input type="checkbox"/> if Form 2220 is attached   |                                   | 8      |        |
| 9  |  | Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed . . . . .  |                                   | 9      |        |
| 10 |  | Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid. . . . .   |                                   | 10     | 9,862  |
| 11 |  | Enter the amount of line 10 to be Credited to 2013 estimated tax <input type="checkbox"/> 9,862  | Refunded <input type="checkbox"/> | 11     |        |

Part VII-AStatements Regarding Activities

|    |  |    |     |    |
|----|--|----|-----|----|
| 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? . . . . .   |    | Yes | No |
|    |  | 1a |     | No |
| b  | Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see page 19 of the instructions for definition)? . . . . .  |    |     | No |
|    | 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 |     | No |
| d  | Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year (1) On the foundation <input type="checkbox"/> \$ _____ (2) On foundation managers <input type="checkbox"/> \$ _____   |    |     |    |
| e  | Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers <input type="checkbox"/> \$ _____   |    |     |    |
| 2  | Has the foundation engaged in any activities that have not previously been reported to the IRS? . . . . .  | 2  |     | No |
|    | If "Yes," attach a detailed description of the activities.   |    |     |    |
| 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 . . . . .                           | 3  |     | No |
| 4a | Did the foundation have unrelated business gross income of \$1,000 or more during the year?. . . . .   | 4a |     | No |
| b  | If "Yes," has it filed a tax return on Form 990-T for this year?. . . . .  | 4b |     | No |
| 5  | Was there a liquidation, termination, dissolution, or substantial contraction during the year? . . . . .   | 5  |     | No |
|    | If "Yes," attach the statement required by General Instruction T.  |    |     |    |
| 6  | Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either   |    |     |    |
|    | • By language in the governing instrument, or  |    |     |    |
|    | • 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? . . . . .   | 6  | Yes |    |
| 7  | Did the foundation have at least \$5,000 in assets at any time during the year? If "Yes," complete Part II, col (c), and Part XV   | 7  | Yes |    |
| 8a | Enter the states to which the foundation reports or with which it is registered (see instructions) <input type="checkbox"/> OH _____   |    |     |    |
| 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 .  | 8b | Yes |    |
| 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 2012 or the taxable year beginning in 2012 (see instructions for Part XIV)? If "Yes," complete Part XIV . . . . . | 9  |     | No |
| 10 | Did any persons become substantial contributors during the tax year? If "Yes," attach a schedule listing their names and addresses   | 10 |     | No |

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 |     | No |
| 12  | Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement (see instructions)  | 12 |     | No |
| 13  | Did the foundation comply with the public inspection requirements for its annual returns and exemption application?   | 13 | Yes |    |
| Website address ▶N/A  |   |    |     |    |
| 14  | The books are in care of ▶ALLAN K RODD Telephone no ▶(330) 264-4440<br>Located at ▶604 MADISON AVENUE WOOSTER OH ZIP +4 ▶44691  |    |     |    |
| 15  | Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of <b>Form 1041</b> —Check here . . . . . ▶ <input type="checkbox"/><br>and enter the amount of tax-exempt interest received or accrued during the year . . . . . ▶ | 15 |     |    |
| 16  | At any time during calendar year 2012, 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 |     | No |
| See 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 |
| 1a  | During the year did the foundation (either directly or indirectly)<br>(1) Engage in the sale or exchange, or leasing of property with a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br>(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<br>(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br>(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br>(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<br>(6) Agree to pay money or property to a government official? ( <b>Exception.</b> 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   | 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 page 20 of the instructions)?. . . Organizations relying on a current notice regarding disaster assistance check here. . . . . ▶ <input type="checkbox"/>  | 1b |     | No |
| c   | 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 2012?. . . . .  | 1c |     | No |
| 2   | 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 2012, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2012?. . . . . <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br>If "Yes," list the years ▶ 20____, 20____, 20____, 20____   |    |     |    |
| 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 instructions ). . . . .  | 2b |     | No |
| 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 ▶ 20____, 20____, 20____, 20____   |    |     |    |
| 3a  | 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 2012 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? ( <i>Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2012.</i> ). . . . .   | 3b |     | No |
| 4a  | Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?   | 4a |     | No |
| 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 2012?   | 4b |     | No |

