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

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

For the Fiscal Year Ended December 31, 1997

CUMMINS ENGINE COMPANY, INC.
(Name of issuer of the securities held pursuant to the plan)

Commission File Number 1-4949.

Incorporated in the State of Indiana I.R.S. Employer Identification No. 35-0257090

500 Jackson Street, Box 3005, Columbus, Indiana 47202-3005
(Address of Principal Executive Office)
Telephone Number: (812) 377-5000

CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
RETIREMENT AND SAVINGS PLANS
FINANCIAL STATEMENTS
AS OF DECEMBER 31, 1997 AND 1996 TOGETHER WITH AUDITORS' REPORT
(Full title of the plan)

CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS INDEX TO FINANCIAL STATEMENTS

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To the Pension Policy Committee of Cummins Engine Company, Inc.:

We have audited the accompanying combining statements of net assets by plan and by fund, of the CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS (the Plans) as of December 31, 1997 and 1996, and the related statements of changes in net assets by plan and by fund, for the years ended December 31, 1997, 1996 and 1995. These financial statements and the schedules referred to below are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements and schedules based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. 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 of the Plans as of December 31, 1997 and 1996, and the changes in the net assets for the years ended December 31, 1997, 1996 and 1995, in conformity with generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules of assets held for investment purposes, reportable transactions, matching contribution formulas, employing locations by plan, and loans or fixed income obligations are presented for the purpose of additional analysis and are not a required part of the basic financial statements but are 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. The Fund Information in the statement of net assets and the statement of changes in net assets is presented for purposes of additional analysis rather than to present the net assets and changes in net assets available for plan benefits of each fund. The supplemental schedules and Fund Information have been subject to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

ARTHUR ANDERSEN LLP
Chicago, Illinois
June 17, 1998.
CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
RETIREMENT AND SAVINGS PLANS
COMBINING STATEMENTS OF NET ASSETS BY PLAN
DECEMBER 31,1997
(stated in OOO's)
<TABLE>
<CAPTION>


Short-Term Investment Fund
$\begin{array}{llllllll}\$ & 1 & 130 & \$ & \$ & \$ & & \end{array}$
Cummins Engine Company, Inc.


The accompanying notes and schedules are an integral part of these statements. </TABLE>

|  | CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS COMBINING STATEMENTS OF NET ASSETS BY PLAN DECEMBER 31, 1996 (stated in OOO's) |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| <TABLE> <br> <CAPTION> |  |  |  |  |
| CDC TOTAL | Salaried | Bargaining | Onan | Lubricon |
| $\begin{array}{ll} \begin{array}{l} \langle\mathrm{S}\rangle \\ \langle\mathrm{C}\rangle \end{array} & <\mathrm{C}\rangle \end{array}$ | <C> | <C> | <C> | <C> |

Assets

## Cash and investments:



Liabilities


The accompanying notes and schedules are an integral part of these statements. </TABLE>



The accompanying notes and schedules are an integral part of these statements. </TABLE>

|  | CUMMINS ENGINE COMPANY, INC. AND AFFILIATES |
| :--- | :--- | :--- | :--- |
| RETIREMENT AND SAVINGS PLANS |  |



The accompanying notes and schedules are an integral part of these statements. </TABLE>



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<TABLE>

> CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
> RETIREMENT AND SAVINGS PLANS COMBINING STATEMENTS OF NET ASSETS BY FUND DECEMBER 31, 1997 (stated in OOO's)
<CAPTION>

| Cummins | Fixed |  |  |  |  | U.S. | Index | Explorer |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Flexi | Loan |  |  |  |  |  |
| Intl. | Stock | ESOP | Trust | Income Fund | Wellington Total | Growth | Fund | Fund |
| <S> |  |  |  | C | < $\overline{\text { c }}$ | <C> | <C> | <C> |

$<\mathrm{C}>\quad<\mathrm{C}\rangle \quad<\mathrm{C}>\quad<\mathrm{C}>\quad<\mathrm{C}>$

Assets

Cash and investments:
The Vanguard
Short-Term Investment Fund $\$$

-     - $\$ 1865 \$ 265 \$ \$ 1,130$


The accompanying notes and schedules are an integral part of these statements. </TABLE>

<TABLE>
CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
RETIREMENT AND SAVINGS PLANS COMBINING STATEMENTS OF NET ASSETS BY FUND DECEMBER 31, 1996 (stated in OOO's)
<CAPTION>
\begin{tabular}{|c|c|c|c|c|c|c|c|c|}
\hline Cummins & & Loan & & Fixed & & U.S. & Index & Explorer \\
\hline Intl. & Stock & ESOP & Fund & Income Total & Wellington & Growth & Fund & Fund \\
\hline
\end{tabular}


The accompanying notes and schedules are an integral part of these statements.
</TABLE>
<TABLE>

ENGINE COMPANY, AND AFFILIATES RETIREMENT AND SAVINGS PLANS COMBINING STATEMENTS OF CHANGES IN NET ASSETS BY FUND DECEMBER 31, 1997 (stated in OOO's)



The accompanying notes and schedules are an integral part of these statements.



