

TIMKEN CO  
Form 11-K  
June 30, 2014

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 11-K

ý ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934  
For the fiscal year ended December 31, 2013

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

For the transition period from to  
Commission file number: 1-1169

THE TIMKEN COMPANY SAVINGS PLAN FOR CERTAIN BARGAINING ASSOCIATES  
(Full title of the Plan)

THE TIMKEN COMPANY, 4500 Mt. Pleasant St., NW,  
North Canton, OH 44720-5450  
(Name of issuer of the securities held pursuant to the Plan and the address of its principal executive office)

---

Table of Contents

The Timken Company Savings Plan  
for Certain Bargaining Associates

Unaudited Financial Statements  
December 31, 2013 and 2012, and Year Ended December 31, 2013

Table of Contents

|   |           |
|---|-----------|
| <u>Statements of Net Assets Available for Benefits</u>                | <u>1</u>  |
| <u>Statement of Changes in Net Assets Available for Benefits</u>      | <u>2</u>  |
| <u>Notes to Financial Statements</u>                                  | <u>3</u>  |
| Supplemental Schedule   |           |
| <u>Schedule H, Line 41 - Schedule of Assets (Held at End of Year)</u> | <u>17</u> |

---

The Timken Company Savings Plan  
for Certain Bargaining Associates

Statements of Net Assets Available for Benefits  
(unaudited)

|   | December 31, |             |
|---|--------------|-------------|
|   | 2013         | 2012        |
| Assets  |              |             |
| Investments, at fair value:   |              |             |
| Interest in The Master Trust Agreement for The Timken Company Defined Contribution Plans  | \$5,900,330  | \$1,794,169 |
| Receivables:  |              |             |
| Contribution receivable from participants   | 5,063        | —           |
| Contributions receivable from The Timken Company  | 2,383        | —           |
| Participant notes receivable  | 293,673      | —           |
|   | 301,119      | —           |
| Total assets reflecting investments at fair value   | 6,201,449    | 1,794,169   |
| Adjustment from fair value to contract value for interest in The Master Trust Agreement for The Timken Company Defined Contribution Plans relating to fully benefit-responsive investment contracts | (245         | ) (9,837    |
| Net assets available for benefits   | \$6,201,204  | \$1,784,332 |

See accompanying notes.

The Timken Company Savings Plan  
for Certain Bargaining Associates

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2013  
(unaudited)

Additions

Investment income:

Net investment gain from The Master Trust Agreement for The Timken Company Defined Contribution Plans \$501,106

Interest income from participant notes 7,462

Contributions:

Participants 143,627

The Timken Company 54,014

197,641

Total Additions 706,209

Deductions

Benefits paid directly to participants 454,238

Administrative expenses 200

Total deductions 454,438

Net increase prior to transfers 251,771

Transfers in 4,165,101

Net increase 4,416,872

Net assets available for benefits:

Beginning of year 1,784,332

End of year \$6,201,204

See accompanying notes.

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (unaudited)  
December 31, 2013 and 2012, and Year Ended December 31, 2013

1. Description of the Plan

The following description of The Timken Company Savings Plan for Certain Bargaining Associates (the Plan) provides only general information. Participants should refer to the Summary Plan Description for a more complete description of the Plan's provisions. The Plan was established on February 16, 2003. On February 16, 2003, The Timken Company (Timken) acquired Ingersoll-Rand Company Limited's Engineered Solutions business, which was comprised of certain operating assets and subsidiaries including The Torrington Company. On July 1, 2013, Timken merged the Timken Gears & Services Savings Plan into the Plan and renamed the Plan as The Timken Company Savings Plan for Certain Bargaining Associates. Effective January 1, 2014 the Company amended and restated the Plan in its entirety to allow certain employees of TSB Metal Recycling LLC to participate in the Plan and to make certain other changes to the Plan.

General

During 2006, The Timken Company closed its Standard Plant, the full-time hourly employees of which were represented by the United Auto Workers Local 1645. As a result of this transaction, all participants in the Plan terminated their employment with The Timken Company and the Plan will no longer have any new participants or contributions from Local 1645. The Plan is a defined contribution plan which covered full-time hourly employees of Timken who are represented by the United Auto Workers (UAW) Local 864 and the International Association of Machinists (IAM) Local 311. Employees of Timken represented by UAW Local 864 and IAM Local 311 become eligible to participate in the Plan following the completion of 60 consecutive days of employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Under the provisions of the Plan, UAW Local 864 and IAM Local 311 participants are able to elect to contribute up to 18% of their eligible earnings and Workers United Local 10 participants are able to elect up to 75% of their eligible earnings on a pretax basis directly to the Plan subject to Internal Revenue Service (IRS) limitations. Participants are also able to contribute amounts representing distributions from other qualified defined benefit or 401(k) defined contribution plans. For employees represented by UAW Local 864 and Workers United Local 10, Timken matches participant contributions, "Company Matching Contributions" at an amount equal to 100% on the first 3% of the participant's eligible earnings. The plan also provides a 3% non-elective contribution (Company Non-elective Contribution) for all employees represented by UAW 864. The compensation used to determine the Company Matching Contribution and the Company Non-elective Contribution for UAW Local 864 participants is equal to 100% of the employee's base hourly rate for the first forty hours per week plus 50% of overtime earnings.