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))?  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |    |
|    | (2) Influence the outcome of any specific public election (see section 4955), or to carry on, directly or indirectly, any voter registration drive?  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |    |
|    | (3) Provide a grant to an individual for travel, study, or other similar purposes?   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> 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).   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> 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?  | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |    |
| b  | If any answer is "Yes" to 5a(1)–(5), did <b>any</b> 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                           |  | No |
|    | 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?   |                              |  |    |
|    | If "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?  |                              |  |    |
|    |  |                              |  |    |
| b  | Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?   | 6b                           |  | No |
|    | 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?   |                              |  |    |
|    |  |                              |  |    |
| b  | If yes, did the foundation receive any proceeds or have any net income attributable to the transaction?  | 7b                           |  | No |

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 |
| THOMAS W ZOOK  | Trustee   | 0   |   |                                       |
| 604 MADISON AVENUE<br>WOOSTER, OH 44691  | 0 00  |   |   |                                       |
| WILLIAM FAGERT   | Trustee   | 0   |   |                                       |
| 604 MADISON AVENUE<br>WOOSTER, OH 44691  | 0 00  |   |   |                                       |
| ALLAN K RODD   | FIN Trustee   | 0   |   |                                       |
| 604 MADISON AVENUE<br>WOOSTER, OH 44691  | 0 00  |   |   |                                       |
| 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.  |   |   |   |                                       |

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. . . . .                                |                     |                  |

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  | 212,766  |
| 2 GIFTS, CONTRIBUTIONS, AND GRANTS TO CHARITABLE ORGANIZATIONS AND EDUCATIONAL INSTITUTIONS  | 145,000  |
| 3  |          |
|  |          |
|  |          |
| 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  |        |
|  |        |
|  |        |
| 2  |        |
|  |        |
|  |        |
| All other program-related investments. See page 24 of the instructions.  |        |
| 3  |        |
|  |        |
|  |        |
| Total. Add lines 1 through 3. . . . .  |        |



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 | 6,825,274 |
| b | Average of monthly cash balances. . . . .  | 1b | 281,944   |
| c | Fair market value of all other assets (see instructions). . . . .  | 1c | 0         |
| d | Total (add lines 1a, b, and c). . . . .  | 1d | 7,107,218 |
| e | Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation). . . . . | 1e | 0         |
| 2 | Acquisition indebtedness applicable to line 1 assets. . . . .  | 2  |           |
| 3 | Subtract line 2 from line 1d. . . . .  | 3  | 7,107,218 |
| 4 | Cash deemed held for charitable activities Enter 1 1/2% of line 3 (for greater amount, see instructions). . . . .  | 4  | 106,608   |
| 5 | Net value of noncharitable-use assets. Subtract line 4 from line 3 Enter here and on Part V, line 4                | 5  | 7,000,610 |
| 6 | Minimum investment return. Enter 5% of line 5. . . . .   | 6  | 350,031   |

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  | 350,031 |
| 2a | Tax on investment income for 2012 from Part VI, line 5. . . . .   | 2a | 3,509   |
| b  | Income tax for 2012 (This does not include the tax from Part VI ). . . . .                                | 2b |         |
| c  | Add lines 2a and 2b. . . . .  | 2c | 3,509   |
| 3  | Distributable amount before adjustments Subtract line 2c from line 1. . . . .                             | 3  | 346,522 |
| 4  | Recoveries of amounts treated as qualifying distributions. . . . .  | 4  |         |
| 5  | Add lines 3 and 4. . . . .  | 5  | 346,522 |
| 6  | Deduction from distributable amount (see instructions). . . . .   | 6  |         |
| 7  | Distributable amount as adjusted Subtract line 6 from line 5 Enter here and on Part XIII, line 1. . . . . | 7  | 346,522 |

Part XII

Qualifying Distributions (see instructions)

