

CSB BANCORP INC /OH  
Form 11-K  
June 28, 2012  
Table of Contents

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**FORM 11-K**

(Mark One)

**ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2011

OR

**TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number 0-21714

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

**The Commercial & Savings Bank**

**401(k) Retirement Plan**

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

**CSB Bancorp, Inc.**

**91 North Clay Street**

**Millersburg, Ohio 44654**

**Table of Contents**

**REQUIRED INFORMATION**

1. Audited Financial Statements and Supplemental Schedule of The Commercial & Savings Bank 401(k) Retirement Plan Including: The Report of Independent Registered Public Accounting Firm: Statements of Net Assets Available for Benefits as of December 31, 2011 and 2010; and Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2011 and 2010.

2. Exhibit 23  
Consent of Independent Registered Public Accounting Firm S.R.Snodgrass, A.C.

**Table of Contents**

THE COMMERCIAL & SAVINGS BANK

401(k) RETIREMENT PLAN

MILLERSBURG, OHIO

AUDIT REPORT

DECEMBER 31, 2011

**Table of Contents**

THE COMMERCIAL & SAVINGS BANK

401(k) RETIREMENT PLAN

DECEMBER 31, 2011

	Page Number
<u>Report of Independent Registered Public Accounting Firm</u>	1
<u>Statement of Net Assets Available for Benefits</u>	2
<u>Statement of Changes in Net Assets Available for Benefits</u>	3
<u>Notes to Financial Statements</u>	4 - 10
Supplemental Information	11

**Table of Contents**

**REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

Trustees of The Commercial & Savings Bank 401(k) Retirement Plan

Millersburg, Ohio

We have audited the accompanying statement of net assets available for benefits of The Commercial & Savings Bank 401(k) Retirement Plan (the Plan ) as of December 31, 2011 and 2010, and the related statement of changes in net assets available for benefits for the years then ended. These financial statements are the responsibility of the Plan s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of The Commercial & Savings Bank 401(k) Retirement Plan as of December 31, 2011 and 2010, and the changes in net assets available for benefits for the years then ended, in conformity with U.S. generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedule of assets held for investment purposes as of December 31, 2011, is presented for the purpose of additional analysis and is not a required part of the basic financial statements, but is supplementary information required by the United States Department of Labor Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedule is the responsibility of the Plan s management. The supplemental schedule has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ S.R. Snodgrass, A.C.

Wexford, PA

June 28, 2012

**Table of Contents**

## THE COMMERCIAL &amp; SAVINGS BANK

## 401(k) RETIREMENT PLAN

## STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2011	2010
<b>ASSETS</b>		
Participant directed investments at fair value:		
Money market mutual funds	\$ 1,080,914	\$ 1,229,253
Mutual funds	4,338,734	3,868,053
Common stock	1,089,420	949,178
 Total Participant-directed investments	 6,509,068	 6,046,484
Employer profit sharing contributions	135,175	129,068
Notes receivable from participants	81,296	23,751
Interest receivable	2,279	0
Cash and cash equivalents	17,991	191,763
 Total assets available for benefits	 6,745,809	 6,391,066
<b>LIABILITIES</b>		
Benefits payable	2,557	1,061
 Net assets available for benefits	 \$ 6,743,252	 \$ 6,390,005

The accompanying notes are an integral part of these financial statements.

**Table of Contents**

## THE COMMERCIAL &amp; SAVINGS BANK

## 401(K) RETIREMENT PLAN

## STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31,

	2011	2010
<b>ADDITIONS IN NET ASSETS ATTRIBUTED TO:</b>		
<b>INVESTMENT INCOME:</b>		
Net (depreciation) appreciation in fair value of investments	\$ (79,113)	\$ 401,982
Realized gain (loss) on sale of investments	22,695	(24,709)
Interest and dividends, including \$44,489 and \$37,620 of dividends from CSB Bancorp, Inc., common stock	133,624	109,921
Total investment income	77,206	487,194
Employee contributions	351,781	339,848
Rollover contributions	137,508	393,107
Employer contributions	231,744	221,931
Total contributions	721,033	954,886
Total additions	798,239	1,442,080
<b>DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:</b>		
Benefits paid directly to participants	444,992	221,325
Total deductions	444,992	221,325
Net increase	353,247	1,220,755
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
Beginning of the year	6,390,005	5,169,250
End of the year	\$ 6,743,252	\$ 6,390,005

The accompanying notes are an integral part of these financial statements.