Upon enrollment, a participant is required to direct his or her contribution in 1% increments to any of the Plan's investment options. Participants have access to their account information and the ability to make changes on a daily basis, subject to the next available payroll for contribution change election, through an automated telecommunications system. Account information and certain changes may also be made through the Internet.

Participant Accounts

Each participant's account was credited with the participant's contributions and allocations of (a) Timken's contributions and (b) Plan earnings, and is charged with an allocation of administrative expenses. Plan earnings are allocated based on the participant's share of net earnings or losses of their respective elected investment options. Allocations of administrative expenses are based on the participant's account balances, as defined. Forfeited balances of terminated participants' nonvested accounts are used to reduce future Company Matching Contributions and Company Non-elective Contributions. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants were immediately vested in their contributions and rollover contributions plus actual earnings thereon. Vesting in the Company Matching Contribution portion of their account plus actual earnings thereon is also immediate.

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

#### Participant Notes Receivable

Participants may borrow from their account related to their participant contributions and rollover contributions with a minimum of \$1,000 up to a maximum equal to the lesser of (1) \$50,000 minus the excess of the highest outstanding loan balance during the past 12 months or (2) 50% of their account balance related to participant contributions and rollover contributions. Loan terms generally cannot exceed five years for general purpose loans and thirty years for residential loans.

The loans are secured by the balance in the participant's vested account and bear interest at an interest rate of 1% in excess of the prime rate, as published in the *Wall Street Journal* on the first business day of the month in which the loan is granted. Principal and interest are paid ratably through payroll deductions.

#### Payment of Benefits

Upon termination of service with The Timken Company due to the closure of the Standard Plant, participants having a vested account balance greater than \$1,000 were given the option of (i) transferring their account balance to another plan, (ii) receiving a lump-sum amount equal to the vested balance of their account, (iii) receiving installment payments of their vested assets over a period of time not to exceed their life expectancy, or (iv) leaving their vested account balance in the Plan. Participants having a vested account balance less than \$1,000 received a lump-sum amount equal to their vested account balance. Participants electing to leave their vested assets in the Plan may do so until age  $70\frac{1}{2}$  after which time the lump-sum or installment distribution options would apply.

Hardship withdrawals are allowed for participants incurring an immediate and severe financial need, as defined by the Plan. Hardship withdrawals are strictly regulated by the IRS and a participant must exhaust all available loan options and distributions prior to requesting a hardship withdrawal.

#### Transfers between Plans

Certain participants who change job positions within the Company and, as a result, are covered under a different defined contribution plan offered by the Company may be eligible to transfer his or her account balance between plans.

#### Plan Termination

Although it has not expressed any interest to do so, Timken 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 Plan termination, the Plan's trustee, JP Morgan (Trustee), shall distribute to each participant the vested balance in their separate account.

## 2. Accounting Policies

#### Basis of Accounting

The financial statements have been prepared on the accrual basis of accounting.

#### Investment Valuation and Income Recognition

The Plan's investments are stated at fair value and are invested in The Master Trust Agreement for the Timken Defined Contribution Plans (Master Trust), which was established for the investment of assets of the Plan and the four other defined contribution plans sponsored by The Timken Company.

The Plan's trustee maintains a collective investment trust of Timken common shares in which the Company's defined contribution plans participate on a unit basis. Timken common shares are traded on a national securities exchange and participation units in The Timken Company Common Stock Fund are valued at the last reported sales price on the last business day of the plan year.

Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date.





The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

Participant Notes Receivable

Participant notes receivable represents participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2013 or 2012. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles (U.S. GAAP) requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates

3. Investments

The Plan's assets are held in the Master Trust, commingled with assets of other Company-sponsored benefit plans. Each participating plan's interest in the investment funds (i.e., separate accounts) of the Master Trust is based on account balances of the participants and their elected investment funds. The Master Trust assets are allocated among the participating plans by assigning to each plan those transactions (primarily contributions, benefit payments, and plan-specific expenses) that can be specifically identified and by allocating among all plans, in proportion to the fair value of the assets assigned to each plan, income and expenses resulting from the collective investment of the assets of the Master Trust. The Plan's ownership percentage in the Master Trust as of December 31, 2013 and 2012 was 0.41% and 0.14%, respectively.