|  |  |    |         |
|--|--|----|---------|
| 1  | Amounts paid (including administrative expenses) to accomplish charitable, etc , purposes  |    |         |
| a  | Expenses, contributions, gifts, etc —total from Part I, column (d), line 26. . . . .   | 1a | 357,766 |
| 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  |    |         |
| a  | Suitability test (prior IRS approval required). . . . .  | 3a |         |
| b  | Cash distribution test (attach the required schedule). . . . .   | 3b |         |
| 4  | Qualifying distributions. Add lines 1a through 3b Enter here and on Part V, line 8, and Part XIII, line 4  | 4  | 357,766 |
| 5  | Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income Enter 1% of Part I, line 27b (see instructions). . . . . | 5  | 3,509   |
| 6  | Adjusted qualifying distributions. Subtract line 5 from line 4. . . . .  | 6  | 354,257 |
| 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 2011 | (c)<br>2011 | (d)<br>2012 |
|---|---------------|----------------------------|-------------|-------------|
| 1 Distributable amount for 2012 from Part XI, line 7  |               |                            |             | 346,522     |
| 2 Undistributed income, if any, as of the end of 2012   |               |                            |             |             |
| a Enter amount for 2011 only. . . . .   |               |                            |             |             |
| b Total for prior years 20____, 20____, 20____  |               |                            |             |             |
| 3 Excess distributions carryover, if any, to 2012   |               |                            |             |             |
| a From 2007. . . . .  |               |                            |             |             |
| b From 2008. . . . .  |               |                            |             |             |
| c From 2009. . . . . 53,781   |               |                            |             |             |
| d From 2010. . . . .  |               |                            |             |             |
| e From 2011. . . . .  |               |                            |             |             |
| f Total of lines 3a through e. . . . .  | 53,781        |                            |             |             |
| 4 Qualifying distributions for 2012 from Part XII, line 4 ▶ \$ 357,766  |               |                            |             |             |
| a Applied to 2011, but not more than line 2a  |               |                            |             |             |
| b Applied to undistributed income of prior years (Election required—see instructions). . . . .  |               |                            |             |             |
| c Treated as distributions out of corpus (Election required—see instructions). . . . .  | 0             |                            |             |             |
| d Applied to 2012 distributable amount. . . . .   |               |                            |             | 346,522     |
| e Remaining amount distributed out of corpus  | 11,244        |                            |             |             |
| 5 Excess distributions carryover applied to 2012<br>(If an amount appears in column (d), the same amount must be shown in column (a).)  |               |                            |             |             |
| 6 Enter the net total of each column as indicated below:  |               |                            |             |             |
| a Corpus Add lines 3f, 4c, and 4e Subtract line 5   | 65,025        |                            |             |             |
| b Prior years' undistributed income Subtract line 4b from line 2b. . . . .  |               |                            |             |             |
| 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. . . . . |               |                            |             |             |
| d Subtract line 6c from line 6b Taxable amount—see instructions . . . . .   |               |                            |             |             |
| e Undistributed income for 2011 Subtract line 4a from line 2a Taxable amount—see instructions . . . . .   |               |                            |             |             |
| f Undistributed income for 2012 Subtract lines 4d and 5 from line 1 This amount must be distributed in 2013. . . . .  |               |                            |             | 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). . . . .                                  |               |                            |             |             |
| 8 Excess distributions carryover from 2007 not applied on line 5 or line 7 (see instructions). . . .  |               |                            |             |             |
| 9 Excess distributions carryover to 2013.<br>Subtract lines 7 and 8 from line 6a. . . . .   | 65,025        |                            |             |             |
| 10 Analysis of line 9   |               |                            |             |             |
| a Excess from 2008. . . . .   |               |                            |             |             |
| b Excess from 2009. . . . . 53,781  |               |                            |             |             |
| c Excess from 2010. . . . .   |               |                            |             |             |
| d Excess from 2011. . . . .   |               |                            |             |             |
| e Excess from 2012. . . . . 11,244  |               |                            |             |             |

Part XIVPrivate Operating Foundations (see instructions and Part VII-A, question 9)

1a

If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2012, enter the date of the ruling. . . . .

b

Check box to indicate whether the organization is a private operating foundation described in section 4942(j)(3) or 4942(j)(5)

☐ 4942(j)(3) or ☐ 4942(j)(5)

|    |   |          |               |          |          |           |
|----|---|----------|---------------|----------|----------|-----------|
| 2a | Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed . . . . .                         | Tax year | Prior 3 years |          |          | (e) Total |
|    |   | (a) 2012 | (b) 2011      | (c) 2010 | (d) 2009 |           |
|    |   |          |               |          |          |           |
| 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 XVSupplementary 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) )

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

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 or e-mail of the person to whom applications should be addressed

ALLAN K RODD FINANICAL TRUSTEE  
604 MADISON AVENUE  
WOOSTER, OH 44691  
(330) 264-4440

b

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

SEE ATTACHED "REQUEST FOR PAYMENT" FORM

c

Any submission deadlines

NONE

d

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

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

### 3 Grants and Contributions Paid During the Year or Approved for Future Payment

Form **990-PF** (2012)