The accompanying notes and schedules are an integral part of these statements. </TABLE>

<TABLE>

> CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS COMBINING STATEMENTS OF CHANGES IN NET ASSETS BY FUND DECEMBER 31, 1995 (stated in OOO's)



The accompanying notes and schedules are an integral part of these statements.
</TABLE>
```
CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
RETIREMENT AND SAVINGS PLANS
NOTES TO FINANCIAL STATEMENTS
    DECEMBER 31, }1997\mathrm{ AND 1996
```

1. SUMMARY OF THE PLAN

The Cummins Engine Company, Inc. and Affiliates Retirement and Savings Plans (the Plan or the Plans) are defined contribution plans that cover five employee groups, as described in Note 2. Participants have the opportunity to make pre-tax and after-tax contributions to the plan and can choose from seven different investment options. Investment options and details of the plans are described in Note 2 and Note 3.

## 2. SUMMARY OF ACCOUNTING POLICIES

Basis of Combination

The Combining Statements of Net Assets and Changes in Net Assets reflect the financial activity of the Retirement and Savings Plans of Cummins Engine Company, Inc. (the Company) and certain subsidiary companies (the Companies). These Plans include:

```
Cummins Engine Company, Inc. and Affiliates Retirement and Savings
Plan for Salaried and Non-Bargaining Hourly Employees (Salaried
Plan)
Cummins Engine Company, Inc. and Affiliates Retirement and Savings
Plan for Bargaining Unit Employees (Bargaining Plan)
Cummins Engine Company, Inc. Retirement and Savings Plan for Onan
Corporation Employees (Onan Plan)
Cummins Engine Company, Inc. Retirement and Savings Plan for
Lubricant Consultants, Inc. Employees (Lubricon Plan)
Cummins Engine Company, Inc. Retirement and Savings Plan for
Consolidated Diesel Company Employees (CDC Plan)
```

A single trust arrangement is maintained with the Trustee for the administration of all the investments in the Plans; however, the Employee Stock Ownership Plan (ESOP) was maintained with The Northern Trust Company (Vanguard assumed responsibility effective February 1997) for the ESOP portion of the Plans (as described in Note 3).

Accounting Method

Accounting records are maintained by the Trustee on a modified cash basis. All material adjustments have been made to present the financial statements under the accrual basis of accounting as required by generally accepted accounting principles.

All investments included in the Combining Statements of Net Assets and Schedule $I$ and the investment related income included in the Combining Statements of Changes in Net Assets reflect amounts obtained from and certified by the respective trustees as being complete and accurate.

Investments


#### Abstract

Investments held by the Trust are stated at market value except for its investment contracts which are stated at contract value and changes in market value are reflected in Fund investment income (loss). Quoted market prices are used to value investments.


The Fixed Income Fund consists primarily of insurance contracts and bank investment contracts with various insurance companies. The insurance companies maintain investment accounts for each contract. The accounts are credited with earnings on the underlying investments at interest rates ranging from 4.95\% to 7.88\% for both 1996 and 1997 and charged for withdrawals and administrative expenses by the insurance companies. The contracts are included in the financial statements at contract value. Fair Values of the contracts approximate $\$ 228,086,000$ and $\$ 227,560,000$ at December 31, 1997 and 1996, respectively. Contract values represent contributions made under the contracts, plus earnings, less Plan withdrawals and administrative expenses. The crediting interest rate is based on an agreed upon formula with the issuer.

Assets of the Trust are segregated into seven investment funds: the Cummins Engine Company, Inc. Fixed Income Fund, the Wellington Fund, the Vanguard U.S. Growth Fund, the Vanguard Institutional Index Fund, the Vanguard Explorer Fund, the Vanguard International Fund, and the Cummins Common Stock Fund. Maintenance of separate funds provides investment alternatives to participants in the Plans; the allocation of investments between the funds is at the direction of participants.

Like all the other investment alternatives, the Cummins Common Stock Fund is valued in units. The net asset value per unit fluctuates on a daily basis with the change in the price of Cummins Stock. At December 31, 1997 there were a total of 2,599,000 units and a net asset value of $\$ 29,680,000$.

The assets of the Fixed Income Fund consist primarily of insurance and bank investment contracts. The Wellington Fund consists primarily of equity, fixed income, and cash equivalent marketable securities. The Vanguard U.S. Growth Fund consists primarily of long-term domestic and foreign capital growth stock. The Vanguard Institutional Index Fund consists primarily of equity and cash equivalent marketable securities whose investment results should correspond to the performance of the Standard \& Poor's 500 Composite Stock Price (S \& P 500) Index. The Explorer Fund consists of common stocks of small companies with favorable prospects for above-average growth in market value. The International Fund consists of a broadly diversified portfolio of non-U.S. equity securities selected on the basis of relative value. The Cummins Common Stock Fund consists of investments in Company common stock. The ESOP Fund consists of matching contributions in the form of common stock for certain plans. The Flexi Trust Fund also consists of matching contributions in the form of common stock for certain plans.