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

The following tables present the fair values of investments in the Master Trust and the Plan's ownership percentage in each investment fund of the Master Trust:

|   | December 31, 2013               |                  |                                       |                      |  |   |                    |                   |       |
|---|---------------------------------|------------------|---------------------------------------|----------------------|--|---|--------------------|-------------------|-------|
|   | Cash and<br>Cash<br>Equivalents | Company<br>Stock | Registered<br>Investment<br>Companies | Common<br>Collective | Government<br>and Agency<br>Securities | Mortgage<br>and Asset<br>Backed<br>Securities | Corporate<br>Bonds | Wrap<br>Contracts | Total |
| Investment,<br>at Fair<br>Value:<br>The Timken<br>Company<br>Common<br>Stock Fund | \$2,272,411                     | \$311,718,611    | \$—                                   | \$—                  | \$—                                    | \$—   | \$—                | \$—               | 313   |
| Morgan<br>Stanley<br>Small<br>Company<br>Growth<br>American<br>Funds              | —                               | —                | 26,341,600                            | —                    | —                                      | —   | —                  | —                 | 26,3  |
| EuroPacific<br>Growth<br>American<br>Funds  | —                               | —                | 122,203,443                           | —                    | —                                      | —   | —                  | —                 | 122   |
| Washington<br>Mutual<br>Investors<br>American<br>Beacon<br>Small Cap<br>Value     | —                               | —                | 37,090,782                            | —                    | —                                      | —   | —                  | —                 | 37,0  |
| Vanguard<br>Target<br>Retirement<br>Income  | —                               | —                | 32,171,620                            | —                    | —                                      | —   | —                  | —                 | 32,1  |
| Vanguard<br>Target<br>Retirement<br>2015  | —                               | —                | 25,366,044                            | —                    | —                                      | —   | —                  | —                 | 25,3  |
| Vanguard<br>Target<br>Retirement<br>2025  | —                               | —                | 74,178,696                            | —                    | —                                      | —   | —                  | —                 | 74,1  |
| Vanguard<br>Target<br>Retirement<br>2025  | —                               | —                | 49,463,045                            | —                    | —                                      | —   | —                  | —                 | 49,4  |
| Vanguard<br>Target  | —                               | —                | 42,757,483                            | —                    | —                                      | —   | —                  | —                 | 42,7  |

Edgar Filing: TIMKEN CO - Form 11-K

|  |             |               |               |               |              |              |              |        |       |
|--|-------------|---------------|---------------|---------------|--------------|--------------|--------------|--------|-------|
| Retirement<br>2035<br>Vanguard<br>Target<br>Retirement             | —           | —             | 20,055,670    | —             | —            | —            | —            | —      | 20,0  |
| 2045<br>Vanguard<br>Target<br>Retirement                           | —           | —             | 14,424,622    | —             | —            | —            | —            | —      | 14,4  |
| 2020<br>Vanguard<br>Target<br>Retirement                           | —           | —             | 6,253,997     | —             | —            | —            | —            | —      | 6,25  |
| 2030<br>Vanguard<br>Target<br>Retirement                           | —           | —             | 2,596,672     | —             | —            | —            | —            | —      | 2,59  |
| 2040<br>Vanguard<br>Target<br>Retirement                           | —           | —             | 2,152,852     | —             | —            | —            | —            | —      | 2,15  |
| 2050<br>JPMorgan<br>S&P 500<br>Index                               | —           | —             | —             | 40,380,646    | —            | —            | —            | —      | 40,3  |
| The Timken<br>Company -<br>JPM Bond<br>Fund                        | —           | —             | —             | 7,415,239     | 24,596,335   | 66,456,847   | 18,282,643   | —      | 116   |
| JPMorgan<br>Equity Index   | —           | —             | —             | 180,551,056   | —            | —            | —            | —      | 180   |
| Nuveen<br>Winslow<br>Large-Cap<br>Growth                           | —           | —             | —             | 80,486,000    | —            | —            | —            | —      | 80,4  |
| SSgA<br>Russell<br>2000-A<br>Index                                 | —           | —             | —             | 69,365,489    | —            | —            | —            | —      | 69,3  |
|  | \$2,272,411 | \$311,718,611 | \$455,056,526 | \$378,198,430 | \$24,596,335 | \$66,456,847 | \$18,282,643 | \$—    | \$1,2 |
| JPMorgan<br>Stable Value<br>Fund:<br>JPMorgan<br>Liquidity<br>Fund | —           | —             | —             | 5,763,603     | —            | —            | —            | —      | 5,76  |
| JPMorgan<br>Intermediate<br>Bond Fund                              | —           | —             | —             | 184,514,113   | —            | —            | —            | —      | 184   |
|  | —           | —             | —             | —             | —            | —            | —            | 45,074 | 45,0  |

Wrapper  
Value  
Adjustment  
from fair  
value to  
contract  
value

|     |     |     |                |     |     |     |          |      |
|-----|-----|-----|----------------|-----|-----|-----|----------|------|
| —   | —   | —   | (51,241        | ) — | —   | —   | —        | (51, |
| \$— | \$— | \$— | \$ 190,226,475 | \$— | \$— | \$— | \$45,074 | \$19 |

Net Assets of  
Master Trust

|             |               |               |               |              |              |              |          |       |
|-------------|---------------|---------------|---------------|--------------|--------------|--------------|----------|-------|
| \$2,272,411 | \$311,718,611 | \$455,056,526 | \$568,424,905 | \$24,596,335 | \$66,456,847 | \$18,282,643 | \$45,074 | \$1,4 |
|-------------|---------------|---------------|---------------|--------------|--------------|--------------|----------|-------|