Enter gross amounts unless otherwise indicated

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

Form **990-PF** (2012)

|   |              |            |           |
|---|--------------|------------|-----------|
| <b>1</b> Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?  |              | <b>Yes</b> | <b>No</b> |
| <b>a</b> Transfers from the reporting foundation to a noncharitable exempt organization of  |              |            |           |
| <b>(1)</b> Cash. . . . .  | <b>1a(1)</b> |            | <b>No</b> |
| <b>(2)</b> Other assets. . . . .  | <b>1a(2)</b> |            | <b>No</b> |
| <b>b</b> Other transactions   |              |            |           |
| <b>(1)</b> Sales of assets to a noncharitable exempt organization. . . . .  | <b>1b(1)</b> |            | <b>No</b> |
| <b>(2)</b> Purchases of assets from a noncharitable exempt organization. . . . .  | <b>1b(2)</b> |            | <b>No</b> |
| <b>(3)</b> Rental of facilities, equipment, or other assets. . . . .  | <b>1b(3)</b> |            | <b>No</b> |
| <b>(4)</b> Reimbursement arrangements. . . . .  | <b>1b(4)</b> |            | <b>No</b> |
| <b>(5)</b> Loans or loan guarantees. . . . .  | <b>1b(5)</b> |            | <b>No</b> |
| <b>(6)</b> Performance of services or membership or fundraising solicitations. . . . .  | <b>1b(6)</b> |            | <b>No</b> |
| <b>c</b> Sharing of facilities, equipment, mailing lists, other assets, or paid employees. . . . .  | <b>1c</b>    |            | <b>No</b> |
| <b>d</b> If the answer to any of the above is "Yes," complete the following schedule. Column <b>(b)</b> should always show the fair market value of the goods, other assets, or services given by the reporting foundation. If the foundation received less than fair market value in any transaction or sharing arrangement, show in column <b>(d)</b> the value of the goods, other assets, or services received. |              |            |           |

[illegible]

**2a** Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? . . . . ☐ Yes ☒ No

**b** If "Yes," complete the following schedule

| (a) Name of organization | (b) Type of organization | (c) Description of relationship |
|--------------------------|--------------------------|---------------------------------|
|                          |                          |                                 |
|                          |                          |                                 |
|                          |                          |                                 |
|                          |                          |                                 |
|                          |                          |                                 |

**Sign  
Here**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer or fiduciary) is based on all information of which preparer has any knowledge.

|                                 |            |       |
|---------------------------------|------------|-------|
| *****                           | 2013-08-21 | ***** |
| Signature of officer or trustee | Date       | Title |

May the IRS discuss this return with the preparer shown below (see instr )? ☒ Yes ☐ No

May the IRS discuss this return with the preparer shown below (see instr. 7)? ☒ **Yes** ☐ **No**

**Paid  
Preparer  
Use  
Only**

|                                 |   |                           |      |  |                                     |
|---------------------------------|---|---------------------------|------|--|-------------------------------------|
| Paid<br>Preparer<br>Use<br>Only | Print/Type preparer's name              | Preparer's Signature      | Date | Check if self-employed <input checked="" type="checkbox"/> | PTIN<br><br>P01238713               |
|                                 | DANIEL S GIBEL CPA                      | DANIEL S GIBEL CPA        |      |  |                                     |
|                                 | Firm's name <input type="checkbox"/>    | CARD PALMER SIBBISON & CO |      |  | Firm's EIN <input type="checkbox"/> |
|                                 |   | 4545 HINCKLEY PARKWAY     |      |  |                                     |
|                                 | Firm's address <input type="checkbox"/> | CLEVELAND, OH 441096009   |      |  | Phone no (216) 621-6100             |

**TY 2012 Investments Corporate  
Stock Schedule****Name:** Donald J Foss Memorial Employees Trust**EIN:** 34-6517801**Software ID:** 12000229**Software Version:** 2012v2.0

| Name of Stock                 | End of Year Book<br>Value | End of Year Fair<br>Market Value |
|-------------------------------|---------------------------|----------------------------------|
| WOOSTER BRUSH CORPORATE STOCK | 623,755                   | 4,954,648                        |

# TY 2012 Investments Government Obligations Schedule

**Name:** Donald J Foss Memorial Employees Trust

**EIN:** 34-6517801

**Software ID:** 12000229

**Software Version:** 2012v2.0

**US Government Securities - End of**

**Year Book Value:**

1,741,198

**US Government Securities - End of**

**Year Fair Market Value:**

1,938,666

**State & Local Government  
Securities - End of Year Book  
Value:**

**State & Local Government  
Securities - End of Year Fair  
Market Value:**



**TY 2012 Other Expenses Schedule****Name:** Donald J Foss Memorial Employees Trust**EIN:** 34-6517801**Software ID:** 12000229**Software Version:** 2012v2.0

| Description | Revenue and Expenses<br>per Books | Net Investment<br>Income | Adjusted Net Income | Disbursements for<br>Charitable Purposes |
|-------------|-----------------------------------|--------------------------|---------------------|--|
| BANK FEES   | 249                               |                          |                     |  |