Effective January 1996, the Vanguard Institutional Index Fund replaced Vanguard Index Trust-500 Fund.

Net investment income (loss) of each fund is allocated to each Plan based on the relationship of each Plan's investment in the fund
to the total investment in the fund. Net investment income (loss) is likewise allocated to participants based on the relationship of participant account balances in each fund to the total balance in each fund.

Participant Loans

The Plans permit participants to borrow portions of their accounts subject to Department of Labor regulations. Participants may take out loans limited to the lessor of $\$ 50,000$ or 50 percent of the present value of their accounts (excluding ESOP and Flexi Trust accounts) over a period not to exceed 54 months. The annual interest rate is the Prime Rate, as quoted in the Wall Street Journal, plus 1 percent. The amount used to secure a loan is 50 percent of the participant's account balance.

Participant loan activity is reported in the Combining Statements of Net Assets and Changes in Net Assets by Fund in the Loan Fund.

Administrative Expenses and Investment Advisory Fees


#### Abstract

Administrative expenses such as record keeping fees are paid by the Companies. Investment advisory fees for portfolio management of Vanguard Funds are paid directly from fund earnings. Investment advisory fees for the Fixed Income Fund are paid directly from the fund. The trust agreement entitles the Trustee to receive reasonable compensation for services rendered and expenses incurred in the administration and execution of the Plans.


## 3. DESCRIPTION OF THE PLANS

Participation

Substantially all full-time, domestic employees of the Company and designated subsidiaries are eligible to participate in one of the Plans no later than the first day of the month following the 60 th day after date of employment. Nonresident aliens employed by the Company or a foreign subsidiary are eligible to participate if the Company owns at least 80 percent of the foreign subsidiary's common stock.

The Plans encourage voluntary savings through regular payroll deductions. Subject to limitations contained in the Internal Revenue Code and Regulations, participants may contribute up to 15 percent of gross pay (10 percent with respect to certain highly compensated participants) as pre-tax contributions, and 10 percent of gross pay as after-tax contributions (not to exceed 20\% in total). In addition, participants are permitted to make voluntary additional after-tax contributions once each year.

Either at the end of each Plan year or on a monthly basis (monthly matching new in January, 1997), the Companies make matching contributions for each participant's pre-tax and after-tax contributions that remain in the Plans at the end of the Plan year or month. The formulas for these matches, as set forth in the Plans, vary for each Company (see Schedule III). Certain groups of participants receive cash matches and other groups participate in the ESOP and Flexi Trust (as described below) and receive matching contributions in the form of Company common stock. All matching cash contributions, ESOP shares, Flexi Trust shares, and earnings thereon are immediately vested and nonforfeitable.

In July 1989, the Company established the ESOP Trust and sold $2,362,206$ shares of its common stock at $\$ 31.75$ per share (amounts reflect two-for-one common stock split) to the ESOP Trust in exchange for a $\$ 75$ million promissory note (the Note) secured by the shares. In December 1990, the ESOP Trust prepaid its then-current indebtedness to the Company with proceeds from the issuance of $\$ 72,750,000$ of 8.76 percent ESOP Notes due 1998 and guaranteed by the Company (see Note 6). The arrangement requires the Companies to contribute an aggregate annual amount to the ESOP Trust equal to the annual principal and interest payable under the terms of the Note after application of dividends paid on shares held in the ESOP Trust. As the ESOP Trust's indebtedness is repaid from these sources of funds, shares are allocated to the accounts of participants in the ESOP in relative proportion to each participant's contributions to the Plans as well as dividends received on shares previously allocated to the participant's account in the ESOP Trust. Effective July, 1998 the ESOP Notes will be refinanced at 6.96 percent due 2010 and guaranteed by the Company (see Note 6). As of December 31, 1997,

In January 1997, the Company established the Flexi Trust and sold $3,750,000$ shares of its common stock at $\$ 48.25$ per share to the Flexi Trust in exchange for a $\$ 180,937,500$ promissory note (the Note) at 7.65 percent due 2012 secured by the shares. In the event contributions to, and earnings of, the Trust are insufficient to satisfy any installment of principal and interest on the due date thereof, the Company (acting through the Trust Committee) may, in its discretion, forgive such installment to the extent of the insufficiency.