6

---

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

|   | December 31, 2012               |                  |                                       |                      |  |   |                    |                   |              |
|---|---------------------------------|------------------|---------------------------------------|----------------------|--|---|--------------------|-------------------|--------------|
|   | Cash and<br>Cash<br>Equivalents | Company<br>Stock | Registered<br>Investment<br>Companies | Common<br>Collective | Government<br>and Agency<br>Securities | Mortgage<br>and Asset<br>Backed<br>Securities | Corporate<br>Bonds | Wrap<br>Contracts | Total        |
| Investment,<br>at Fair<br>Value:<br>The Timken<br>Company<br>Common<br>Stock Fund | \$1,576,982                     | \$319,117,974    | \$—                                   | \$—                  | \$—                                    | \$—   | \$—                | \$—               | \$32,000,000 |
| Morgan<br>Stanley<br>Small<br>Company<br>Growth                                   | —                               | —                | 14,814,070                            | —                    | —                                      | —   | —                  | —                 | 14,814,070   |
| American<br>Funds<br>EuroPacific<br>Growth  | —                               | —                | 89,314,155                            | —                    | —                                      | —   | —                  | —                 | 89,314,155   |
| American<br>Funds<br>Washington<br>Mutual<br>Investors                            | —                               | —                | 22,783,272                            | —                    | —                                      | —   | —                  | —                 | 22,783,272   |
| American<br>Beacon<br>Small Cap<br>Value  | —                               | —                | 22,868,397                            | —                    | —                                      | —   | —                  | —                 | 22,868,397   |
| Vanguard<br>Target<br>Retirement<br>Income  | —                               | —                | 23,368,634                            | —                    | —                                      | —   | —                  | —                 | 23,368,634   |
| Vanguard<br>Target<br>Retirement<br>2015  | —                               | —                | 70,820,300                            | —                    | —                                      | —   | —                  | —                 | 70,820,300   |
| Vanguard<br>Target<br>Retirement<br>2025  | —                               | —                | 38,937,796                            | —                    | —                                      | —   | —                  | —                 | 38,937,796   |
| Vanguard<br>Target<br>Retirement<br>2035  | —                               | —                | 35,355,304                            | —                    | —                                      | —   | —                  | —                 | 35,355,304   |

Edgar Filing: TIMKEN CO - Form 11-K

|                                     |             |               |               |               |              |              |              |     |                 |
|-------------------------------------|-------------|---------------|---------------|---------------|--------------|--------------|--------------|-----|-----------------|
| Vanguard Target Retirement 2045     | —           | —             | 16,125,154    | —             | —            | —            | —            | —   | 16,125,154      |
| Vanguard Target Retirement 2020     | —           | —             | 6,806,720     | —             | —            | —            | —            | —   | 6,806,720       |
| Vanguard Target Retirement 2030     | —           | —             | 2,645,284     | —             | —            | —            | —            | —   | 2,645,284       |
| Vanguard Target Retirement 2040     | —           | —             | 1,665,490     | —             | —            | —            | —            | —   | 1,665,490       |
| Vanguard Target Retirement 2050     | —           | —             | 800,347       | —             | —            | —            | —            | —   | 800,347         |
| JPMorgan S&P 500 Index              | —           | —             | —             | 32,466,044    | —            | —            | —            | —   | 32,466,044      |
| The Timken Company - JPM Bond Fund  | —           | —             | —             | 8,055,932     | 34,150,439   | 68,750,278   | 24,012,101   | —   | 134,958,750     |
| JPMorgan Equity Index               | —           | —             | —             | 140,491,194   | —            | —            | —            | —   | 140,491,194     |
| Nuveen Winslow Large-Cap Growth     | —           | —             | —             | 63,736,701    | —            | —            | —            | —   | 63,736,701      |
| SSgA Russell 200-A Index            | —           | —             | —             | 48,444,488    | —            | —            | —            | —   | 48,444,488      |
|                                     | \$1,576,982 | \$319,117,974 | \$346,304,923 | \$293,194,359 | \$34,150,439 | \$68,750,278 | \$24,012,101 | \$— | \$1,047,946,827 |
| JPMorgan Stable Value Fund:         |             |               |               |               |              |              |              |     |                 |
| JPMorgan Liquidity Fund             | —           | —             | —             | 32,235,856    | —            | —            | —            | —   | 32,235,856      |
| JPMorgan Intermediate Bond Fund     | —           | —             | —             | 155,036,381   | —            | —            | —            | —   | 155,036,381     |
| JPMorgan Mortgage Private Placement | —           | —             | —             | 8,682,881     | —            | —            | —            | —   | 8,682,881       |

Edgar Filing: TIMKEN CO - Form 11-K

|  |             |               |               |               |              |              |              |          |               |
|--|-------------|---------------|---------------|---------------|--------------|--------------|--------------|----------|---------------|
| Fund Wrapper Value                           | —           | —             | —             | —             | —            | —            | —            | 48,420   | 48,420        |
| Adjustment from fair value to contract value | —           | —             | —             | (3,346,510)   | —            | —            | —            | —        | (3,346,510)   |
|  | \$—         | \$—           | \$—           | \$192,608,608 | \$—          | \$—          | \$—          | \$48,420 | \$192,608,608 |
| Net Assets of Master Trust                   | \$1,576,982 | \$319,117,974 | \$346,304,923 | \$485,802,967 | \$34,150,439 | \$68,750,278 | \$24,012,101 | \$48,420 | \$1,576,982   |