TY 2012 Taxes Schedule

**Name:** Donald J Foss Memorial Employees Trust

**EIN:** 34-6517801

**Software ID:** 12000229

**Software Version:** 2012v2.0

| Category              | Amount | Net Investment<br>Income | Adjusted Net<br>Income | Disbursements for<br>Charitable<br>Purposes |
|-----------------------|--------|--------------------------|------------------------|---|
| OH SECRETARY OF STATE | 200    |                          |                        |   |

**DONALD J. FOSS MEMORIAL EMPLOYEES' TRUST BENEFITS  
PAID FOR YEAR ENDING APRIL 30, 2013**

| <b>Name</b>      | <b>Address</b>                                      | <b>Amount</b> |
|------------------|---|---------------|
| Denise Flynn     | 3574 Melrose Drive, Apt. K7, Wooster, OH 44691      | \$ 505.00     |
| Cathy Firebaugh  | 8266 Fountain Nook Road, Apple Creek, OH 44606      | 670.00        |
| Sharon Luke      | 2627 Wilma Drive, Wooster, OH 44691                 | 1,015.00      |
| Scott Kantenwein | 3089 South Elyria Road, Wooster, OH 44691           | 3,150.00      |
| Sheila Phillips  | 1171 Mindy Lane, Apt. D, Wooster, OH 44691          | 280.00        |
| Shannon Kaufman  | 776 Pennsylvania Avenue, Shreve, OH 44676           | 1,150.00      |
| Patrick Corbett  | 145 Miller Road, Wooster, OH 44691                  | 899.00        |
| Patrick Corbett  | 145 Miller Road, Wooster, OH 44691                  | 351.00        |
| Kelly Becker     | 498 Smith Avenue, Dalton, OH 44618                  | 1,589.00      |
| Kelly Becker     | 498 Smith Avenue, Dalton, OH 44618                  | 511.00        |
| Thomas Harris    | 2411 Long Road, Wooster, OH 44691                   | 4,095.00      |
| Thomas Harris    | 2411 Long Road, Wooster, OH 44691                   | 365.00        |
| Donna Holderman  | 254 North Summit Street, Smithville, OH 44677       | 605.00        |
| Darla Austin     | 400 Twp. Rd. 2252, Jeromesville, OH 44840           | 1,225.00      |
| Glenna Weaver    | 1888 Bell Road, Wooster, OH 44691                   | 840.00        |
| Larry Denney     | 5 Boyd Drive, POB 95, Jeromesville, OH 44840        | 520.00        |
| Darlene Hinton   | 10757 Hiner Road, Wooster, OH 44691                 | 3,400.00      |
| John Boyens      | 3472 West Britton Road, Burbank, OH 44214           | 4,000.00      |
| Serafin Gerardo  | 1064 Devonshire Lane, Mansfield, OH 44907           | 1,850.00      |
| Ronald Whitman   | 1621 Linwood Drive, Wooster, OH 44691               | 725.00        |
| Patricia Morris  | 406 West Highland Avenue, Wooster, OH 44691         | 740.00        |
| Larry White      | 13155 St. Rt. 39, Big Prairie, OH 44611             | 181.00        |
| Larry White      | 13155 St. Rt. 39, Big Prairie, OH 44611             | 59.00         |
| Audrey Moorhead  | 4531 Hunters Chase Lane, Wooster, OH 44691          | 1,630.00      |
| Mike O'Donnell   | 1660 Christmas Run Boulevard, Wooster, OH 44691     | 1,530.00      |
| Sue Dixon        | 117 East Clark Road, Wooster, OH 44691              | 2,596.00      |
| Sue Dixon        | 117 East Clark Road, Wooster, OH 44691              | 469.00        |
| Barbi Peterson   | 38 Lerue Street, Apple Creek, OH 44606              | 4,800.00      |
| Carl Steiner     | 3080 Eby Road, Smithville, OH 44677                 | 365.00        |
| Letecia Stoner   | 566 Hartzler Street, Wooster, OH 44691              | 204.00        |
| Letecia Stoner   | 566 Hartzler Street, Wooster, OH 44691              | 221.00        |
| Jon Bollinger    | 812 East Wayne Avenue, Wooster, OH 44691            | 500.00        |
| Karen Hood       | 12143 St. Rt. 520, Glenmont, OH 44628               | 2,450.00      |
| Mike Palmer      | 1526 Overlook Drive, Wooster, OH 44691              | 860.00        |
| Dorinda Hoff     | 860 Eby Road, Wooster, OH 44691                     | 1,025.00      |
| Cathy Firebaugh  | 8266 Fountain Nook Road, Apple Creek, OH 44606      | 5,150.00      |
| Cathy Firebaugh  | 8266 Fountain Nook Road, Apple Creek, OH 44606      | 2,400.00      |
| Robert Strouse   | 848 Valleywood Court, Wooster, OH 44691             | 2,000.00      |
| Robert Strouse   | 848 Valleywood Court, Wooster, OH 44691             | 475.00        |
| Ronald Flinner   | 3178 Shreve Eastern Road, POB 194, Shreve, OH 44676 | 1,525.00      |