**Table of Contents**

THE COMMERCIAL & SAVINGS BANK

401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN

The following brief description of The Commercial & Savings Bank 401(k) Retirement Plan (the Plan) is provided for general information purposes only. Interested participants should refer to the Plan document for a more comprehensive description of the Plan's provisions.

**General**

The Plan is a defined contribution plan covering the employees of The Commercial and Savings Bank (the Bank), who have completed three months of service, attained age 21, and completed required service hours. The Plan includes a 401(k) before-tax savings feature, which permits participants to defer compensation under Section 401(k) of the Internal Revenue Code. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Plan is not covered by the Pension Benefit Guaranty Corporation.

**Contributions**

Plan participants may defer and contribute up to 100 percent of their annual compensation, as defined in the Plan's agreement, subject to certain limitations as specified in the Internal Revenue Code. The Plan presently offers nine mutual funds, a money market fund, and CSB Bancorp, Inc., common stock as investment options for Plan participants.

The Bank has agreed to make periodic matching contributions of 50 percent of each participant's elective deferral contribution, up to a maximum of 2 percent of annual compensation (as defined). The Plan also stipulates the Bank may make discretionary profit sharing contributions. To receive the annual profit sharing contributions, a participant must be employed at the Bank on the last day of the Plan year unless the participant has died, become disabled, or reached normal retirement age during the year. The Bank's profit sharing contributions are generally made in the first quarter subsequent to the Plan's year end.

**Participant Accounts**

Each participant's account is credited with the participant's compensation deferral contribution, an allocation of the Bank's matching and profit sharing contributions, and an allocation of the investment earnings or loss of the funds in which the participant chooses to invest.

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Vesting**

Participants are immediately vested in their voluntary contributions plus or minus actual earnings or losses thereon. Vesting in the sponsor's contributions in the Plan, plus earnings or losses thereon is based on years of continuous service. Participants vest at the rate of 33 percent per year and are fully vested after three years of credited service.

**Table of Contents**

NOTE 1 - DESCRIPTION OF PLAN (continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their account balance. The loans are secured by the balance in the participant's account and bear fixed interest rates that range from 4.25 percent to 5.0 percent, which are commensurate with local prevailing rates as determined monthly by the plan administrator. Principal and interest is paid ratably through bi-weekly payroll deductions.

Payment of Benefits

The normal retirement date is the date a participant reaches age 59.5. When a participant reaches the normal retirement date, terminates employment with the Bank, becomes totally disabled, or dies while participating in the Plan, they are entitled to receive the vested amount in their individual account.

If a participant dies before receiving all of the benefits in their account, the surviving spouse will receive the remainder in the participant's account as a lump sum or in installments. If the participant is not married at the time of death, the participant's beneficiary may elect to receive the remainder in the account in either a lump sum or in installments.

If benefits are elected to be received in installments, the installments may be made monthly, quarterly or annually over a period not to exceed the participant's life expectancy or the joint life expectancy of the participant and designated beneficiary at the time the election is made.

Forfeitures

In the event a participant terminates prior to becoming fully vested, the unvested portion of the participant's matching and profit sharing contributions represent forfeitures. Matching contribution and profit sharing forfeitures revert back to the Plan and are allocated to all active participants based on relative compensation.

Forfeitures, including employer matching and profit sharing contributions, allocated to active participants aggregated \$323 and \$2,342 at December 31, 2011 and 2010, respectively.

**Table of Contents**

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting principles followed by the Plan and the methods of applying these principles conform with U.S. generally accepted accounting principles.