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

Investment gain for the Master Trust is as follows:

|  | Year Ended<br>December 31, 2013 |
|--|---------------------------------|
| Net appreciation (depreciation) in fair value of investments |                                 |
| Company Stock  | \$50,558,388                    |
| Registered Investment Companies                              | 67,374,435                      |
| Common Collective Funds                                      | 97,044,046                      |
| Government and Agency Securities                             | (1,452,287 )                    |
| Mortgage and Asset Backed Securities                         | (120,969 )                      |
| Corporate Bonds  | (470,409 )                      |
|  | \$212,933,204                   |
| Net appreciation in investment contracts                     | 3,017,381                       |
| Interest and dividends                                       | 19,025,947                      |
| Total Master Fund  | \$234,976,532                   |

#### 4. Fair Value

The fair value framework for measuring fair value 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 (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, are described as follows:

Level 1 - 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 2 - 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 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset 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. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.



The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

The following tables present the fair value hierarchy for those investment of the Master Trust measured at fair value on a recurring basis as of December 31, 2013 and 2012:

|  | Assets at Fair Value as of |               |               |          |
|--|----------------------------|---------------|---------------|----------|
|  | December 31, 2013          |               |               |          |
|  | Total                      | Level 1       | Level 2       | Level 3  |
| Assets:                                    |                            |               |               |          |
| Cash and Cash Equivalents:                 |                            |               |               |          |
| JPMorgan US Government Money Market        | \$2,272,411                | \$—           | \$2,272,411   | \$—      |
| Company Stock:                             |                            |               |               |          |
| The Timken Company Common Stock            | 311,718,611                | 311,718,611   | —             | —        |
| Registered Investment Companies:           |                            |               |               |          |
| Morgan Stanley Small Company Growth        | 26,341,600                 | 26,341,600    | —             | —        |
| American Funds EuroPacific Growth          | 122,203,443                | 122,203,443   | —             | —        |
| American Funds Washington Mutual Investors | 37,090,782                 | 37,090,782    | —             | —        |
| American Beacon Small Cap Value            | 32,171,620                 | 32,171,620    | —             | —        |
| Vanguard Target Retirement Income          | 25,366,044                 | 25,366,044    | —             | —        |
| Vanguard Target Retirement 2015            | 74,178,696                 | 74,178,696    | —             | —        |
| Vanguard Target Retirement 2020            | 14,424,622                 | 14,424,622    | —             | —        |
| Vanguard Target Retirement 2025            | 49,463,045                 | 49,463,045    | —             | —        |
| Vanguard Target Retirement 2030            | 6,253,997                  | 6,253,997     | —             | —        |
| Vanguard Target Retirement 2035            | 42,757,483                 | 42,757,483    | —             | —        |
| Vanguard Target Retirement 2040            | 2,596,672                  | 2,596,672     | —             | —        |
| Vanguard Target Retirement 2045            | 20,055,670                 | 20,055,670    | —             | —        |
| Vanguard Target Retirement 2050            | 2,152,852                  | 2,152,852     | —             | —        |
| Common Collective Funds:                   |                            |               |               |          |
| JPMorgan S&P 500 Index                     | 40,380,646                 | —             | 40,380,646    | —        |
| SSgA Russel 2000-A Index                   | 69,365,489                 | —             | 69,365,489    | —        |
| JPMorgan Equity Index                      | 180,551,056                | —             | 180,551,056   | —        |
| Nuveen Windsor Large-Cap Growth            | 80,486,000                 | —             | 80,486,000    | —        |
| The Timken Company-JPM Bond Fund:          |                            |               |               |          |
| Common Collective Fund:                    |                            |               |               |          |
| JPMorgan Liquidity Fund                    | 7,415,239                  | —             | 7,415,239     | —        |
| Government and Agency Securities           | 24,596,335                 | —             | 24,596,335    | —        |
| Mortgage and Asset Backed Securities       | 66,456,847                 | —             | 66,456,847    | —        |
| Corporate Bonds                            | 18,282,643                 | —             | 18,282,643    | —        |
| JPMorgan Stable Value Fund:                |                            |               |               |          |
| Common Collective Funds:                   |                            |               |               |          |
| JPMorgan Liquidity Fund                    | 5,763,603                  | —             | 5,763,603     | —        |
| JPMorgan Intermediate Bond Fund            | 184,514,113                | —             | 184,514,113   | —        |
| Wrapper Value                              | 45,074                     | —             | —             | 45,074   |
| Total assets                               | \$1,446,904,593            | \$766,775,137 | \$680,084,382 | \$45,074 |