| Name                | Address   | Amount    |
|---------------------|---|-----------|
| Dennis Winey        | 3015 Eby Road, Smithville, OH 44677                       | \$ 400.00 |
| Christine Hofacker  | 2156 West High Street, Orrville, OH 44667                 | 1,005.00  |
| Rhonda Pasquariello | POB 1675, Wooster, OH 44691                               | 4,000.00  |
| Fred Hawkins        | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 1,185.00  |
| Fred Hawkins        | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 1,155.00  |
| Gladys Williams     | 1934 Williams Way, Wooster, OH 44691                      | 215.00    |
| Tina Dowd           | 1982 Barnes Drive, Wooster, OH 44691                      | 250.00    |
| Angie Shutt         | 1250 Blachleyville Road, Wooster, OH 44691                | 675.00    |
| Dave Holzworth      | 2951 Armstrong Drive, Wooster, OH 44691                   | 765.00    |
| Heidi Jeffery       | 3136 Aspen Drive, Wooster, OH 44691                       | 890.00    |
| Dawn Hoisington     | 400 South Main Street, Creston, OH 44217                  | 3,425.00  |
| Teresa DeRodes      | 296 Co. Rd. 620, West Salem, OH 44287                     | 696.00    |
| Teresa DeRodes      | 296 Co. Rd. 620, West Salem, OH 44287                     | 247.00    |
| Archie Haynes       | 2655 Columbus Road, Wooster, OH 44691                     | 545.00    |
| Kevin Hookway       | Apt. 5, 1301 E. Easton Road, Creston, OH 44217            | 215.00    |
| Paula Smith         | 6901 Rohrer Road, Wooster, OH 44691                       | 1,865.00  |
| Maurine Cutting     | 150 Carson Drive, Apple Creek, OH 44606                   | 3,340.00  |
| Rick Dice           | 199 Cannon Drive, Wooster, OH 44691                       | 945.00    |
| Rick Dice           | 199 Cannon Drive, Wooster, OH 44691                       | 195.00    |
| Laurie McCune       | 7011 Atlantic Avenue, Sterling, OH 44276                  | 2,100.00  |
| Laurie McCune       | 7011 Atlantic Avenue, Sterling, OH 44276                  | 2,400.00  |
| Jay Breneman        | 8297 Akron Road, Sterling, OH 44276                       | 700.00    |
| Trena Sheppard      | 14636 Maple Valley Drive, Burbank, OH 44214               | 2,900.00  |
| Regina Fleming      | 7385 Millbrook Road, Shreve, OH 44676                     | 1,190.00  |
| Glenda Wertz        | 577 East Steiner Road, Creston, OH 44217                  | 3,402.00  |
| Glenda Wertz        | 577 East Steiner Road, Creston, OH 44217                  | 398.00    |
| James Ebert         | 8193 Zimmerman Road, Wooster, OH 44691                    | 985.00    |
| James Ebert         | 8193 Zimmerman Road, Wooster, OH 44691                    | 225.00    |
| Teresa Hess         | 1353 North Geyers Chapel, Wooster, OH 44691               | 161.00    |
| Jay Breneman        | 8297 Akron Road, Sterling, OH 44276                       | 1,005.00  |
| Jay Breneman        | 8297 Akron Road, Sterling, OH 44276                       | 65.00     |
| Larry White         | 13155 St. Rt. 39, Big Prairie, OH 44611                   | 190.00    |
| Wilma Nelson        | 2402 Messner Road, Wooster, OH 44691                      | 5,250.00  |
| Cindy Ringler       | 3720 Lauraland Avenue, Wooster, OH 44691                  | 750.00    |
| Sue Huffman         | 4400 Melrose Drive, Lot 100, Wooster, OH 44691            | 950.00    |
| Fred Hawkins        | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 1,293.00  |
| Fred Hawkins        | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 382.00    |
| Sue Nelson          | 542 Massillon Road, Millersburg, OH 44654                 | 1,860.00  |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 1,120.00  |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 395.00    |
| Nancy Swiger        | 4202 Wilmar Drive, Akron, OH 44319                        | 315.00    |
| Heidi Jeffery       | 3136 Aspen Drive, Wooster, OH 44691                       | 975.00    |
| Kevin Austin        | 400 Twp. Rd. 2252, Jeromesville, OH 44840                 | 405.00    |

