

TIMKEN CO  
Form 11-K  
June 23, 2008

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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549  
FORM 11-K**

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

**For the fiscal year ended December 31, 2007**

**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 VOLUNTARY INVESTMENT PENSION PLAN FOR  
HOURLY EMPLOYEES OF THE TIMKEN COMPANY**

(Full title of the Plan)

THE TIMKEN COMPANY, 1835 Dueber Avenue, S.W., Canton, Ohio 44706

(Name of issuer of the securities held pursuant to the Plan  
and the address of its principal executive office)

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Audited Financial Statements and  
Supplemental Schedule  
Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
December 31, 2007 and 2006, and Year Ended December 31, 2007  
With Report of Independent Registered Public Accounting Firm

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Audited Financial Statements and Supplemental Schedule  
December 31, 2007 and 2006, and  
Year Ended December 31, 2007

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Report of Independent Registered Public Accounting Firm

The Timken Company, Administrator of the  
Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company

We have audited the accompanying statements of net assets available for benefits of the Voluntary Investment Pension Plan for Hourly Employees of The Timken Company as of December 31, 2007 and 2006, and the related statement of changes in net assets available for benefits for the year ended December 31, 2007. 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. We were not engaged to perform an audit of the Plan's internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and 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 Plan at December 31, 2007 and 2006, and the changes in its net assets available for benefits for the year ended December 31, 2007, 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 accompanying supplemental schedule of assets (held at end of year) as of December 31, 2007, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. This supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in our audits of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

/s/ Ernst & Young LLP

June 20, 2008

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Statements of Net Assets Available for Benefits

	<b>December 31,</b>	
	<b>2007</b>	<b>2006</b>
<b>Assets</b>		
Investments, at fair value:		
Interest in The Master Trust Agreement for The Timken Company		
Defined Contribution Plans	<b>\$131,718,703</b>	\$121,937,401
Participant notes receivable	<b>4,290,448</b>	3,927,531
 Total investments, at fair value	 <b>136,009,151</b>	 125,864,932
 Contribution receivable from participants	 <b>61,295</b>	 254,078
 Net assets available for benefits at fair value	 <b>136,070,446</b>	 126,119,010
 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	  <b>478,492</b>	  249,347
 Net assets available for benefits	 <b>\$136,548,938</b>	 \$126,368,357

*See accompanying notes.*

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Statement of Changes in Net Assets Available for Benefits  
Year Ended December 31, 2007

**Additions**

Investment income:

Net investment gain from The Master Trust Agreement for The Timken Company Defined Contribution Plans	<b>\$ 10,135,286</b>
Interest	<b>336,610</b>

**10,471,896**

Participant rollovers	<b>43,536</b>
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Contributions:

Participants	<b>7,301,182</b>
The Timken Company	<b>886</b>

**7,302,068**

Total additions	<b>17,817,500</b>
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**Deductions**

Benefits paid directly to participants	<b>7,625,236</b>
Administrative expenses	<b>11,683</b>

Total deductions	<b>7,636,919</b>
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Net increase	<b>10,180,581</b>
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Net assets available for benefits:

Beginning of year	<b>126,368,357</b>
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End of year	<b>\$ 136,548,938</b>
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*See accompanying notes.*

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements  
December 31, 2007 and 2006, and  
Year Ended December 31, 2007

**1. Description of the Plan**

The following description of the Voluntary Investment Pension Plan for Hourly Employees of The Timken Company (the Plan) provides only general information. Participants should refer to the *2005 401(k) Agreement Between The Timken Company and the United Steelworkers of America, AFL-CIO* (the 401(k) Agreement), for a more complete description of the Plan's provisions.

**General**

The Plan is a defined contribution plan covering all employees of The Timken Company (the Company and Plan Administrator) who are represented by the United Steelworkers of America (USWA). Employees of the Company become eligible to participate in the Plan beginning the first month following completion of a 120 working day probationary period, provided that health care benefits have become effective. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

**Contributions**

Each year, participants may contribute up to 25% of gross earnings, as defined in the Plan, subject to Internal Revenue Service (IRS) limitations. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. No Company contributions are provided under the Plan. Upon enrollment, a participant must direct their contribution in 1% increments to any of the Plan's fund options. Participants have access to their account information and the ability to make account transfers and contribution changes daily through an automated telecommunication system and through the Internet.