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

|  | Assets at Fair Value as of |               |               |          |
|--|----------------------------|---------------|---------------|----------|
|  | December 31, 2012          |               |               |          |
|  | Total                      | Level 1       | Level 2       | Level 3  |
| Assets:                                    |                            |               |               |          |
| Cash and Cash Equivalents:                 |                            |               |               |          |
| JPMorgan US Government Money Market        | \$1,576,982                | \$—           | \$1,576,982   | \$—      |
| Company Stock:                             |                            |               |               |          |
| The Timken Company Common Stock            | 319,117,974                | 319,117,974   | —             | —        |
| Registered Investment Companies:           |                            |               |               |          |
| Morgan Stanley Small Company Growth        | 14,814,070                 | 14,814,070    | —             | —        |
| American Funds EuroPacific Growth          | 89,314,155                 | 89,314,155    | —             | —        |
| American Funds Washington Mutual Investors | 22,783,272                 | 22,783,272    | —             | —        |
| American Beacon Small Cap Value            | 22,868,397                 | 22,868,397    | —             | —        |
| Vanguard Target Retirement Income          | 23,368,634                 | 23,368,634    | —             | —        |
| Vanguard Target Retirement 2015            | 70,820,300                 | 70,820,300    | —             | —        |
| Vanguard Target Retirement 2020            | 6,806,720                  | 6,806,720     | —             | —        |
| Vanguard Target Retirement 2025            | 38,937,796                 | 38,937,796    | —             | —        |
| Vanguard Target Retirement 2030            | 2,645,284                  | 2,645,284     | —             | —        |
| Vanguard Target Retirement 2035            | 35,355,304                 | 35,355,304    | —             | —        |
| Vanguard Target Retirement 2040            | 1,665,490                  | 1,665,490     | —             | —        |
| Vanguard Target Retirement 2045            | 16,125,154                 | 16,125,154    | —             | —        |
| Vanguard Target Retirement 2050            | 800,347                    | 800,347       | —             | —        |
| Common Collective Funds:                   |                            |               |               |          |
| JPMorgan S&P 500 Index                     | 32,466,044                 | —             | 32,466,044    | —        |
| SSgA Russel 2000-A Index                   | 48,444,488                 | —             | 48,444,488    | —        |
| JPMorgan Equity Index                      | 140,491,194                | —             | 140,491,194   | —        |
| Nuveen Winslow Large-Cap Growth            | 63,736,701                 | —             | 63,736,701    | —        |
| The Timken Company-JPM Bond Fund:          |                            |               |               |          |
| Common Collective Fund:                    |                            |               |               |          |
| JPMorgan Liquidity Fund                    | 8,055,932                  | —             | 8,055,932     | —        |
| Government and Agency Securities           | 34,150,439                 | —             | 34,150,439    | —        |
| Mortgage and Asset Backed Securities       | 68,750,278                 | —             | 68,750,278    | —        |
| Corporate Bonds                            | 24,012,101                 | —             | 24,012,101    | —        |
| JPMorgan Stable Value Fund:                |                            |               |               |          |
| Common Collective Funds:                   |                            |               |               |          |
| JPMorgan Liquidity Fund                    | 32,235,856                 | —             | 32,235,856    | —        |
| JPMorgan Intermediate Bond Fund            | 155,036,381                | —             | 155,036,381   | —        |
| JPMorgan Mortgage Private Placement Fund   | 8,682,881                  | —             | 8,682,881     | —        |
| Wrapper Value                              | 48,420                     | —             | —             | 48,420   |
| Total assets                               | \$1,283,110,594            | \$665,422,897 | \$617,639,277 | \$48,420 |

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

The investment strategy for American Funds Washington Mutual Investors is to invest in common stocks of established companies that are listed on, or meet the financial listing requirements of, the New York Stock Exchange and have a strong record of earnings and dividends.

The Timken Company Common Stock Fund participates in units and is valued based on the closing price of Timken common shares traded on a national securities exchange. Registered investment companies are valued based on quoted market prices reported on the active market on which the individual securities are traded.

The JPMorgan S&P 500 Index Fund and the JPMorgan Equity Index Fund include investments that provide exposure to a broad equity market and are designed to mirror the aggregate price and dividend performance of the S&P 500 Index. The fair values of the investments in this category have been determined using the net asset value per share.

The Timken Company - JPM Bond Fund includes investments that seek to maximize total return by investing primarily in a diversified portfolio of intermediate- and long-term debt securities. The fair value for The Timken Company - JPM Bond Fund is based on the value of the underlying assets. The JP Morgan Liquidity Fund is valued using the net asset value per share. The Government and Agency Securities are valued at the closing price on the date of the last transaction. Mortgage and Asset Backed Securities are valued based on quoted prices for similar assets in active markets. Corporate Bonds are valued at the closing price on the date of the last transaction.

The SSgA Russell 2000-A Index Fund includes investments seeking an investment return that approximates as closely as practicable, before expenses, the performance of the Russell 2000 Index over the long term. The fund includes exposure to stocks of small U.S. companies. The fair value of the investments in this category has been determined using the net asset value per share.

The Nuveen Winslow Large-Cap Growth Fund is a portfolio that invests at least 80% of its net assets in equity securities of U.S. companies with market capitalization in excess of \$4 billion at the time of purchase. The fair value of the investments in this category has been determined using the net asset value per share on the active market on which the individual securities are traded.