| Name            | Address  | Amount   |
|-----------------|--|----------|
| Kevin Austin    | 400 Twp. Rd. 2252, Jeromesville, OH 44840                  | \$ 75.00 |
| Kim Crosby      | Apt. A, 2770 A Winchester Woods, Wooster, OH 44691         | 360.00   |
| James Ebert     | 8193 Zimmerman Road, Wooster, OH 44691                     | 800.00   |
| Cathy Firebaugh | 8266 Fountain Nook Road, Apple Creek, OH 44606             | 8,250.00 |
| Kenneth Wise    | 3913 N. Rockwell #247, POB 326, Bethany, OK 73008          | 4,100.00 |
| William Jacobs  | 2720 Heyl Road, Wooster, OH 44691                          | 645.00   |
| Becky Chenevey  | #103 The Greens, 2447 Wetherington Lane, Wooster, OH 44691 | 865.00   |
| Serafin Gerado  | 1064 Devonshire Lane, Mansfield, OH 44907                  | 1,160.00 |
| Kevin Hookway   | Apt. 5, 1301 East Easton Road, Creston, OH 44217           | 4,000.00 |
| Sue Huffman     | 4400 Melrose Drive, Lot 100, Wooster, OH 44691             | 1,180.00 |
| Julie Gerardo   | 210 Pearl Street, Wooster, OH 44691                        | 2,125.00 |
| Dorinda Hoff    | 860 Eby Road, Wooster, OH 44691                            | 710.00   |
| Judy Nussbaum   | 3606 Sylvan Road, Wooster, OH 44691                        | 2,175.00 |
| Jeff Scheibe    | 620 West Moreland Road, Wooster, OH 44691                  | 4,830.00 |
| Janet Gatten    | 1313 Geyers Chapel Road, Wooster, OH 44691                 | 2,065.00 |
| Sue Dixon       | 117 East Clark Road, Wooster, OH 44691                     | 1,040.00 |
| Sue Dixon       | 117 East Clark Road, Wooster, OH 44691                     | 185.00   |
| Nate Messerly   | 4594 Ely Road, Wooster, OH 44691                           | 400.00   |
| Vickie Dutter   | 7513 Hutton Road, Smithville, OH 44677                     | 270.00   |
| Kevin Schmid    | 11103 CR 329, Shreve, OH 44676                             | 2,340.00 |
| Sharon Rucker   | 862 Woodsedge Court, Wooster, OH 44691                     | 3,550.00 |
| Linda Wolbaugh  | 6343 Rio Grande Drive, Apple Creek, OH 44606               | 5,400.00 |
| Becky Chenevey  | #103 The Greens, 2447 Wetherington Lane, Wooster, OH 44691 | 885.00   |
| Teresa DeRodes  | 296 Co. Rd. 620, West Salem, OH 44287                      | 1,781.00 |
| Teresa DeRodes  | 296 Co. Rd. 620, West Salem, OH 44287                      | 1,169.00 |
| Linda Riggs     | 688 East Milltown Road, Wooster, OH 44691                  | 120.00   |
| Marty Christman | 2730 North Apple Creek Road, Wooster, OH 44691             | 1,000.00 |
| Gary Kline      | 1290 TR 63, West Salem, OH 44287                           | 485.00   |
| Lisa Morrow     | 7862 Hoy Road, Fredericksburg, OH 44627                    | 1,245.00 |
| Alice Hawkins   | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691  | 3,642.00 |
| Alice Hawkins   | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691  | 3,430.00 |
| Alice Hawkins   | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691  | 1,228.00 |
| Beverly Chelski | 6886 Blachleyville Road, Wooster, OH 44691                 | 870.00   |
| Ronald Clipp    | 7190 Lakeside Drive, Shreve, OH 44676                      | 1,630.00 |
| Marty Christman | 2730 North Apple Creek Road, Wooster, OH 44691             | 1,000.00 |
| Lisa Swift      | 7447 Haas Road, Wooster, OH 44691                          | 930.00   |
| Pam Leach       | 6463 Cleveland Road, Wooster, OH 44691                     | 300.00   |
| Tim Swift       | 7447 Haas Road, Wooster, OH 44691                          | 980.00   |
| Cindy Becker    | 10490 Schwartzwalder Road, Shreve, OH 44676                | 425.00   |
| Robin Fries     | 3142 Valley Road, Wooster, OH 44691                        | 500.00   |
| Mark Rutherford | 2447 Monterey, Wooster, OH 44691                           | 3,150.00 |
| Jeff Wike       | 1110 Nelson Avenue, Wooster, OH 44691                      | 700.00   |
| Dana Taylor     | 419 Nold Avenue, Wooster, OH 44691                         | 120.00   |