Participant and Company cash matching contributions are deposited in the Trust and then invested in the seven investment funds in accordance with participant elections. Account balances and contributions can be invested in one or more of the seven investment funds in multiples of 1 percent. Investment direction can be changed daily with a limit of two times per month. Until February 3, 1997, common stock account balances in the ESOP and Flexi Trust accounts could not be redirected. As of February 3, 1997, participants 55 years of age or older are able to diversify their stock account balances in the ESOP and Flexi Trust accounts into the other RSP investment options. Investment experience is allocated to participant accounts on a daily basis.

Participant Withdrawals

Participants are permitted to withdraw their after-tax contributions, the Company cash matching contributions (after remaining in the account for two full plan years) and accumulated earnings thereon. Participants are also permitted to take out loans (see Note 2). In the event of financial hardship, participants are permitted to withdraw pre-tax contributions and accumulated earnings thereon. Each hardship withdrawal request, including proof of financial hardship, is reviewed individually by the Plans' Administrator. In-service withdrawals from the ESOP account are prohibited.

Plan Payouts

Upon termination of employment, immediate distribution is made to those participants with account balances less than or equal to $\$ 3,500$. Terminating participants with account balances greater than $\$ 3,500$ must consent to any payment prior to the attainment of age 70 1/2. Participants who do not consent to immediate distribution may subsequently elect in writing to begin receiving benefits as soon as is practical, provided that in any event the distribution commences no later than April 1 of the Plan year following the Plan year in which age $701 / 2$ occurs. Account balances remaining in the Plans will continue to share in the earnings of the investments prior to distribution. Distributions from the ESOP and Flexi Trust portions of the Plans are in whole shares of stock allocated to participant accounts, with cash for partial shares unless participants elect to receive the entire distribution in cash at current market value.

## 4. PLAN AMENDMENTS

Effective January 1, 1996, the after-tax match for OCU employees hired after June 19, 1990 and OCU-CMEP employees (Bargaining Plan) was replaced by a pre-tax match of $\$ 1$ for every $\$ 1$ contributed up to $2 \%$ of gross pay and $\$ .25$ for every $\$ 1$ contributed up to the next $4 \%$ of gross pay.

Effective January 1, 1997, the pre- and after-tax matches for Salaried and Nonbargaining Hourly and Consolidated Diesel Company (CDC) was replaced by a pre-tax match of $\$ .50$ for every $\$ 1$ contributed up to $6 \%$ of gross pay. However, hourly employees meeting certain criteria at Jamestown, Charleston and CDC had the option of adopting the above mentioned amendment or remaining with the old plan.

As of February 3, 1997, participants 55 years of age or older are able to diversify their stock account balances in the ESOP and Flexi Trust accounts into the other RSP investment options.
5. TAX STATUS

The Internal Revenue Service issued determination letters stating
that the Plans were qualified in accordance with applicable plan design requirements as of their dates. In the opinion of the Plan Administrator and Internal Tax Counsel, the Plans are currently designed and continue to operate in a manner that qualifies them under Internal Revenue Code (IRC) Section $401(a)$ and, therefore, are exempt from income taxes under the provisions of IRC Section 501 (a). Accordingly, no provision for Federal income taxes has been made.

## 6. LONG-TERM DEBT

The ESOP Trust has issued $\$ 72,750,000$ of ESOP Notes due in 1998 with an annual interest rate of 8.76 percent payable semi-annually to the Note holders (see Note 3). Effective January 1, 1993, the interest rate on the notes was reduced to 8.68 percent due to a tax law change. Effective July, 1998 the ESOP Notes will be refinanced at 6.96 percent due 2010 and guaranteed by the Company. A principal payment of $\$ 2.3$ million is due in 1999. The final principal payment, \$3.15 million, is due on January 4, 2010.
7. PARTIES-IN-INTEREST AND REPORTABLE TRANSACTIONS

Party-in-interest transactions during the plan year ended December 31, 1997 are included in Schedules I and II of these statements.

Reportable transactions during the plan year ended December 31, 1997 are included in Schedule II of these statements.

SCHEDULE I

CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS

EIN 35-0257090
ITEM 27 A: SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AS OF DECEMBER 31, 1997
(cost and market value amounts stated in 000's)

ISSUER/DESCRIPTION
COST
MARKET VALUE

Salaried:
The Northern Trust Company Short-Term Investment Fund Cummins Engine Company, Inc. Fixed Income Fund****
Vanguard Wellington Fund***
Vanguard U.S. Growth Fund***
Vanguard Index Trust Fund***
Vanguard Explorer Fund***
Vanguard International Fund***
Cummins Engine Company, Inc.
Common Stock***

Participant Loans (7.0\%-10.0\%)

| 1,130 | $\$ 1,130$ |
| ---: | ---: |
| 88,160 | 88,160 |
| 74,789 | 96,263 |
| 40,676 | 57,069 |
| 57,236 | 79,880 |
| 13,073 | 13,112 |
| 9,700 | 7,542 |
| 73,911 | 148,332 |
| 6,346 | 6,346 |
| $\$ 365,021$ | - |