A summary of the significant accounting and reporting policies applied in the presentation of the accompanying financial statements follows:

Accounting Estimates

The financial statements have been prepared in conformity with U.S. generally accepted accounting principles. In preparing the financial statements, management is required to make estimates and assumptions that affect the reported amounts and disclosures. Actual results could differ significantly from those estimates.

Valuation of Investments and Income Recognition

The Plan's investments are stated at fair value. The fair value of mutual funds is determined using the quoted net asset value of the specified fund. The fair value of CSB Bancorp, Inc. common stock is determined based on a quoted market price. Cash equivalents are valued at cost, which approximates fair value.

The net appreciation (depreciation) in fair value of investments includes investments purchased, sold, and held during the year. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Administrative Expenses

Certain administrative functions are performed by officers and employees of the Bank. No such officer or employee receives compensation from the Plan. Certain other administrative expenses relating to participant record keeping, investment trust services, plan audit and Form 5500 preparation are paid directly by the Bank. Such costs amounted to \$61,849 and \$48,387 for the year ended December 31, 2011 and 2010, respectively.

**Table of Contents**

NOTE 3 - INVESTMENTS

The Plan investments are administered by The Commercial & Savings Bank Trust Department (Trustee) under a trust agreement dated August 15, 2007.

The fair values of investments by investment type of the Plan's net assets available for benefits as of December 31 are as follows:

	2011		2010	
	Fair Value	%	Fair Value	%
Money market mutual fund	\$ 1,080,914	16.6	\$ 1,229,253	20.3
Common Stock:				
Financial	1,089,420	16.7	949,178	15.7
Equity Mutual Funds:				
Emerging markets	61,901	1.0		
International	403,075	6.2	471,470	7.8
Large cap	1,481,749	22.8	1,447,265	23.9
Mid cap	764,439	11.7	568,862	9.4
Small cap	464,087	7.1	287,055	4.8
Fixed Income Mutual Funds:				
Government	1,163,483	17.9	1,093,401	18.1
	\$ 6,509,068	100.0%	\$ 6,046,484	100.0%

The Plan's investments change in fair value for the years ended December 31, are as follows:

	Net Change	
	in Fair Value During Year 2011	2010
Mutual funds	\$ (172,223)	\$ 367,496
Common stock	93,110	34,486
Net (depreciation) appreciation in fair value	\$ (79,113)	\$ 401,982

NOTE 4 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Bank has the right, under the Plan, to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of termination of the Plan, participants will become 100 percent vested in their accounts.

## **Table of Contents**

### NOTE 5 - TAX STATUS

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability or asset if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the plan, and has concluded that as of December 31, 2011, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or asset or disclosure in the financial statements. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. On March 31, 2008 the Internal Revenue Service issued a letter to Retirement Direct LLC., provider of the Bank's Prototype Plan, that the form of Plan submitted was acceptable for use by employers for the benefit of their employees in accordance with applicable sections of the Internal Revenue Code. As a result, the Plan Administrator believes that the plan is designed and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code.

### NOTE 6 - RELATED-PARTY TRANSACTIONS

The Plan invests in the common stock of the Plan Sponsor parent. Therefore, these transactions qualify as party-in-interest transactions. Other transactions which may be considered parties-in-interest transactions relate to normal Plan management and administrative services.

### NOTE 7 - FAIR VALUE MEASUREMENTS

The Plan provides disclosures about assets and liabilities carried at fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities and lowest priority to unobservable inputs. The three broad levels of the fair value hierarchy are described below:

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

Level II: Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level II input must be observable for substantially the full term of the asset or liability.

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Following is a description of the valuation methodologies used for assets measured at fair value.

*Common stocks:* Valued at the closing price reported on the active market on which the individual securities are traded.