The Stable Value Fund is invested in the JPMorgan Liquidity, JPMorgan Intermediate Bond, and JPMorgan Private Placement Common Collective Funds. The fair value of the investment in these funds has been estimated using the net asset value per share. The JPMorgan Liquidity Fund invests in a diversified portfolio of fixed and floating rate short-term money market instruments and U.S. Treasury securities. The JPMorgan Mortgage Private Placement invests primarily in privately placed fixed rate and floating rate mortgages and leasebacks secured by apartment complexes and single family homes, as well as commercial properties, such as office buildings, shopping centers, retail stores and warehouses. The JPMorgan Intermediate Bond Fund is designed as a fixed income portfolio strategy for stable value funds and other conservative fixed income investors.

The following tables present a summary of changes in the fair value of the Master Trust's Level 3 assets as of December 31, 2013 and December 31, 2012, respectively:

|                            |               |            |
|----------------------------|---------------|------------|
|                            | Wrapper Value | Total      |
| Balance, January 1, 2013   | \$48,420      | \$48,420   |
| Unrealized losses          | (3,346        | ) (3,346 ) |
| Balance, December 31, 2013 | \$45,074      | \$45,074   |
|                            | Wrapper Value | Total      |
| Balance, January 1, 2012   | \$25,677      | \$25,677   |
| Unrealized gains           | 22,743        | 22,743     |
| Balance, December 31, 2012 | \$48,420      | \$48,420   |



The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

The following table represents the Plan's level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs:

| Instrument                                       | Fair Value | Principal Valuation Technique | Unobservable Inputs | Range of Significant Input Values | Weighted Average |
|--|------------|-------------------------------|---------------------|-----------------------------------|------------------|
| Synthetic guaranteed investment contract wrapper | \$45,074   | Replacement Cost              | Swap Yield Rate     | 0.81                              | % 0.81 %         |
|  |            |                               | Duration            | 3.05                              | 3.05             |
|  |            |                               | Payout Date         | N/A                               |                  |
|  |            |                               | Payout Percentage   | N/A                               |                  |

The following tables summarize investments measured at fair value based on net asset value (NAVs) per share as of December 31, 2013 and 2012, respectively:

| December 31, 2013                         | Fair Value    | Redemption Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
|---|---------------|---------------------------------|----------------------|--------------------------|
| JPMorgan S&P 500 Index                    | \$40,380,646  | Not applicable                  | Daily                | Trade Day                |
| The Timken Company - JPM Bond Fund        | \$116,751,064 | Not applicable                  | Daily                | Trade Day                |
| SSgA Russell 2000-A Index                 | \$69,365,489  | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Equity Index                     | \$180,551,056 | Not applicable                  | Daily                | Trade Day + 1 day        |
| Nuveen Windsor Large Cap Growth           | \$80,486,000  | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Liquidity                        | \$5,763,603   | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Intermediate Bond                | \$184,514,113 | Not applicable                  | Daily                | Trade Day                |
| December 31, 2012                         | Fair Value    | Redemption Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
| JPMorgan S&P 500 Index                    | \$32,466,044  | Not applicable                  | Daily                | Trade Day                |
| The Timken Company - JPM Bond Fund        | \$134,968,750 | Not applicable                  | Daily                | Trade Day                |
| SSgA Russell 2000-A Index                 | \$48,444,488  | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Equity Index                     | \$140,491,194 | Not applicable                  | Daily                | Trade Day + 1 day        |
| Nuveen Windsor Large Cap Growth           | \$63,736,701  | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Liquidity                        | \$32,235,856  | Not applicable                  | Daily                | Trade Day                |
| JPMorgan Intermediate Bond                | \$155,036,381 | Not applicable                  | Daily                | Trade Day                |
| JP Morgan Mortgage Private Placement Fund | \$8,682,881   | Not applicable                  | Daily                | Trade Day + 1 day        |

The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

### 5. Non-Participant-Directed Investments

Information about the net assets and the significant components of changes in net assets related to non-participant-directed investments was as follows:

|  | December 31,<br>2013 | 2012                               |
|--|----------------------|------------------------------------|
| Investments, at fair value:  |                      |                                    |
| Interest in Master Trust related to The Timken Company Common Stock Fund | \$479,832            | \$411,890                          |
| Receivables:   |                      |                                    |
| Contributions receivable from the Timken Company                         | 36                   | —                                  |
|  | \$479,868            | \$411,890                          |
|  |                      | Year Ended<br>December 31,<br>2013 |
| Change in net assets:  |                      |                                    |
| Net appreciation in fair value of investments                            |                      | \$55,720                           |
| Dividends  |                      | 7,540                              |
| Contributions  |                      | 4,226                              |
| Benefits paid directly to participants                                   |                      | (48,575 )                          |
| Expenses   |                      | (5 )                               |
| Transfers to participant-directed accounts (net)                         |                      | 49,072                             |
|  |                      | \$67,978                           |

### 6. Investment Contracts

The Master Trust invests in synthetic guaranteed investment contracts (SGICs), or a Stable Value Fund, that credit a stated interest rate for a specified period of time. The Stable Value Fund provides principal preservation plus accrued interest through fully benefit-responsive wrap contracts issued by a third party which back the underlying assets owned by the Master Trust. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The investment contract issuer is contractually obligated to repay the principal at a specified interest rate that is guaranteed to the Plan.