Bargaining:
The Northern Trust Company Short-Term Investment Fund Cummins Engine Company, Inc. Fixed Income Fund****
Vanguard Wellington Fund***
Vanguard U.S. Growth Fund***
Vanguard Index Trust Fund***
Vanguard Explorer Fund***
Vanguard International Fund***
Cummins Engine Company, Inc. Common Stock***

Participant Loans (7.0\%-10.0\%)

| $\$$ |  |
| ---: | ---: |
| 111,266 | 111,266 |
| 48,880 | 62,915 |
| 14,533 | 20,390 |
| 25,949 | 36,215 |
| 3,084 | 3,093 |
| 1,615 | 1,256 |
| 4,928 | 9,890 |
| 4,142 | 4,142 |
| $\$ 214,397$ |  |


| The Northern Trust Company Short-Term Investment Fund |  | \$ |  | \$ - |
| :---: | :---: | :---: | :---: | :---: |
| Cummins Engine Company, Inc. Fixed Income Fund**** |  | 194 |  | 20,194 |
| Vanguard Wellington Fund*** |  | 226 |  | 29,895 |
| Vanguard U.S. Growth Fund*** |  | 928 |  | 16,735 |
| Vanguard Index Trust Fund*** |  | 104 |  | 22,475 |
| Vanguard Explorer Fund*** |  | 539 |  | 2,547 |
| Vanguard International Fund*** |  | 666 |  | 1,295 |
| Cummins Engine Company, Inc. Common Stock*** |  | 603 |  | 3,217 |
| Participant Loans (7.0\%-10.0\%) |  | 475 |  | 1,475 |
|  | \$ | 735 | \$ | 97,833 |
| Lubricon: |  |  |  |  |
| The Northern Trust Company Short-Term Investment Fund |  |  |  |  |
| Cummins Engine Company, Inc. Fixed Income Fund**** |  | 75 |  | 75 |
| Vanguard Wellington Fund*** |  | 80 |  | 103 |
| Vanguard U.S. Growth Fund*** |  | 83 |  | 116 |
| Vanguard Index Trust Fund*** |  | 95 |  | 133 |
| Vanguard Explorer Fund*** |  | 84 |  | 84 |
| Vanguard International Fund*** |  | 41 |  | 32 |
| Cummins Engine Company, Inc. Common Stock*** |  | 10 |  | 21 |
| Participant Loans (7.0\%-10.0\%) |  | 28 |  | 28 |
|  | \$ | 496 | \$ | 592 |
| CDC : |  |  |  |  |
| The Northern Trust Company |  |  |  |  |
| Cummins Engine Company, Inc. Fixed Income Fund**** |  | 884 |  | 5,884 |
| Vanguard Wellington Fund*** |  | 467 |  | 5,750 |
| Vanguard U.S. Growth Fund*** |  | 107 |  | 4,359 |
| Vanguard Index Trust Fund*** |  | 990 |  | 5,569 |
| Vanguard Explorer Fund*** |  | 499 |  | 501 |
| Vanguard International Fund*** |  | 442 |  | 344 |
| Cummins Engine Company, Inc. Common Stock*** |  | 888 |  | 1,783 |
| Participant Loans (7.0\%-10.0\%) |  | 102 |  | 1,102 |
|  | \$ | 381 | \$ | 25,292 |
| Total: |  |  |  |  |
| The Northern Trust Company |  |  |  |  |
| Cummins Engine Company, Inc. |  |  |  |  |
| Vanguard Wellington Fund*** |  | 443 |  | 94,926 |
| Vanguard U.S. Growth Fund*** |  | 327 |  | 98,669 |
| Vanguard Index Trust Fund*** |  | 374 |  | 44,272 |
| Vanguard Explorer Fund*** |  | 279 |  | 19,337 |
| Vanguard International Fund*** |  | 465 |  | 10,469 |
| Cummins Engine Company, Inc. |  |  |  | 63,243 |
| Participant Loans (7.0\%-10.0\%) |  | 093 |  | 13,093 |
|  |  | 031 |  | 70,718 |

*** Identifies known party-in-interest to the plan
****See detail of Cummins Engine Company, Inc. Fixed Income Fund following Schedule I.