**Table of Contents**

## NOTE 7 - FAIR VALUE MEASUREMENTS (continued)

*Mutual funds:* Valued at the net asset value ( NAV ) of shares held by the plan at year end.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011 and 2010:

	December 31, 2011			Total
	Level I	Level II	Level III	
<b>Equity Mutual Funds:</b>				
Emerging Markets	\$ 61,901	\$	\$	\$ 61,901
International	403,075			403,075
Large Cap	1,481,749			1,481,749
Mid Cap	764,439			764,439
Small Cap	464,087			464,087
<b>Fixed Income Mutual Funds:</b>				
Government	1,163,483			1,163,483
<b>Common Stock:</b>				
Financial	1,089,420			1,089,420
<b>Total Assets at Fair Value</b>	<b>\$ 5,428,154</b>	<b>\$</b>	<b>\$</b>	<b>\$ 5,428,154</b>

	December 31, 2010			Total
	Level I	Level II	Level III	
<b>Equity Mutual Funds</b>				
International	\$ 471,470	\$	\$	\$ 471,470
Large Cap	1,447,265			1,447,265
Mid Cap	568,862			568,862
Small Cap	287,055			287,055
<b>Fixed Income Mutual Funds:</b>				
Government	1,093,401			1,093,401
<b>Common Stock:</b>				
Financial	949,178			949,178
<b>Total Assets at Fair Value</b>	<b>\$ 4,817,231</b>	<b>\$</b>	<b>\$</b>	<b>\$ 4,817,231</b>

## NOTE 8 - FAIR VALUE OF FINANCIAL INSTRUMENTS

The Plan discloses the estimated fair value of its financial instruments. Financial instruments are defined as cash, evidence of ownership interest in an entity, or a contract, which creates an obligation or right to receive or deliver cash or another financial instrument from/to a second entity on potentially favorable or unfavorable terms. Fair value is defined as the amount at which a financial instrument could be exchanged in a current transaction between willing parties other than in a forced liquidation or sale. If a quoted market price is available for a financial instrument, the estimated fair value would be calculated based upon the market price per trading unit of the instrument.

Investments in mutual funds, common stock, employer interest receivable, notes receivable from participants, benefits payable and cash and cash equivalents would be considered financial instruments. At December 31, 2011 and 2010, the carrying amounts of these financial instruments are

at fair value.

**Table of Contents**

NOTE 9 - RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Benefits.



**Table of Contents**

## THE COMMERCIAL &amp; SAVINGS BANK

## 401(K) RETIREMENT PLAN

## SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

EMPLOYER IDENTIFICATION NUMBER 34-0159850

PLAN NUMBER - 002

DECEMBER 31, 2011

(a)	(b) Identity of issuer	(c) Shares	Description of investment, including maturity date, rate of interest, collateral or	(d) Par	(e) Current Value
	<u>Mutual Funds:</u>				
	Federated Government money market fund	1,080,914		\$ 1,080,914	\$ 1,080,914
	Federated Income Trust	63,247		655,383	676,109
	Federated US Government Securities, 2-5 yr	33,659		389,991	391,123
	T Rowe Price Capital Appreciation	26,070		501,534	537,564
	T Rowe Price Growth Stock Fund	23,611		575,538	751,546
	Vanguard 500 Index Fund Investor	1,664		183,504	192,639
	Vanguard Emerging Markets	2,567		77,296	61,901
	Vanguard Inflation-Protected Securities	6,821		90,147	96,251
	Vanguard International Value Fund Investor	15,136		505,423	403,075
	Vanguard Mid-Cap Index Fund Investor	38,903		752,179	764,439
	Vanguard Small Cap Growth Index Fund Investor	21,596		417,160	464,087
					5,419,648
	Notes receivable from participants				81,296
*	Common Stock - CSB Bancorp, Inc.	65,040		1,277,956	1,089,420
	<u>Cash and cash equivalents:</u>				
	Cash				17,991
	Total				\$ 6,608,355

\* Party-in- interest

**Table of Contents**

**SIGNATURES**

*The Plan.* Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

The Commercial & Savings Bank  
401 (k) Retirement Plan

DATE  
June 28, 2012

/s/ Thomas S. Rumbaugh  
as Plan Administrator

**Table of Contents**

**EXHIBITS INDEX**

Exhibit No.	Description	Page no.
23	Consent of Independent Registered Public Accounting Firm	14