Investment contracts held by a defined contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the fully benefit-responsive investment contracts. Contract value represents contributions made under the contracts, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's wrapper contracts permit all allowable participant-initiated transactions to occur at contract value. There are no events known to the Plan that are probable of occurring and which would limit its ability to transact at contract value with the issuer of the wrapper contract, which also limit the ability of the Plan to transact at contract value with participants. The wrapper contracts cannot be terminated by its issuer at a value other than contract value or prior to the scheduled maturity date, except under a limited number of very specific circumstances including termination of the Plan or failure to qualify, material misrepresentations by the Plan sponsor or investment manager, failure by these same parties to meet material obligations under the contract, or other similar types of events.



The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rates for the wrap contracts are calculated on a quarterly basis (or more frequently if necessary) using contract value, market value of the underlying fixed income portfolio, the yield of the portfolio, and the duration of the index, but cannot be less than zero. The crediting rate is most affected by the change in the annual effective yield to maturity of the underlying securities, but is also affected by the difference between the contract value and the market value of the covered investments.

|  | December 31, |       |  |   |
|--|--------------|-------|--|---|
|  | 2013         | 2012  |  |   |
| Average Yields for SGICs                       |              |       |  |   |
| Based on actual earnings                       | 1.0          | % 1.0 |  | % |
| Base on interest rate credited to participants | 2.0          | % 2.0 |  | % |

#### 7. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

|   | December 31, 2013 | December 31, 2012 |
|---|-------------------|-------------------|
| Net assets available for Benefits per the financial statements                                  | \$6,201,204       | \$1,784,332       |
| Adjustments from contract value to fair value for fully benefit-responsive investment contracts | 245               | 9,837             |
| Net assets available for benefits per the Form 5500   | \$6,201,449       | \$1,794,169       |

The fully benefit-responsive investment contracts have been adjusted from fair value to contract value for purposes of the financial statements. For purposes of the Form 5500, the investment contracts will be stated at fair value.

The following is a reconciliation of total additions per the financial statements to total income per the Form 5500 for the year ended December 31, 2013:

|   | December 31, 2013 |
|---|-------------------|
| Total additions per the financial statements  | \$706,209         |
| Less: Adjustment from fair value to contract value for fully benefit-responsive investment contracts at December 31, 2012 | (9,837 )          |
| Add: Adjustment from fair value to contract value for fully benefit-responsive investment contracts at December 31, 2013  | 245               |
| Total income per the Form 5500  | \$696,617         |

#### 8. Risks and Uncertainties

The Master Trust 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 statements of net assets available for benefits.



The Timken Company Savings Plan  
for Certain Bargaining Associates  
Notes to Financial Statements (continued)

#### 9. Income Tax Status

The Plan has received a determination letter from the IRS dated August 21, 2012, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code), and therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2013, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2010.

#### 10. Related-Party Transactions

Related-party transactions included the investments in the common stock of the Company and the investment funds of the Trustee. Such transactions are exempt from being prohibited transactions.

The following is a summary of transactions in Timken common shares with the Master Trust for the year ended December 31, 2013:

|  | Dollars      |
|--|--------------|
| Purchased                                      | \$32,600,902 |
| Issued to participants for payment of benefits | \$2,579,161  |

Purchases and benefits paid to participants include Timken common shares valued at quoted market prices at the date of purchase or distribution.

Certain legal and accounting fees and certain administrative expenses relating to the maintenance of participant records are paid by the Company. Fees paid during the year for services rendered by parties in interest were based on customary and reasonable rates for such services.

#### 11. Spinoff of Steel Business

On September 5, 2013, the Company announced that its board of directors had approved a plan to pursue a separation of its steel business from its bearings and power transmission business through a spinoff, creating a new independent publicly traded steel company, TimkenSteel Corporation. The transaction is expected to be tax-free to shareholders and is expected to be completed by June 30, 2014, subject to certain conditions including, among others, approval of the Company's board of directors, declaration of the effectiveness of the registration statement on Form 10 and receipt of an opinion of our tax counsel regarding the tax free nature of the spinoff. In connection with the spinoff, participant accounts for employees and retirees of the steel business will be transferred into a newly created Plan.

Table of Contents

Supplemental Schedule

16

---

The Timken Company Savings Plan  
For Certain Bargaining Associates

EIN #34-0577130 Plan #022  
Schedule H, Line 4i - Schedule of Assets  
(Held at End of Year)  
Year Ended December 31, 2013

| Identity of Issuer, Borrower, Lessor, or Similar Party | Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value | Current Value |
|--|--|---------------|
| Participant notes receivable*                          | Interest rates ranging from 4.25% to 5.25% with various maturity dates                                   | \$293,673     |

\* Indicates party in interest to the Plan

**SIGNATURES**

The Plan. Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other person 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 TIMKEN COMPANY SAVINGS PLAN FOR  
CERTAIN BARGAINING ASSOCIATES**

Date: June 30, 2014

By: /s/ J. Ted Mihaila  
J. Ted Mihaila  
Senior Vice President and Controller