> RETIREMENT AND INVESTMENT PLANS

EIN 35-0257090
ITEM 27A: SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES
AS OF DECEMBER 31, 1997
(cost and market value amounts stated in 000's)

| SECURITY NAME UNDERLYING ASSET | RATE | CONTRACT VALUE <br> AT 12/31/97 | MARKET VALUE AT 12/31/97 |
| :---: | :---: | :---: | :---: |
| AIG 129128 | 7.07\% | \$ 8,883 | \$ 9,197 |
| AIG 18175B | 4.95\% | 3,048 | 3,048 |
| Caisse Des Depots 31701 | 6.78\% | 10,054 | 10,270 |
| Canada Life P45735 | 5.90\% | 7,308 | 7,308 |
| Deutschi Bank VG-CUM-1 | 6.35\% | 17,833 | 18,008 |
| Deutschi Bank VG-CUM-2 | 7.04\% | 8,385 | 8,689 |
| John Hancock 8760 | 6.48\% | 7,452 | 7,452 |
| Metropolitan 13753 | 6.93\% | 4,478 | 4,478 |
| New York Life GA-06971 | 7.10\% | 6,380 | 6,380 |
| New York Life GA-06971-002 | 7.32\% | 12,730 | 12,730 |
| New York Life GA-30196 | 7.88\% | 12,865 | 12,865 |
| New York Life GA-30196-002 | 7.35\% | 6,352 | 6,352 |
| Principal 4-15203-1 | 7.75\% | 4,434 | 4,434 |
| Principal 4-15203-2 | 7.86\% | 8,897 | 8,897 |
| Principal 4-15203-3 | 7.30\% | 7,307 | 7,307 |
| Prudential GA 5036-214 | 5.21\% | 4,941 | 4,941 |
| Prudential GA 5036-216 | 7.26\% | 9,056 | 9,056 |
| Rabobank CUM-119601 | 6.18\% | 10,654 | 10,875 |
| Rabobank CUM-089501 | 6.38\% | 11,547 | 11,847 |
| Rabobank CUM-049601 | 6.51\% | 11,129 | 11,585 |
| Sun Life Canada S-0856-G | 5.77\% | 10,487 | 10,487 |
| Sun Life Canada S-0877-G | 5.70\% | 6,416 | 6,416 |
| Bank of Union Switzerland 2112 | 6.26\% | 14,044 | 14,372 |
| WLB4001 | 6.21\% | 5,046 | 5,063 |
| VGI Money Market Prime | 5.48\% | 16,029 | 16,029 |
| Total |  | \$225,755 | \$228,086 |

<TABLE>
Schedule II
CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND INVESTMENT PLANS SCHEDULE OF REPORTABLE TRANSACTIONS FOR THE YEAR ENDED DECEMBER 31, 1997 (amounts stated in 000's)
<CAPTION>
\begin{tabular}{|c|c|c|c|c|c|c|}
\hline Current & Gain or & & & Par Value or Principal & & Sales \\
\hline Proceeds & Value & (Loss) & Transactions & Amount & Cost & \\
\hline <S> & & & <C> & <C> & <C> & <C> \\
\hline
\end{tabular}
\begin{tabular}{ll} 
<C> \(>\) & <C> \\
Description of & \\
Issue
\end{tabular}

\begin{tabular}{|c|c|c|c|}
\hline Vanquard Institutional Index*** - - 36,258 - & 184 & N/A & 36,258 \\
\hline \[
\begin{array}{lcc}
\text { Vanquard Institutional Index*** } \\
19,186 & - & 4,724
\end{array}
\] & 132 & N/A & 14,462 \\
\hline Fixed Income Fund - - 60,283 & 165 & N/A & 60,283 \\
\hline Fixed Income Fund 61,717 & 159 & N/A & 61,717 \\
\hline \[
\begin{aligned}
& \text { Cummins Common Stock Fund*** } \\
& -\quad 22,561
\end{aligned}
\] & 163 & N/A & 22,561 \\
\hline \[
\begin{array}{lcr}
\text { Cummins Common Stock Fund } * * * \\
15,230 & - & 4,316
\end{array}
\] & 151 & N/A & 10,914 \\
\hline \[
\begin{array}{lcc}
\text { Cummins ESOP Fund*** } \\
4,125 & - & 797
\end{array}
\] & 85 & N/A & 3,328 \\
\hline Transfer of Assets from TNT & 2 & N/A & - \\
\hline
\end{tabular}

To Vanguard
***Identifies known party-in-interest to the plan
</TABLE>
Schedule III
CUMMINS ENGINE COMPANY, INC. AND AFFILIATES
RETIREMENT AND SAVINGS PLANS
SCHEDULE OF MATCHING CONTRIBUTION FORMULAS AS OF DECEMBER 31, 1997