**Participant Accounts**

Each participant's account is credited with the participant's contributions and allocations of Plan earnings, and is charged administrative expenses, as appropriate. Allocations are based on account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.



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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**1. Description of the Plan (continued)**

**Vesting**

Participants vest immediately in their contributions plus actual earnings thereon.

**Participant Notes Receivable**

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. Loan terms generally cannot exceed four years. The loans are secured by the balance in the participant's account and bear interest at an interest rate of 1% in excess of the prime rate, as published the first business day of each month in the Wall Street Journal. Principal and interest are paid ratably through payroll deductions.

**Payment of Benefits**

On termination of service, a participant may receive a lump-sum amount equal to the balance of their account or elect to receive installment payments of their assets over a period of time not to exceed their life expectancy. If a participant's account balance is greater than \$1,000, they may leave their vested assets in the Plan until age 70½.

**Plan Termination**

The Plan shall continue in full force and effect until January 1, 2010, and for yearly periods thereafter unless either the Timken Company or the USWA shall notify the other party in writing within 60 days before the termination date of the 401(k) Agreement that they desire to terminate the agreement. The Plan may generally be amended by mutual consent of the Timken Company and the USWA. In the event of Plan termination, the Trustee shall distribute to each participant the amount standing to their credit in their separate account.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**1. Description of the Plan (continued)**

Participants may elect to have dividends in the Timken Company Common Stock Fund distributed to them in cash rather than automatically reinvested in Timken common shares.

**2. Accounting Policies**

**Basis of Accounting**

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

**New Accounting Pronouncements**

In September 2006, the FASB issued Statement of Financial Accounting Standard (SFAS) No. 157, Fair Value Measurements. SFAS No. 157 establishes a framework for measuring fair value that is based on the assumptions market participants would use when pricing an asset or liability and establishes a fair value hierarchy that prioritizes the information to develop those assumptions. Additionally, the standard expands the disclosures about fair value measurements to include separately disclosing the fair value measurements of assets or liabilities within each level of the fair value hierarchy. SFAS No. 157 is effective for fiscal years beginning after November 15, 2007. The adoption of SFAS No. 157 is not expected to have a material effect on the Plan's financial statements.

**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 Company Defined Contribution Plans (Master Trust), which was established for the investment of assets of the Plan and the seven other defined contribution plans sponsored by the Company. The fair value of the Plan's interest in the Master Trust is based on the value of the Plan's interest in the fund plus actual contributions and allocated investment income (loss) less actual distributions.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**2. Accounting Policies (continued)**

The Plan's trustee, JP Morgan (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. The valuation per unit of The Timken Company Common Stock Fund was \$18.18 and \$16.20 at December 31, 2007 and 2006 respectively.

Investments in registered investment companies and common collective funds are valued at the redemption value of units held at year-end. Participant loans are valued at cost, which approximates fair value. The fair value of investment contracts is calculated by discounting the related cash flows based on current yields of similar instruments with comparable durations.

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

**Use of Estimates**

The preparation of financial statements in conformity with U.S. generally accepted accounting principles 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 Trustee holds all the Plan's investment assets and executes investment transactions. All investment assets of the Plan, except for participant loans, are pooled for investment purposes in the Master Trust.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**3. Investments (continued)**

The following table presents a summary of the investments of the Master Trust as of December 31:

	<b>2007</b>	<b>2006</b>
Investments, at fair value as determined by quoted market price:		
The Timken Company Common Stock Fund	<b>\$ 324,783,232</b>	\$ 328,532,326
Registered investment companies	<b>340,698,963</b>	276,803,386
Common collective funds	<b>267,376,313</b>	277,910,070
	<b>932,858,508</b>	883,245,782
Investment contracts, at fair value	<b>149,281,023</b>	145,405,625
Adjustments from fair value to contract value	<b>3,584,578</b>	1,818,969
Investment contracts, at contract value	<b>152,865,601</b>	147,224,594
	<b>\$1,085,724,109</b>	\$1,030,470,376