| Name                | Address   | Amount       |
|---------------------|---|--------------|
| Marilyn Everett     | 9727 Etling Drive, Marshallville, OH 44645                | \$ 482.00    |
| Terry White         | 13155 St. Rt. 39, Big Prairie, OH 44611                   | 205.00       |
| Benjamin Barker     | 1822 Highland Park Road, Wooster, OH 44691                | 475.00       |
| Scott Kantenwein    | 3089 South Elyria Road, Wooster, OH 44691                 | 985.00       |
| Scott Kantenwein    | 3089 South Elyria Road, Wooster, OH 44691                 | 975.00       |
| Scott Kantenwein    | 3089 South Elyria Road, Wooster, OH 44691                 | 160.00       |
| Rocky Smith         | 12506 Twp. Rd. 217, Big Prairie, OH 44611                 | 660.00       |
| Lisa McMillen       | 1245 Center Drive, Wooster, OH 44691                      | 1,550.00     |
| Kori Badger         | 945 Green Valley Lane, Wooster, OH 44691                  | 890.00       |
| Terry Sliffe        | 530 North Walnut Street, Wooster, OH 44691                | 945.00       |
| Karen Ewing         | 6709 Twp. Rd. 522, Millersburg, OH 44654                  | 920.00       |
| Karen Ewing         | 6709 Twp. Rd. 522, Millersburg, OH 44654                  | 190.00       |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 210.00       |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 1,630.00     |
| Judy Bates          | 4505 Ely Road, Wooster, OH 44691                          | 2,130.00     |
| Terry White         | 13155 St. Rt. 39, Big Prairie, OH 44611                   | 205.00       |
| Denver Hoff         | 860 Eby Road, Wooster, OH 44691                           | 835.00       |
| Donna Holderman     | 254 North Summit Street, Smithville, OH 44677             | 750.00       |
| Donna Holderman     | 254 North Summit Street, Smithville, OH 44677             | 725.00       |
| Teresita Grunder    | 6215 Cleveland Road, Wooster, OH 44691                    | 185.00       |
| Stanley Hoover      | 6224 Heyl Road, Wooster, OH 44691                         | 560.00       |
| Kelly Becker        | 498 Smith Avenue, Dalton, OH 44618                        | 765.00       |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 985.00       |
| Anita Polen         | 629 Cobblestone Court, Wooster, OH 44691                  | 865.00       |
| Lisa Morrow         | 7862 Hoy Road, Fredericksburg, OH 44627                   | 780.00       |
| Karen Stough        | 1444 Twp. Rd. 35, Wooster, OH 44691                       | 815.00       |
| Joni Faught         | 4455 Blachleyville Road, Wooster, OH 44691                | 1,720.00     |
| Linda Riggs         | 688 East Milltown Road, Wooster, OH 44691                 | 860.00       |
| Tim Franck          | 1560 Barnes Drive, Wooster, OH 44691                      | 1,160.00     |
| Alice Hawkins       | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 420.00       |
| Alice Hawkins       | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 145.00       |
| Tim Swift           | 7447 Haas Road, Wooster, OH 44691                         | 1,060.00     |
| Fred Hawkins        | 2447 Wetherington Lane, 110 The Greens, Wooster, OH 44691 | 2,400.00     |
| Rod Traver          | 1987 Honeytown Road, Wooster, OH 44691                    | 3,450.00     |
| Rhonda Pasqueriello | POB 1675, Wooster, OH 44691                               | 733.00       |
| Rhonda Pasqueriello | POB 1675, Wooster, OH 44691                               | 152.00       |
| Lisa Lough          | 124 Mohican Avenue, Orrville, OH 44667                    | 320.00       |
| TOTAL EMPLOYEES     |   | \$212,766.00 |

## 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