| EMPLOYING COMPANY |  | $\begin{aligned} & \text { LOC } \\ & \text { CODE } \end{aligned}$ | LOCATION NAME CON | CASH CONTRIBUTIONS | ESOP STOCK CONTRIBUTION |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Cummins | Engine Company | 110 | Columbus Exempt | No | Yes(12) |
|  | " | 120 | Columbus DWU | Yes (3) (4) | No |
|  | " | 121 | Walesboro DWU | Yes(13) | No |
|  | " | 122 | DWU New Hires | Yes(13) | No |
|  | " | 130 | Columbus OCU | Yes (3) (4) | No |
|  | " | 131 | OCU New Hires | Yes(13) | No |
|  | " | 132 | Walesboro OCU | Yes (13) | No |
|  | " | 135 | Cols. Security | No | Yes(1) (2) |
| CADEC |  | 190 | CADEC | No | Yes(12) |
| Cummins | Engine Company | 200 (0) | CHS Mgmt. Services | No | Yes(1) (2) |
|  | " | 200 (N) | CHS Mgmt. Services | No | Yes(12) |
|  | " | 220 (0) | CTI Charleston | No | Yes (1) (2) |
|  | " | 220 (N) | CTI Charleston | No | Yes(12) |
| Cummins | Engine Company | 240 (0) | CHS Cylinder Head | No | Yes(1) (2) |
|  | " | 240 (N) | CHS Cylinder Heads | No | Yes(12) |
|  | " | 250 (0) | CHS Recon | No | Yes(1) (2) |
|  | " | 250 (N) | CHS Recon | No | Yes(12) |
|  | " | 260 (0) | CHS Engr Test Svcs | No | Yes(1) (2) |
|  | " | 260 (N) | CHS Engr Test Svcs | No | Yes(12) |
|  | " | 291 (0) | Cummins Marine | No | Yes (1) (2) |
|  | " | 291 (N) | Cummins Marine | No | Yes(12) |
|  | " | 300 (0) | Jamestown | No | Yes(1) (2) |
|  | " | 300 (N) | Jamestown | No | Yes(12) |
|  | " | 301 | JEP New Hires | No | Yes(12) |
| Cummins Natural Gas Engines |  | 390 | Cummins Natural Gas | s No | Yes(12) |
| Cummins Americas, Inc. Atlas Crankshaft |  | 400 | Miami PDC | No | Yes(12) |
|  |  | 500 | Atlas Salaried | No | Yes(12) |
|  |  | 510 | Atlas Union | Yes (14) | No |
| Onan Cor | pporation | 550 | Onan-Multiple Loc. | Yes(8) | Yes (7) |
|  |  | 551 | Onan Huntsville | Yes(8) | Yes (7) |
|  | " | 552 | Onan OPE St. Peter | Yes(8) | Yes (7) |
| Fleetgua | ard, Inc. | 600 | Fleetguard TN Salaried | No | Yes(12) |
|  | " | 610 | Fleetguard Lake Mills Salaried | No | Yes(12) |
|  | " | 620 | Fleetguard Lake Mills Hourly | No | Yes(1)(2) |
| Fleetguard, Inc. |  | 630 | Fleetguard TN Hrly | Yes (9) | No |


| Lubricant Consultants | 640 | Lubricon | Yes (11) | No |
| :---: | :---: | :---: | :---: | :---: |
| Kuss | 650 | Kuss Salaried | No | Yes(1) (2) |
| Kuss | 651 | Kuss Union | No | Yes(1)(2) |
| Cummins Engine Company | 700 | DRC Salaried | No | Yes(12) |
| " * | 720 | DRC TN Union | Yes (10) | No |
| Cummins Diesel Intl. | 810 | CDIL | No | Yes(12) |
| Consolidated Diesel Co. | 900 (0) | Consol. Diesel Co. | Yes (10) (6) | No |
| " | 900 (N) | Consol. Diesel Co. | Yes (5) | No |
| Holset Engr. Company | 950 | Holset Memphis | No | Yes (12) |
| " | 951 | Holset CHS | No | Yes(12) |
| " | 952 | Holset Air |  |  |
|  |  | Compressors | No | Yes (12) |

*Participants at location 720 are not eligible to make Basic Savings Contributions.

Matching Contribution Legend
( 1) ESOP Stock Contribution based on $50 \%$ of 1 st $2 \%$ of pay contributed as a Pre-Tax Contribution.
( 2) ESOP Stock Contribution based on $50 \%$ of 1 st $\$ 900$ of pay contributed as a Basic Savings Contribution.
( 3 ) Cash Contribution of $50 \%$ (up to a maximum of $\$ 325$ ) of 1 st $2 \%$ of pay contributed as a Pre-tax Contribution.
( 4) Cash Contribution of $50 \%$ of the 1st $\$ 900$ of pay contributed as a Basic Savings Contribution.
( 5) Cash Contribution of $50 \%$ on 1 st $6 \%$ of pay contributed as a Pre-tax Contribution.
( 6) Cash Contribution based on $50 \%$ (up to a maximum of $\$ 900$ ) on 1st $\$ 1,800$ of pay contributed as a Basic Savings Contribution.
( 7) ESOP Stock Contribution based on $100 \%$ of 1 st $\$ 250,75 \%$ of next $\$ 250$, $50 \%$ of next $\$ 1,000$, and $25 \%$ of next $\$ 1,000$ (maximum stock match $=\$ 1,187.50)$. NOTE: Applies to Pre-Tax Contributions.
( 8 ) Cash Contribution of $25 \%$ of the 1st $\$ 1,000$ of pay contributed as a Basic Savings Contribution.
( 9) Cash Contribution of $50 \%$ of the 1 st $2 \%$ of pay contributed as a Pre-Tax Contribution with a minimum of $\$ 200$ if at least $2 \%$ is contributed.
(10) Cash Contribution of $50 \%$ of 1 st $2 \%$ of pay contributed as a Pre-Tax Contribution.
(11) Cash Contribution of $100 \%$ of 1 st $2.5 \%$ of pay contributed as a Pre-Tax Contribution.
(12) ESOP Stock Contribution based on $50 \%$ of 1 st $6 \%$ of pay contributed as a Pre-Tax Contribution.
(13) Cash Contribution of $\$ 1$ for $\$ 1$ up to $2 \%$ of gross pay; $\$ .25$ on dollar up to next $4 \%$ of gross pay for pretax.
(14) Cash Contribution of $\$ 1$ for $\$ 1$ up to $2 \%$ of gross pay contributed as a Pre-Tax Contribution.