At December 31, 2007 The Timken Company Common Stock Fund consisted of 17,865,552 units of the Timken Company's common stock. The Plan's interest in the Master Trust was 12.18% as of December 31, 2007.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**3. Investments (continued)**

Investment income relating to the Master Trust is allocated to the individual plans based upon the average balance invested by each plan in each of the individual funds of the Master Trust. Investment income for the Master Trust is as follows:

	<b>Year Ended December 31,</b>	
	<b>2007</b>	<b>2006</b>
Net appreciation (depreciation) in fair value of investments determined by quoted market price:		
The Timken Company Common Stock Fund	<b>\$41,478,441</b>	\$(29,486,575)
Registered investment companies	<b>9,055,413</b>	19,973,017
Common collective funds	<b>14,493,137</b>	37,607,507
	<b>65,026,991</b>	28,093,949
Net appreciation in investment contracts	<b>5,567,300</b>	4,447,290
Interest and dividends	<b>26,138,420</b>	19,254,001
Total Master Trust	<b>\$96,732,711</b>	\$ 51,795,240

**4. Investment Contracts**

Investment contracts consist of a global wrap structure, or Stable Value Fund, with three fully benefit-responsive wrap contracts. The Stable Value Fund provides principal preservation plus accrued interest through fully benefit-responsive wrap contracts issued by a third party which are backed by 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.

As described in Financial Accounting Standards Board Staff Position (FSP) AAG INV-1 and SOP 94-4-1, Reporting of Fully Benefit-Responsive Investment Contracts Held by Certain Investment Companies Subject to the AICPA Investment Company Guide and Defined-Contribution Health and Welfare and Pension Plans (the FSP), 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.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**4. Investment Contracts (continued)**

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.

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

	<b>December 31,</b>	
	<b>2007</b>	<b>2006</b>
Net assets available for benefits per the financial statements	<b>\$136,548,938</b>	\$126,368,357
Adjustment from contract value to fair value for fully benefit-responsive investment contracts	<b>(478,492)</b>	(249,347)
Net assets available for benefits per the Form 5500	<b>\$136,070,446</b>	\$126,119,010

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.

**5. Risks and Uncertainties**

The Master 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 statements of net assets available for benefits.

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Voluntary Investment Pension Plan for  
Hourly Employees of The Timken Company  
Notes to Financial Statements (continued)

**6. Income Tax Status**

The Plan has received a determination letter from the IRS dated April 23, 2003, 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. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Plan Administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

**7. Related-Party Transactions**

Related-party transactions included the investments in the common stock of The Timken 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, 2007:

	<b>Shares</b>	<b>Dollars</b>
Purchased	<b>1,909,011</b>	<b>\$33,966,361</b>
Issued to participants for payment of benefits	<b>100,907</b>	<b>1,162,984</b>
Dividends received	<b>193,715</b>	<b>3,346,875</b>

Benefits paid to participants include payments made in Timken common shares valued at quoted market prices at the date of 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.

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**Supplemental Schedule**

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Voluntary Investment Pension Plan for  
 Hourly Employees of The Timken Company  
 EIN #34-0577130 Plan #019  
 Schedule H, Line 4i Schedule of Assets  
 (Held at End of Year)  
 December 31, 2007

Identity of Issue, 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 5.0% to 10.5% with various maturity dates	\$ 4,290,448

\* Indicates party  
 in interest to the  
 Plan.

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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 VOLUNTARY INVESTMENT  
PENSION PLAN FOR HOURLY  
EMPLOYEES OF THE TIMKEN  
COMPANY

Date: June 20, 2008

By: /s/ Scott A. Scherff  
Scott A. Scherff  
Corporate Secretary and  
Assistant General Counsel