Schedule IV
Cummins Engine Company, Inc. and Affiliates
Retirement and Savings Plans
Employing Locations by Plan
As of December 31, 1997

Cummins Engine Company, Inc. and Affiliates Retirement and Savings Plan for Salaried and Non-Bargaining Hourly Employees EIN \# 35-0257090 Plan 020
$\qquad$

| 110 | Columbus Exempt | 400 | Miami PDC |
| :--- | :--- | :--- | :--- |
| 135 | Columbus Security | 500 | Atlas Salaried |
| 190 | CADEC | 600 | Fleetguard TN Salaried |
| 200 | Charleston Management Svcs. | 610 | Fleetguard Lake Mills Salaried |


| 220 | CTI Charleston | 620 | Fleetguard Lake Mills Hourly |
| :--- | :--- | :--- | :--- |
| 240 | Headline | 650 | Kuss Salaried |
| 250 | Charleston ReCon | 700 | DRC Salaried |
| 260 | CHS Engr. Test Services | 810 | CDIL |
| 291 | Cummins Marine | 950 | Holset Memphis |
| 300 | Jamestown | 951 | Holset Charleston |
| 301 | Jamestown New Hires | 952 | Holset Air Compressors |
| 390 | Cummins Natural Gas Engines |  |  |

Cummins Engine Company, Inc. Retirement and Savings Plan for Onan Corporation Employees
EIN \# 41-0965373

$$
\text { Plan } 025
$$

550 Onan Multiple Locations
551 Onan Huntsville

640 Lubricon

Cummins Engine Company, Inc. and Affiliates Retirement and Savings Plan for Bargaining Unit Employees EIN \# 35-0257090

Plan 030
$\qquad$

| 120 | Columbus DWU | 132 | Walesboro OCU |
| :--- | :--- | :--- | :--- |
| 121 | Walesboro DWU | 510 | Atlas Hourly |
| 122 | DWU New Hires | 630 | Fleetguard TN Hourly |
| 130 | Columbus OCU | 651 | Kuss Union |
| 131 | OCU New Hires | 720 | DRC TN Union |

CUMMINS ENGINE COMPANY, INC. AND AFFILIATES RETIREMENT AND SAVINGS PLANS

EIN 35-0257090
ITEM 27B: SCHEDULE OF LOANS OR FIXED INCOME OBLIGATIONS
AS OF DECEMBER 31, 1997
(amounts stated in 000's)

| PLAN | ORIGINAL <br> AMOUNT OF LOAN | PRINCIPAL <br> RECEIVED <br> DURING <br> THE YEAR | UNPAID PRINCIPAL AT 12/31/97 | AMOUNT <br> OVERDUE |
| :---: | :---: | :---: | :---: | :---: |
| Salaried | \$212 | \$23 | \$135 | \$45 |
| Bargaining | 204 | 14 | 126 | 46 |
| Onan | 71 | 7 | 31 | 13 |

- 4

Participants may borrow amounts contributed up to $50 \%$ of the participant's account balance, not to exceed $\$ 50,000$. Loans must be repaid at least quarterly over a period not to exceed five years. Interest rates vary depending upon the time the loans are requested. A collection policy has been implemented to tax all delinquent loans greater than 90 days past due as distributions to the participant.

SIGNATURE

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.

CUMMINS ENGINE COMPANY, INC.
RETIREMENT AND SAVINGS PLAN
(Name of Plan)

By /s/ Lori G. Roberts
Lori G. Roberts
Secretary - Pension
Policy Committee

As independent public accountants, we hereby consent to the incorporation of our report dated June 17, 1998, included in this Form 11-K, into the Company's previously filed Registration Statement File Nos. 2-32091, 2-53247, 2-58696, 33-2161, 33-8842, 33-31095,
$33-37690,33-46096,33-46097,33-46098,33-50665,33-56115,333-2165$, 333-31573 and 333-42687.

ARTHUR ANDERSEN LLP
Chicago, Illinois
June 17, 1998.

